

# Mining - Labour

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**Business Report**

# Mines face 25pc labour drop

By ELIZABETH ROUSE  
**JOHANNESBURG.** — The gold-mining industry might have to operate on about 75 percent or less of its present labour requirements from 1975 onwards, says Mr A C Petersen, chairman of the Barlows group mines — Harmony and Blyvooruitzicht.

An initial drop in production will be inevitable, but Mr Petersen believes the industry will overcome the labour shortage

Further mechanization and changed work patterns should result in better use of labour. Training will have to be improved, and attitudes will have to change among both workers and supervisors.

Mr Petersen does not minimize the problem of building up effective communication between mine management and a large labour force of short-term workers.

"It is doubtful whether the normal White style

trade union would operate effectively under these circumstances," says Mr Petersen.

Both Harmony and Blyvoor are spending millions of rands on accommodation for Black miners. Permission will be sought from the Government to extend married quarters for senior Black employees, says Mr Petersen in his Blyvoor report

### BLACK WAGES

Mr Petersen forecasts that further exceptional increases in Black wages can be expected over the next few years before they reach levels that will change only when effected by normal factors, such as increases in the cost of living or enhanced skills

At Harmony, Black wages rose by 81 percent in the past year.

Harmony is vulnerable to labour supplies. The enlarged mine has a relatively low grade and profitability depends on milling a high tonnage.

### BLYVOOR

Mr Petersen says capital spending will be high — R11-million this year against the past year's R2 367 000 — and unless the gold price goes much higher, dividends will be static at 70c for two years — two 35c dividends in a year

After that, increased production and lower capital expenditure should enable higher payments to be made

At Blyvoor, a labour shortage could lower the production for about 18 months, after which mechanization and improved work methods effect and restore the situation.

Maintenance of the current dividend level will depend largely on the labour position, the average gold price and the rate of inflation, says Mr Petersen.

Blyvoor's spending was lower at R1 540 000 than the estimated R2 400 000 in the past year, but will rise to R3 700 this year.

Uranium prospects are unexciting in the short to medium-term. Existing contracts are based on comparatively low prices and rising production costs are making the contracts unattractive.

### HARMONY

Harmony as a long-life mine should benefit considerably and Blyvoor as a medium-life mine may benefit from higher demand and prices.

In the past year, Harmony earned almost R99-million (R54-million) from gold sales and taxed profit shot up to R26-million (R11-million), on an average gold price of 134 dollars in the past year

Its cost a ton milled increased by 19 percent. Blyvoor's rose by 25 percent

Blyvoor's gold working revenue soared to R90-million (R51-million) and taxed profit was R27 600 000 (almost R14-million)

# Bid to attract more Blacks

# NEW MINERS WILL GET RISE OF 33pc

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WAGES-MINES

IN a move which will increase the wages of 400 000 Black miners, the Chamber of Mines announced today that minimum starting pay is to be increased by a third for underground workers.

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The chamber also announced that an intensive, three-week radio campaign on Radio Bantu is to be launched as part of a drive to recruit 50 000 Black South Africans a year to the mines.

The latest increase — from R1,20 a shift to R1,60 — means novices underground now earn more than three times what they earned before May 1973.

Their increase and the R1 to R1,20 a shift rise for surface workers is effective from December 1.

A spokesman for the chamber said today the chamber had had minimum wages while mining houses were individually responsible for wages beyond that.

## Reviews

It is intended to review Black wages with those of other employees every year.

The spokesman added "Eventually, this latest increase in the minimum

will affect all miners because it changes the whole wage structure"

This is the fourth recent increase in minimum wages

The rapid succession of pay increases is in accordance with the mining industry's policy of increasing earnings and making the mining industry more attractive and competitive with other sectors.

## Stressed

The Chamber spokesman stressed that the improvements were not aimed at South Africans solely, but to all people interested in mine work.

A scheme by which Black miners' earnings will draw interest is being investigated

The spokesman said that already many Black miners were able to save large amounts of money

The radio campaign being launched from today will, according to the Chamber, "draw the attention of Black South Africans to the rapidly improving pay and conditions on the mines."



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# Underground

## Gold labour force drops

JOHANNESBURG — South Africa's supplies of Black underground labour for its gold mines could slump to about two-thirds of normal levels before the end of the year, warns Mr Adriaan Louw, chairman of the Gold Fields of South Africa group.

And one of the reasons, he says, could be the increased wages being paid by the mines — meaning the workers did not have the incentive to return to work so quickly.

The GFSA group, he said, may be forced to switch its labour force around and concentrate men on the most productive spots.

Spelling out the dilemma facing the gold mines in coping with increased production in the face of growing labour shortages, Mr Louw said the closure of Malawi to recruiting in April had meant the group working on less than 80 percent of its stated underground Black labour requirements.

The group had, fortunately, planned more than a year ahead to improve productivity to a level at which full production could be maintained with a labour cut of around this level.

As a result, production in the September quarter had been maintained at expected levels.

Trouble, however, could be ahead Mr Louw said. "Should the renewed efforts to attract labour from all sources not match the seasonal decline in the spring of each year, in addition to any continued reduction in the number of men employed from Malawi, it is probable that the Black underground labour force will fall to about 65 percent of former requirements by the year-end."

In the short-term, he said, it would be necessary to reduce the impact of any further reduction of numbers employed by concentrating to work force in the most productive places.

The GFSA group, he said, is formulating long-term plans to achieve full production at this level of employ-

ment by increasing mechanization, improving layouts, and further increasing productivity.

Mr Louw said the considerable improvement in conditions of employment in the past two years had not as yet attracted additional underground workers from South African sources.

"It is even possible that the much higher level of remuneration has reduced the frequency with which migrant workers drawn from subsistence farming areas have to seek employment to save cash for the purchase of livestock and manufactured goods."

He added "In these circumstances it is clearly necessary to encourage a more stable labour force and to provide the necessary material and social facilities to make continuous or longer-term employment attractive and possible, particularly for the trained and skilled section of the Black labour force" Sapa

### Talk on good buying

THE public are invited to the meeting of the Institute of Purchasing (Western Cape Region) on October 28, when Mr Raymond Ackerman, chairman of Pick 'n Pay, will talk on good buying, the heart of consumerism in South Africa.

The meeting will be held at the Newlands Transito Hotel at 7.30pm. There is no charge for admission. People interested in joining the institute can talk to officers at the meeting.

### Dutch deficit

AMSTERDAM — Holland had a visible trade deficit in August of 343m guilders compared with a deficit of 132m in July and a shortfall of 359m guilders in August 1973. The figures exclude Benelux trade. — Reuter

# Mechanization

## 'could halve mine labour'

THERE HAS been an upsurge of interest among South African mining engineers in mechanization because of the threat to the country's labour resources by the changing political position in Southern Africa.

This is the view of Mr Fred Boman, regional sales manager of Alimak, a leading Swedish manufacturer of underground mining equipment, who is visiting South Africa to conduct a series of demonstrations on behalf of Alimak's representatives in South Africa, Hugh Mellor and Company of Edenvale.

Mr Boman, who previously visited South Africa in May before the full consequences of the Lisbon crisis were apparent, said he was astonished at the marked change in attitude among South African mining engineers in only five months.

"When I was last here top mining executives showed interest in our range, but the general reaction was that while the equipment was interesting and challenging from an engineering point of view, it was more suited to highly-developed countries like Europe and North America, than to South Africa with its ready pool of semi-skilled labour."

### CHANGE OF ATTITUDE

"Now, because of the threat to South Africa's foreign labour resources, there has been a complete change in attitude and we are being bombarded with inquiries," says Mr Boman.

In many mining countries a purpose of increased mechanization was to save costs, but in South Africa there was the additional reason of maintaining production in the face of dwindling labour resources.

Increased mechanization could cut South Africa's mine labour force by 50 percent within 10 years, and at the same time, boost production markedly.

His view is shared by Mr

Arne Olsson director of marketing of Flygt, a Swedish manufacturer of mine pumping and dewatering equipment, who also is visiting South Africa on behalf of Hugh Mellor and company, which is a subsidiary of Protea Holdings.

### SWEDISH EXAMPLE

"Changing conditions, particularly the difficulty in getting labour, will require a higher degree of mechanization in South African mines," said Mr Olsson.

Sweden, because of its small population and high labour costs, has mechanized its iron ore (copper, lead, zinc and other mines at double the rate of South Africa. We have cut our labour force from 50 000 at the end of World War II to about 16 000 today yet our mining output is double that of 1945.

"Circumstances have made Sweden develop a high degree of mechanization in its mines, and clearly will make South Africa do likewise."



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~~WAGES~~ NOTES.

THE STAR JOHANNESBURG TUESDAY OCTOBER 22 1974

# New wages boost Black dignity

Labour Reporter

AFTER decades of practical isolation from the domestic labour scene, South Africa's most powerful industry has emerged as the single most powerful force for change.

In coming weeks Radio RáI will inform Black workers that even the lowliest tribesmen in Southern Africa can earn RáI a month (plus decent food and accommodation) as a novice on the mines.

Gone are the days when "mine boys" supplemented their hard-won earnings with gardening jobs at R1 or R2 a day, and the change will be felt throughout South Africa. The floor price now set for Black labour must un-

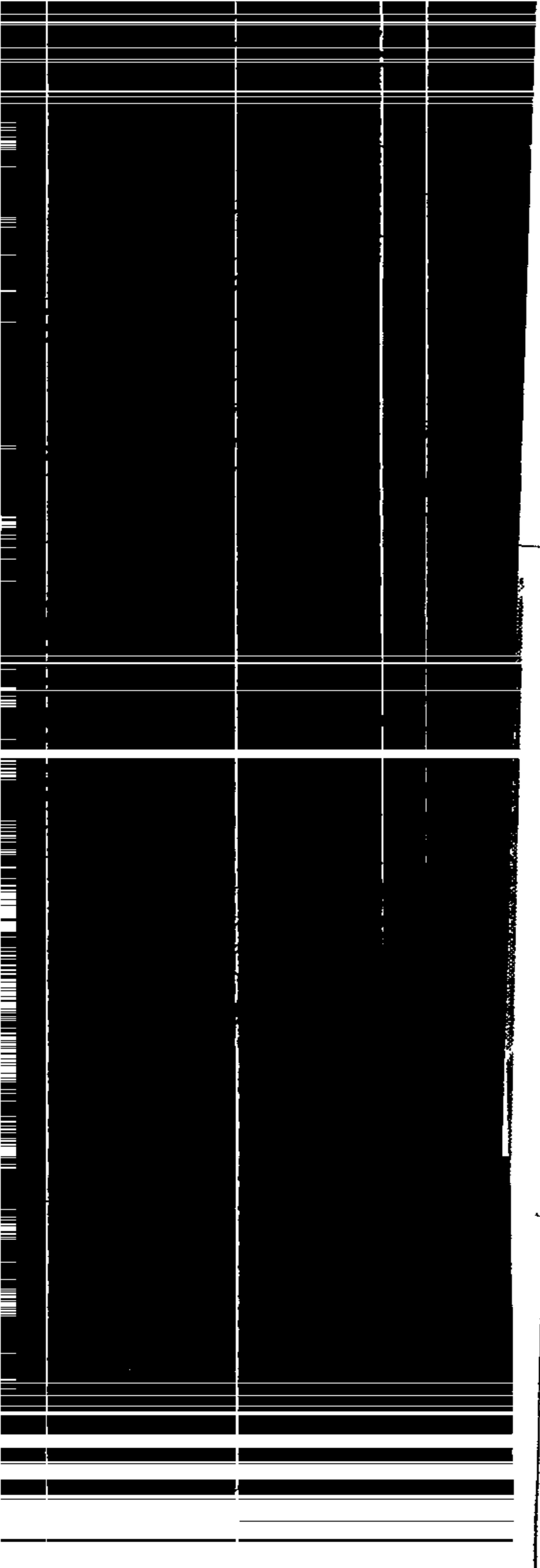
leash a chain reaction which will elevate the price and dignity of Black labour in agriculture, commerce and industry. The mining industry's proposed recruitment of 50 000 additional Black South Africans a year means the absorption of anything from half to one-third of the number of Black men coming on the labour market annually.

Making allowance for the large number of Black South Africans who are reluctant to work on the mines, a point could be reached fairly soon where even the new minimum wage for underground workers will have to be raised dramatically to attract more mineworkers.

As wages on the mines rise, so will the pressure for productivity. When one speaks of productivity on the mines, the first thing that comes to mind is the instability of the mining industry's Black labour force.

For years the Government has limited the Black married staff living permanently on mine property to a mere three percent of a mine's Black labour complement. According to the Minister of Mines, Dr Kooz-hof, the mining houses have failed to take full advantage of the small percentage allowed. The mines cannot afford much longer to train an artisan's aide for six weeks and then pack him off to his tribal home after the completion of a contract of six to 18 months.

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# Malawian

MINE LABOUR

## miners

### 'tired'

#### Labour Reporter

About 1 600 Malawian miners at the West Rand Consolidated gold mine refused to go to work today and demanded to be sent home.

This is the third gold mine affected by such demands in the past month. In most cases men involved were Malawians who had been working for at least six months and whose contracts are for 18 months.

About 400 Malawians from Western Deep Levels were sent to Johannesburg last Friday in preparation for their return home after similar demands originally involving 1 400 men.

This followed an identical walkout by about 1 600 Malawians at the ERPM goldmine who later returned to work out their contracts. Later about 1 000 Mozambique miners at LRPM refused to work. About 200 were sent home.

The stoppage at WRC began on Tuesday when about 13 Malawians refused to go underground. The number grew to 300 yesterday.

"They say they are tired and want to go home," said a spokesman for General Mining, which administers the mine. There had been no sign of disturbances.

The mine has a Black labour force of 8 660. About 3 630 are Malawians. "Production has not been affected and plans for rationalisation and re-allocation of workers are being prepared," the spokesman added.



RDM  
A/11/74

By ADAM PAYNE  
Mining Editor

AFTER spelling out the wide-ranging effects of inflation on companies and the man-in-the-street, Sir Albert Robinson, in his annual review as chairman of Johnnies, issues a call for leadership by the Government in moves to increase productivity and eliminate restrictive employment barriers.

He says the mining unions are demanding a five-day week and "this may be the right policy, but only if its achievement is linked with an agreement to provide for greater productivity and the relaxation of restrictive work practices".

Leadership by the Government on productivity measures should be supported by all organised bodies and should receive the co-operation of all races.

"There must be an urgent mobilisation of effort on a major scale" he says.

### CONFERENCE

"A fully-representative national productivity conference would, I believe, provide the opportunity of working out a consensus aimed at moving away from traditional work practices in South Africa and of fashioning new industrial policies that would bring greater rewards to all workers and greater prosperity to the country as a whole."

Sir Albert nails his colours to the mast of non-discriminatory practices in wage policies, saying: "The ultimate goal in the group is a uniform wage scale for all employees, irrespective of race, based on objective criteria."

"To implement fully such a programme will take time working as we are required to do within the framework of existing legislation and the agreements with trade unions."

Sir Albert says the process of changing traditional conditions of employment in the mining industry has been slow and the fault lies with the past conservative attitudes of the mining houses,

as well as the restrictive attitudes of the trade unions and official policy over many years.

Only in the last three years has a significant change begun to take effect.

However, in spite of major wage concessions to all workers, there has not been a significant increase in productivity.

In the three years from July 1, 1971, to June 30, this year in the gold mining industry's working cost per ton milled increased by 60 per cent and the annual productivity, expressed in average tons milled per person employed did not increase at any time throughout this period by more than 2 per cent.

For the three months ending September 30, last the increase over the 1971 figures was 16 per cent.

### PRODUCTION

This was due to the rate of production being maintained in spite of a sharp fall in the number of African workers employed.

"It remains to be seen whether this improvement will continue" says Sir Albert who is as aware as other mining men that mines can "live on their fat"

for a time but not indefinitely.

Sir Albert says Johnnies has embarked on a research programme to mechanise stopes on its mines - Western Areas, Elsburg, Randfontein and Rustenburg Plats.

"As far as possible, we are trying to eliminate unskilled occupations by introducing conventional mechanisation such as scrapers, mono-rope conveyors and mono-rail cars. Among machines that are being investigated are tunnel borers and load-haul-dump equipment."

### DEPARTMENT

Johnnies has established a department of industrial engineering which will assist mine managers in improving productivity on all mines.

As a result there have been improvements in labour efficiencies by applying work rationalisation incentive bonus schemes, and planned maintenance.

In the past wage increases were often dealt with on an ad-hoc basis, resulting in unplanned and unco-ordinated change.

Every effort will now be made to approach wage and labour matters in a systematic way says Sir Albert.

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### Labour Reporter

The president of the Chamber of Mines, Mr A W S Schumann, last night told the Bloemfontein Sakekamer that Black workers had the right to sell their labour in the market of their choice.

"Apart from human rights arguments, I doubt whether we can afford to prevent the labour market, through restrictions, from establishing a sound balance between demand and supply," Mr Schumann said.

Sir Albert says the process of changing traditional conditions of employment in the mining industry has been slow and the fault lies with the past conservative attitudes of the mining houses,

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It was abundantly clear that, in the foreseeable future, there would not be sufficient labour for the needs of farming, mining and industry, he said.

It was also obvious that available labour in South Africa would have to be better utilised and treated with greater respect.

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In the most outspoken speech by a mining leader since the launching of a major South African recruiting drive, following the closure of the Malawian labour supply and the

political changes in Mozambique, Mr Schumann also made it clear that:

● In spite of the tripling of minimum wages on the mines since May last year, the mining industry was suffering from a labour shortage which "can become much worse still."

● It would "probably be irresponsible" to act as though the flow of mine labour from Mozambique could not also be stopped.

● The mines could forget about attracting more than half of their labour requirements from South African territories and would have to continue living in partnership with South Africa's Black neighbours.



RDM  
19/11/74

MINING EDITOR

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**JOHNNIES** mining group, which administers the world's largest underground mine at Rustenburg Plats and three gold mines, is to wipe out all race discrimination in its wage policies.

The chairman, Sir Albert Robinson said in his annual report: "To implement fully such a programme will take time, working as we are required to do within the framework of existing legislation and agreements with trade unions."

Sir Albert called on the Government to give a lead in the drive to increase productivity and to eliminate restrictive employment barriers.

## Gold hits record as dollar, sterling dive

FRANKFURT. — The dollar declined sharply against the major European currencies — particularly the West German mark and the Swiss franc — again yesterday in another chaotic day on foreign exchange markets.

But the extreme confusion on currency markets helped to drive up the gold price on the London bullion market to yet another record fixing level of \$190.50 an ounce.

Kruger rand gold coins also soared to a new record in London, after South Africa's announcement that gold sales might be limited.

The coins jumped to £95.75 (about R153) each before closing at £95.25 (about R152.40). The previous all-time record was registered last Friday when Kruger rands closed at £93.25 each.

### TRADING

In hectic trading in Zurich, the United States currency hit an all-time low of 2.59 Swiss francs.

Sterling was dragged down with the dollar and in London its value against key currencies was down by 20.7 per cent compared with three years ago — its lowest level ever.

The West German Central Bank intervened for the third consecutive trading day in Frankfurt, buying up \$25 700 000 in an attempt to shore up the hard-pressed American currency.

Swiss bankers said reasons for the dollar's sudden weakness include the less than reassuring US trade figures and the belief that when Americans are allowed to buy gold from January 1, dollars will pour on to the market.

Fears of a recession in the United States, the gloomy general economic outlook and the unrest in the Middle East also contributed, they said. — Sapa-Reuter and UPI.

In recent times the group's main emphasis had been on improving conditions of Black employees, he said.

"As a result of the studies of job and wage evaluation, we have increased the minimum rates paid to workers in our group mines. These increases varied from 43 per cent to 85 per cent between April 1973 and June 1974.

"The average percentage increase for the period July 1973 to June 1974 in respect of Black head office employees, who are more highly paid, was 17 per cent.

"The minimum basic wage for the least skilled category of these employees is R125 per month, which is some 50 per cent above the poverty datum wage level for Blacks in the Johannesburg area."

But higher wages were not the only or most important aspect of advancement.

"The long-term objective of our group is to establish a proper hierarchy of jobs, scientifically evaluated and rewarded, that will provide both the opportunity and the motivation for the individual to advance relative to his skills and aspirations.

### Uplift

"The ultimate goal is a uniform wage scale for all employees, irrespective of race, based on objective criteria."

Earlier, on the topic of inflation, Sir Albert said in almost all cases, in the current inflationary climate, wage increases exceeded the gains from increased productivity.

But significant wage increases were unavoidable in a country like South Africa, not only to meet inflationary pressures, but also to assist in the economic uplift of the Black population.

But that did not diminish the urgent need to combat inflation.

"This requires leadership by the Government, the support of all organised bodies and the co-operation of all races."

He suggested the holding of a representative national productivity conference, which he believed would provide an opportunity of working out a consensus aimed at moving away from traditional work practices and fashioning new industrial policies that would bring greater prosperity to all.

● See Page 26

STAR Labour Reporter 19/11/74

THE Chamber of Mines has obtained Government approval to recruit urban Black workers for the mines, chamber president Mr A W S Schumann has announced.

Recruiting had begun on the east, central and west Rand, but the experiment was too fresh to report progress, Mr Schumann said.

In a speech to the Bloemfontein Sakekamer last night, he also disclosed that the agricultural sector had been approached as part of the domestic recruiting drive aimed at easing the shortage of Black miners.

"We know that there is unemployed labour in large numbers in the agricultural areas," Mr Schumann said.

The Chamber was also aware that the farming community had to be handled delicately and had strong representation in Parliament.

### CONSULTATIONS

With this in mind, consultations had been conducted with the Minister of Agriculture and the chairman of the South African and Transvaal agricultural unions.

The idea was to tackle recruiting at one or two selected places on an experimental basis in co-operation with farmers and allowing for adjustments for seasonal labour requirements.

The chamber had established that there were many unemployed Blacks in urban areas, but these people escaped the recruiting organisation because they knew that they would have to return to the homelands after the completion of service on the mines.

In the chairman's statement of the Johannesburg Consolidated Investment Company, Sir Albert Robinson said in Johannesburg today that higher wages were not the most important aspect of Black advancement.

### ULTIMATE GOAL

The ultimate goal of his mining house was a uniform wage scale for all employees, irrespective of race.

To this end his group aimed at establishing a proper hierarchy of jobs, scientifically evaluated and rewarded, to provide the opportunity and motivation for the individual to advance relative to his skills and aspirations.

Mr Robinson blamed the

### MR A W S SCHUMANN

restrictive attitudes of White trade unions and the Government, as well as past conservatism on the part of the mining houses, for the slow progress of the past.

"The unions are now demanding a five-day week," he said. "This may be the right policy, but only if its achievement is linked with an agreement to provide for greater productivity and the relaxation of restrictive work practices."



# 3000 miners demand to go home

Labour Reporter

**GENERAL MINING** announced today that 3 066 Malawian mine-workers at the group's ERPM gold mine have downed tools and want to go home.

The mining house said 400 of the men were sent to the Chamber of Mines labour organisation's hostel yesterday to await their flights home.

"We are not standing in the way of the remaining 2 666, but they will have to wait their turn," said a spokesman.

The move follows sporadic work stoppages and similar demands from thousands of Malawians on other South African gold mines during the past month.

## CONTRACTS

Only one group — about 400 men from the Western Deep Levels gold mine — has returned to Malawi without completing contracts of 18 months to two years.

Elsewhere, such as at West Rand Consolidated gold mine where only about 230 of the 2 100 Malawians who wanted to go home on Saturday are still off work, the situation tended to return to normal.

The general manager of the chamber's mine labour organisation, Mr Tony Fleischer, today denied that delays in the return of men with expired contracts was behind these demands.

## BACKLOG

"There was a backlog some months ago, but there is very little now," he said.

He said Air Malawi was taking the men home at the rate of 25 flights of 74 men each.

Anglo American announced today that arrangements were being made to send home about 100 Mozambique mineworkers from Western Deep Levels gold mine who went on strike after the death of a Shangaan during a tribal clash at the weekend.



By JOHN IMRIE  
Labour Editor

THE President of the Chamber of Mines, Mr A. W. S. Schumann, has pointed to the paradox of considerable unemployment among Africans in South Africa existing side by side with tremendous demand for their labour.

Reviewing the mine labour situation in a speech to the Bloemfontein Afrikaanse Sakekamer this week, Mr Schumann said it was clear there would not be enough labour in the foreseeable future to meet the needs of agriculture, industry and the mines.

Available labour would have to be better employed and treated with greater respect if maximum benefit was to be gained.

He doubted whether in the longer term South Africa could afford the luxury of restricting recruiting in certain African areas to particular groups — such as the Matadene (Newcastle) district for Iscor, the Natal north coast for Richards Bay projects and patches of South West Africa for the farmers there.

"Aside from the human rights argument — the right of a worker to sell his labour on the best market — I doubt whether we can afford restrictions which prevent

the market from finding in the capitalist fashion its own level and a sound balance between supply and demand."

Mr Schumann said it might seem paradoxical for him to talk of labour shortages while one regularly heard how necessary it was for South Africa to have economic growth so as to feed, and provide work for, increasing numbers of Blacks.

"This is the paradox of a country where there is today an enormous amount of unemployment together with an enormous demand for workers

"The solution to this does not lie in the hands of the ordinary businessman, but with the social anthropologist, the philosopher and the statesman."

Pay a Japanese twice as much, Mr Schumann said, and he would work twice as hard and be thrice as thrifty, but pay certain other people in the Far East twice as much and they would rest twice as long on their income before working again.

Similar differences existed between northern and southern Italy and the characteristic of Africans to work less as they earned more was something they shared with certain European peoples.

There was a direct and clear correlation between this characteristic and the growth in the gross national product of certain nations.

On the Zambian Copper-belt it had been found that general education of the Western kind — in reading, writing and arithmetic — had done much to change the workers and bring their values closer to those of the West.

South Africa would have to do much more in this direction if it was to make real progress

On the supply of mine labour generally, Mr Schumann said the mines could not expect to attract more than half of their labour requirements from South Africa itself. Large numbers of migrant workers from other territories would be required for a long time to come, and the industry would have to adopt an attitude towards migrant labour.

### UNEQUAL

Mr Schumann said unequal economic development in Europe and the United States had produced 14-million migrant labourers and in South Africa the gap between the developed and undeveloped areas would probably grow because the opportunities for the latter to catch up were limited.

Under these circumstances the South African mining industry could become the economic stabiliser of the sub-continent, absorbing surplus workers who became a problem for Black states, providing desperately needed

spending money for the ordinary people there and helping to create internal consumer markets in those states.

A controlled system of migrant labour could make a positive contribution to the economic planning of those states, but, he conceded, there were other viewpoints; that no system could be justified which separated men from their families for up to two years in barracks with thousands of other men and that the unrest in the mine compounds was a result of this unnatural existence.

Against this, it had to be accepted that the African miners, especially those who had land in their homelands, were often not prepared to take their families to the mines.

Mr Schumann said he did not want it to be thought that he approved of migrant labour. Ultimately, it had to disappear from the scene, and the less the industry became dependent on unskilled labourers and the greater use it made of their skills and abilities the more economic and practical it would become to permanently accommodate such people, and so move away from the migrant labour system.

# More homes for married mineworkers

Labour Editor

THE MAJOR mining groups are examining the possibility of providing more married accommodation for their African workers.

This follows a disclosure by the president of the Chamber of Mines, Mr A. W. S. Schumann, that the Government is now prepared to drop its restriction on providing married quarters for more than three per cent of the African labour force on each mine.

"We have had an assurance from the authorities that where a mine requires a greater complement of married workers and can afford to house them, the application will be treated sympathetically," he told the Bloemfontein Afrikaanse Sakekamer.

He did not believe that this would lead to "Black spot" problems when the mines ultimately closed.

"If one considers the worst possibility — that all the mines continued until the year 2000 and then all suddenly closed together, only 50 000 families would have to be rehoused. That is a third of the families at present in

Soweto."

In Parliament last month a hint was given by the Minister of Mines, Dr Koornhof, that he would consider lifting the much criticised three per cent limit which, when the Free State goldfields were first established, prevented the Anglo American Corporation from going ahead with an ambitious plan to establish married quarters for their African mineworkers

In practice the three per cent limit often worked out at less than one per cent, partly because of the red tape involved.

The "Koornhof concession" has since been discussed by the Chamber of Mines' Gold Producers' Committee. They decided that each mining group would determine its own requirements for married quarters and approach the Government.

A spokesman for Anglo American Corporation said last night: "We are investigating the requirements at each mine for additional married quarters which may be built either on mine property or in convenient municipal townships".

# Africans

By ADAM PAYNE  
Mining Editor

AS A "thank you" for the returns received from its South African gold investments, Consolidated Gold Fields of London is giving R4 800 000 for the training and advancement of Africans in South Africa, Lesotho, Botswana and Swaziland.

This substantial gift comes after the recent donation of R1 200 000 for a technical high school to the BophuthaTswana Government by Rustenburg Platinum Mines.

Consolidated Gold Fields' gift was announced yesterday in London by Mr Donald McCall, chairman. Consolidated Gold Fields has a 49 per cent interest in Gold Fields of South Africa.

Mr McCall said the money would be used mainly for providing technical facilities for Africans, for whom in many parts of Southern Africa there were relatively few well-paid employment opportunities.

Mr McCall said his company believed the programme, which would cover the next few years, would assist in fitting African youths with an agrarian background for modern industrial life.

He said R2 400 000 was already committed in principle under the scheme.

In Johannesburg, Mr Robin Plumbridge, an executive director of G.F.S.A. and former president of the Chamber of Mines, told me. "The type of education we are aiming at is that provided by the Lerotoli Technical Institute in Maseru, where we have built and provided facilities for a plumbing school.

"This institute is also to be assisted by the rehousing and re-equipping of its carpentry, bricklaying and electrical training section with funds provided by Consolidated Gold Fields."

Mr Plumbridge said Consolidated Gold Fields had made a substantial donation to the Marupula multi-racial secondary school in Botswana.

"We are considering further projects," he said.

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**Labour Editor**  
URBAN Africans can in future get jobs on the gold mines without fear of being sent to a homeland when their contracts are completed

Announcing this, the president of the Chamber of Mines, Mr Dolf Schumann, also disclosed that the mines now have permission to recruit on the Witwatersrand

Previously, the mines have been obliged to return Africans to their homeland once their contracts were completed

"They all know about this and have kept clear of us," Mr Schumann told the Bloemfontein Afrikaanse Sakekamer

The Government has now decided that returning a man to the same area in which he

was recruited would not result in "a deterioration of the position" and had accordingly relaxed its rule in this respect

With this new concession the mines are hoping to attract some of the large number of unemployed in the urban areas, especially since the starting wage has trebled in the past two years (from December 1, it will be R1,60 a shift). With food, housing and sporting facilities provided free of charge the potential for saving on the mines is great

### CRY

Mr Schumann also disclosed that it had been decided to recruit in the agricultural sector where there was much unemployed labour. But this would be done only in co-operation with the farmers, who had to be han-

dled with kid-gloves because they were well organised, well represented in Parliament "and can raise a tremendous hue and cry if everything is not as they would like it"

At the same time, however, he warned that some areas could not continue to be a closed-shop for recruiting for certain sectors only (see page 19).

Mr Schumann said the mines would soon have to "tackle the problem of Black trade unions" and the nature of the "problem" was already becoming apparent.

"Many Black leaders perceive that trade unions on the British pattern are totally undesirable, particularly because the trade union leaders so often have aims other than the welfare of their own followers"

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**Staff Reporter** 21/11/74 Banda

ABOUT 3000 Malawi mineworkers at East Rand Proprietary Mine's Boksburg compound have refused to descend the shafts in the past several weeks, telling mine officials they are tired and want to go home, Sapa reported yesterday

They have been taken off the payroll, but are being housed and fed until planes can return them to Malawi. According to a spokesman another 400 Malawians were sent to the Chamber of Mines Labour Organisation Hostel yesterday, where they will await flights home.

There is a delay of several weeks for those wanting to return to Malawi by plane, due to a ban on charter flights imposed by the Malawi Prime Minister Hastings

In Welkom, seventeen African mineworkers from neighbouring states who were found guilty in May this year of public violence at the Loraine gold mine at Allanridge, were sentenced in the Regional Court here to two years imprisonment each.

At Krugersdorp, about 100 Shangaan miners who have refused to go underground at the Western Deep Levels Mine since a mass brawl on Sunday night will be sent home.

**Staff Reporter**

GREATER competition for African labour in all sectors of the economy would give a major boost to the level of African wages during 1975, the president of the Trade Union Council of South Africa, Mr Tom Murray, said yesterday.

Mr Murray said he agreed with the president of the Chamber of Mines, Mr A. W. Schumann, that in the foreseeable future there would not be sufficient la-

bour for the needs of farming, mining and industry.

The mining industry would become a major competitor for indigenous African labour because of the shut down of supplies from Malawi and the possibility of interference with the labour supply from Mozambique, said Mr Murray

"It's strongly in the national interest that the mining industry should become less dependent on migrant labour from adjoining territories, and that the majority of their 550 000 African

workers should be recruited in South Africa."

Apart from any other consideration it could be catastrophic for the mines if they continued to rely on imported workers.

Mr Murray said there had been significant increases in the earnings of mine workers but, if the mines hoped to compete with industry on the South African labour market, mine wages would have to be lifted even higher.

"A shortage of African labour in the more intensive industries in South

Africa — particularly in the farming industry — is now more than a possibility."

Mr Murray said that with a shortage of African workers, restrictions on their movement from one area to another would have to be lifted. If this were not done the economy would suffer.

The keener competition for African workers, and the expected shortage also meant that greater efforts would have to be made to make African workers more productive

Funds on a far greater scale than at present would have to be provided for training.

"And with the economy becoming more and more dependent on African labour, the Government will have to abandon its policy of withholding from them the right to form their own trade unions or to affiliate with existing unions," Mr Murray added.



Mac Thain  
ERPM's profits for the current quarter may be well down compared with those for the September period as the result of the serious shortage of Black workers.

Since the disturbances at the mine on October 13, say the directors, there has been some unrest and insecurity among Malawian workers. A large number of them have asked to be released from their contracts and are now awaiting repatriation.

Prior to this, Malawians made up 63 percent of the total underground labour force. With the release or repatriation of most of them, the labour force has fallen to around 42 percent of the mine's requirements.

#### MINIMISE

The management is taking such measures as it can to minimise the effect of this, but indications are that production could be as low as 62 percent of that achieved in the September quarter when 633 000 tons were milled.

There is still a relat-

# PLAGUE LIMIT IV

STAR (Bus Section) 28/11/74

ively small number of Malawians on strength at the mine but should they decide to return home the labour force will be down to 37 percent of the required complement.

This news underlines the vulnerability of labour-intensive old mines to shortfalls in the supply of workers and the impact on profits. ERPM has been suffering from this over the past year with

mill throughput steadily declining from its peak in the September quarter of last year of 799 000 tons to 633 000 tons and now likely to be 392 000 tons for the current three months — if not less.

In consequence, working costs rose faster than the average for the industry, rising close on R5 a ton over the 12-month period to September, from R9.89 to R14.67 or from

76.51 dollars to 123.38 dollars an ounce. Despite the increase in the gold price the profit margin last quarter was down to R2.62 a ton.

Earlier this year, the chairman told shareholders that if cost increases of the magnitude experienced during 1973 were not counterbalanced by a high level of revenue the long-term future of the mine was uncertain.

#### Financial Reporter

THE NUMBER of Africans employed on gold mines stands at 78 per cent of the industry's requirements, and numbers could decline further before the trend is reversed.

Mr A. W. S. Schumann, president of the Chamber of Mines, said in Johannesburg yesterday that overall production was being adversely affected.

East Rand Proprietary Mines was probably worst hit with its labour force down to 42 per cent of the mine's requirement, and the possibility of a further fall to 37 per cent.

Production for the December quarter could be as low as 62 per cent of that in the preceding quarter and profits could fall sharply, according

to a statement issued by the mine.

Mr Schumann said the total underground labour force on gold mines was about 274 000 compared with about 322 000 a year ago.

Improvements in the efficiency of the use of Black labour, and the rising gold price, were cushioning the impact of the decline but some production was being deferred.

He attributed the shortage to the end of recruitment from Malawi after the air crash at Francistown in April when 74 mine workers were killed.

Negotiations with the Malawian Government to resume the labour flow were continuing, he said.

A few mines with large complements of Malawian workers had been especially

affected by unrest which had resulted from the feeling of isolation caused by the suspension of the flow of workers from Malawi.

On the longer term outlook, Mr Schumann was optimistic. "The flow of workers from traditional areas other than Malawi continues to be normal or improved and there are prospects of an early reversal of the downward trend," he said.

ERPM's problems resulted from the labour disturbances on the mine last month. Until recently the mine drew 63 per cent of its total underground labour force from Malawi.

The company issued a statement yesterday saying a large number of workers who had requested release from their contracts were awaiting repatriation.

#### Staff Reporter

A SOUTH AFRICAN mine without any members of the White Mine Workers' Union on it, would have a productivity much higher than comparative mines with union members.

This claim was made by the Progressive Party MP for Johannesburg North, Mr Gordon Waddell, in reply to a question at a luncheon in Benoni yesterday.

Mr Waddell said because of Government legislation, there were a number of restrictions on how Blacks

could be employed on the mines.

But more restrictions had been imposed by the Mine Workers' Union, a White organisation.

Mr Waddell stressed he was not speaking as a member of Anglo American, of which he is a director, or on behalf of the gold mines, but about mining in South Africa generally.

He said that although in the past the wages paid by the mining companies to their Black workers had left a great deal to be desired, by the middle of 1976, they would be forced to pay wages competitive with those of

companies that they should be overstaffed, but since the withdrawal of the Malawian mine workers the mines had maintained their production.

According to Mr Waddell, if South Africa was to prosper, the country would have to let loose its productivity potential.

The Government's policy of "Mini-economies" in the homelands was futile and he said there should only be one economy for the whole of the country.

Mr Waddell said if the Government persisted with the policy of establishing these economies in the homelands, it must realise that this step was expensive.

Mr Waddell said there was a belief among mining com-

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RDM 6/12/74



If the miners travelled through Lanseria they could receive the same treatment as other passengers moving through an international airport.

The Chamber of Mines has had talks with the Lanseria Management Company's board over the use of the airport.

A spokesman for Air Malawi told me this week that he had had a request from officials at the Lanseria Airport for the operating manual on the BAC 1-11 — thus giving credence to rumours that Lanseria may be used as a focal point for the transport of miners.

Furthermore, according to a senior member of the Lanseria board, a Boeing 727 from South African Airways landed at the airport last Sunday, despite Government promises that heavy commercial aircraft would not land there. The aircraft, which was on a proving flight, made two landings.

It is understood that in talks between the Chamber of Mines and the Lanseria board there was much discussion on the repatriation of the 70 000 Malawians working on South African gold mines as their contracts end. Nearly 2 000 Malawians on 26 flights leave Jan Smuts Airport every week.

Since a Wenela aircraft crashed in Botswana in April this year, when 72 Malawi miners were killed, Malawi has insisted that its national airline should transport the men.

The Wenela aircraft which used to operate from Francistown have not carried any miners since the crash. A Chamber of Mines spokesman told me that they were being used for other purposes. Wenela now charters the Air Malawi BAC 1-11s.

### Concern

Meanwhile, Mr. Eddie Magid a Johannesburg City Councillor, expressed concern this week that a Boeing 727 had landed at Lanseria.

Mr Magid read part of an official letter from Mr Rall which said: "I can, however, assure you that the proposed Lanseria aerodrome will not be allowed to develop into a second Jan Smuts Airport. It is intended for light aircraft and not for the big airliners at present operating in and out of Jan Smuts."

In the light of this, Mr. Magid said he had asked the Deputy Minister to stand by his assurances.

The Lanseria management has also given many assurances during the past two years that the airport was specifically for light and medium-sized charter aircraft.

In other developments at Lanseria during the past week, Captain J. R. (Rob) Orbell was asked to resign as airport manager.

The new manager is Mr. Aha Sher, a civil engineer

Captain Orbell said the fact he had been asked to resign had come as a tremendous shock. "My name and reputation were used extensively in the promotion and publicity of Lanseria. I have a letter from the Division of Civil Aviation approving my appointment as airport manager."

He had since heard that he would be staying on as a consultant, but this was news to him.

However, Mr Sher later confirmed that Captain Orbell would be staying on as a consultant. Captain Orbell was no longer airport manager "due to internal re-organisation".

When asked about the possible use of Lanseria as a staging point for the transport of miners, Mr Sher said the matter was "hush-hush".

Mr Sher also said that, as a private pilot and a civil engineer, he thought he had the qualifications to manage the airport.

In answer to claims by Mr Magid that there were insufficient fire-fighting facilities at Lanseria for Boeing 727 landings, Mr Sher said: "We are close to Krugersdorp and Roodepoort municipalities, with which we have direct radio and telephone links. They will come out for us."

Captain Orbell told me that the airport running costs were about R30 000 a month, but only a scant R2 000 was coming in. Aircraft movements of about 25 a day were very low.

Many of these movements were from aircraft coming from Grand Central to use the Customs and Immigration facilities available at Lanseria.

### Investigation

In another development, a Randburg councillor and former mayor, Mr Charles du Toit, told me that a team comprising a legal man and a Senator had been formed to investigate ratepayers' complaints against the Lanseria Airport.

He was unable at this stage to give the names of the legal man and the Senator.

Mr Du Toit said that the airport would be hard put to justify its viability.

The investigators would probe:

● When and how the Director of Planning gave permission for the establishment of the airport.

● What procedures were followed in respect of the rezoning of the area.

● Were normal procedures followed with regard to public objection?

"A number of people have complained to me that a certificate was granted before they came to know of the project," Mr Du Toit said.

It appeared from a study of the master guide plan that Lanseria was sited in a proposed green belt.

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# Malawi miners

By MICHAEL IRWIN

**JET AIRLINES may use the Lanseria Airport, despite an assurance by the Deputy Minister of Transport, Mr J. W. Rall, that the airport was intended for light aircraft and that it "would not be allowed to develop into a second Jan Smuts".**

The possibility of jets landing and taking off at Lanseria Airport stems from reports that Air Malawi may use it to transport Malawian miners to and from South Africa in British Aircraft Corporation BAC 1-11s.

I understand that the discussions to channel Malawians through Lanseria may be an effort by the South African Government to have Dr Banda revoke his ban on mine labour.

The Malawi miners leaving Jan Smuts do not use the normal international passenger terminal. They are processed through a section of the freight buildings, "rather like cattle," I was told.

It has leaked back to South Africa that Dr Banda is highly displeased with this treatment of Malawians. One of his moves to restore the supply of mine labour from his country may be to make it a condition that the miners are treated better.

If the miners travelled

and director of the Lanseria company.

Captain Orbell, a retired airline pilot and a director of Lanseria for the past 18 months, was told that his services were being terminated. He told me that Mr Sher had come to him and said: "For other reasons we now have to have a financial man at the helm. I shall be taking over. I suggest that you resign — this would save face and make it easier."

However, Captain Orbell said he would not resign.

He said that Mr Sher, a senior partner in the firm of Haacke, Sher and Aab, the property developers associated with the Lanseria Airport, told him: "If you insist on not resigning, you will be paid until the end of the month and receive a month's pay in lieu of notice."

Captain Orbell said Mr Sher had made it clear that he had done nothing wrong. "In fact, Mr Sher said: 'We cannot point a finger at you.' He just told me that a financial man was needed now."

**Shock**

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THE MINING industry may have to deal with an African mineworkers' union sooner than it thinks, because one is being formed. It has only about 400 members, or 0.1 per cent of the 400 000 Africans on the gold mines.

However, when one examines the people who have been signed up, this tiny union takes on a greater

significance. They are almost without exception "mababalans", or people who can write, and most of them are said to be time-clerks.

The Lesotho-based union, which has called itself the Mine Labour Workers' Union, has concluded that mineworkers no longer look to their indunas, but to their more educated colleagues for advice.

Its first step was to start recruiting the time-clerks, who have a strategic position in this respect, and its second step was to seek assistance from the Trade Union Council of South Africa.

And it looks as if Tucsa is going to help out.

Mr Arthur Grobbelaar, Tucsa's general secretary, held talks in Maseru last week with the union's chairman, Mr I Makhooane, the secretary, Mr Caswell Mokeki, the deputy chairman, Mr Leo Matlabe, and the assistant secretary, Mr Ramington Khetting.

Evidently impressed with them, Mr Grobbelaar has agreed to draw up a constitution for the union.

**PROSPECTS**

What are its prospects of becoming representative enough to be able to command a hearing from the Chamber of Mines?

Mr Grobbelaar says "They will face initial difficulties because of their lack of experience and because of geographical and territorial factors, but they appear to be determined men and the desire among African mineworkers for a trade union is now evident."

"They believe the Black workers on the mines are being exploited, and the hunger pains being felt by dependants in Lesotho are a marvellous incentive for the Black workers to improve their situation through trade union action."

Mr Grobbelaar believes the industry should come to terms with an African union instead of allowing its migrant workers to become the pawns of politicians in their home countries.

Anglo's chairman, Mr Harry Oppenheimer, recognised this when he warned that "unless acceptable means can be found to provide for collective bargaining on wages and conditions of employment in the White area, the homeland governments will intervene to an increasing extent between management and labour."

He suggested that whatever system was adopted for the mining industry, employers would be sensible to take urgent steps to provide any leaders chosen by the African workers with training in labour relations and negotiating procedures.

These statements have not gone unnoticed, and Anglo may soon be put to the test.

One important bit of advice Mr Grobbelaar gave the Mine Labour Workers' Union leaders was to maintain a firm grip on their organisation and to keep out people with political or ideological motives.

Experience has shown that all too often when a viable African union has looked like emerging, radical elements have started burrowing in.

An African mine workers' union would be a prize indeed.

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Shareholders are awaiting the gold quarterly reports due in January with mixed feelings. The Chamber of Mines said last week that overall production was being adversely affected by Black labour shortages. However, most reports are likely to show that tonnage has fallen less than the manpower complement, leading to greater productivity and hence higher profits per man regardless of the gold price.

General Mining's Dolf Schumann, president of the Chamber, said the number of Africans employed underground on the gold mines continued to decline and currently stood at 78% of stated requirements.

The number of Black miners underground now stands at 274 000, compared with 322 000 a year ago.

He added, however, that the impact of the decline was being cushioned by "substantial improvements in the efficiency of the use of Black labour."

The industry-wide figure of 78% masks wide disparities between different mines. ERPM's labour force stands at only 42% of its requirements, with the possibility of a further fall to 37%.

At the other end of the spectrum are Anglo-American's 11 gold-mines, with an overall labour complement of 88,6%. Most of them have just over 90% of Black labour requirements, although Western Holdings is down to 87%, Western Deep Levels (where there have also been recent disturbances) to 84%, and Sallies (which has had a much higher proportion of Malawians) to 78%.

Anglo's high figures pull up the industry's average, with the result that the average on the other groups' mines is likely to be considerably less than Schumann's figure of 78%.

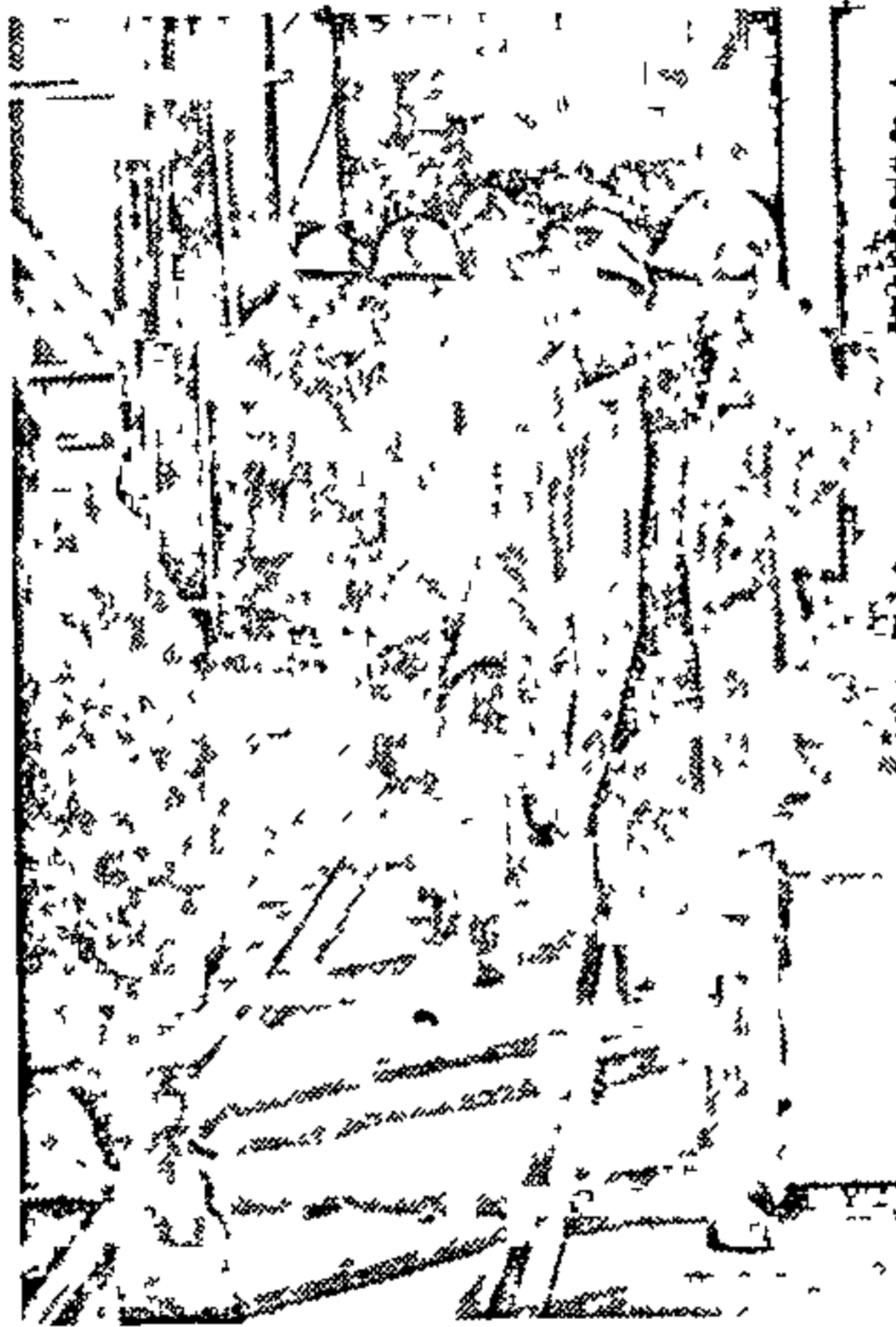
The FM was unable to obtain figures from other groups. Anglo-Vaal pointed out that a drop in the labour complement would not necessarily lead to a drop in production as men could be

taken off development and put into production. This can only be a short-term solution, however.

The labour supply situation can only deteriorate — unless President Hastings Banda allows recruiting to be resumed. This may well be the *quid pro quo* for SA's R19m loan to Malawi. Since he suspended it after the Wenela aircrash which killed 74 Malawian miners in April, the industry has been losing several thousand men each month as they complete their contracts.

In August this year, the number of tropical Africans on the mines was about 109 000. The industry has thus lost nearly 30 000 of this group in three months. Banda is thus largely the cause of the industry's current labour crisis.

The mines which stand to be hardest hit by the labour shortage are those with a high proportion of Malawi labour.



Coming off shift . . . SA can't do without them

With the exception of Sallies, Anglo has got off relatively lightly because of its 115 800 Black miners, only 17% are Malawians. Another 17% come from Mozambique, while 28% are South African, and 38% come from Botswana, Lesotho, and Swaziland.

As for the other mining groups, Mine Labour Organisation statistics for February this year indicate a greater dependency on miners from Malawi.

At that time, the proportion of "tropical" labour in the various groups was Anglo American 18%, JCI 28%, Union Corporation 31%, Rand Mines 35%, General Mining 39%, Gold Fields 43%, and Anglo-Vaal 48%.

The mines that were then most heavily dependent on "tropical" labour were Winkelhaak, West Rand Consolidated, Venterspost, Libanon, Hartebeestfontein, ERPM, and Doornfontein, on all of which Malawians comprised more than half the Black labour force.

Those whose labour force was more than 40% "tropical" were: Durban Deep, Leslie, Sallies, Stufontein, Vlakfontein and West Driefontein.

Significantly, however, Dolf Schumann expressed the view that the labour shortage is a blessing in disguise, because it has led to the elimination of wastefulness.

In the past the industry has been able to extend its embrace deeper and deeper into the sub-continent in its search for miners — with the result today that three-quarters of its African miners are foreign migrants.

This is no longer tenable. Schumann told the Bloemfontein Sakekamer last month that although the influx of miners from Mozambique had not so far been disrupted, it would be irresponsible to assume that this influx could not be arrested. He added that the position would be much healthier if the proportion of foreign miners could be reduced to half.

Hitherto, Rhodesia has been closed

as a labour catchment area, but the mines have now made arrangements to start recruiting there.

The implications of their attempts to recruit more South Africans to the mines could be far-reaching.

The first target, inevitably, will be the Homelands. The Chamber's labour boss, Tony Fleischer, says it is still too early to say what results more intensive labour recruiting in the Republic have yielded. However, he is "encouraged" by the fact that 1 000 more South Africans per month have been recruited than in the equivalent period last year.

The second target is the urban areas. Black mine wages, though still very low, have been increased substantially in percentage terms. With the new minima which came into effect last Sunday (FM October 25) the Chamber of Mines said this week that it expected the average underground wage to be around 250c a shift (R65 a month).

To compete effectively with manufacturing, wages will have to go up even further. The higher gold price makes this possible. And an important factor is the fact that Black productivity has gone up with the increase of production in

### BLACK GOLD MINERS †

	October 1973	October 1974
South Africa	79 120	78 024
Lesotho	74 766	69 014
Botswana	17 614	13 615
Swaziland	4 139	4 755
Tropical (mostly Malawi)	109 789	79 745
Mozambique	86 171	82 509
<b>Total</b>	<b>371 599</b>	<b>327 662</b>

† Surface and underground Source Chamber of Mines

the face of the labour shortage. Black miners would thus be justified in demanding yet higher wages.

White farms are the third area in which the mines are looking. Wages on the farms are notoriously low, and, as Schumann told the Sakekamer, there is much surplus labour in that sector.

The industry has had talks with the Minister of Agriculture and with the SA and Transvaal agricultural unions, and it hopes to get agriculture's co-operation in recruiting a few selected areas. As Schumann points out, however, farmers are politically influential and well-organized. They are unlikely to take kindly to their own labour being recruited to the mines.

If the mines are able to recruit in

White farming areas, the structural effects on the agricultural sector are likely to be profound. Farmers will be forced to pay better and utilise labour much less wastefully. They may also be forced to look more and more outside the Republic for men, with the possible effect of much greater dependency by farmers on foreign migrants (both legal and illegal).

UCT's Dr Francis Wilson also makes the point that such a change in the labour situation could force marginal farmers off the land.

Schumann says that in the foreseeable future there will not be enough labour to meet the needs of farming, mining and secondary industry. The implication of this is that the Black labour market is going to become more and more competitive, forcing up wage-rates, and making for more productive use of labour. It may also force relaxation of some of the very tight administrative controls of Black workers — such as the measures preventing them from leaving farms to work in the cities.

This will be all to the good from everyone's point of view — not least that of the Black farm workers. It is time they had some freedom of choice.



# Waddell taken to task

6.12.74

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## Labour Reporter

The Anglo American Corporation, which wants to do so much for the Blacks, has been living on the low wages being paid to the Blacks, says Mr. P. J. Paulus, general secretary of the conservative White Mine Workers' Union.

"On the one hand they want to protect the interests of the Bantu, on the other hand they abuse them," he said.

The fiery trade unionist was replying to a statement by Mr. Gordon Waddell, Progressive Party MP for Johannesburg North, that a South African mine without any members of the Mine Workers' Union would have a higher productivity than comparative mines with union members.

Speaking to Benoni businessmen yesterday, Mr. Waddell stressed that he was not speaking as a mining executive.

In a telephone interview today he said what he had not meant that Whites should not work on a mine. What he meant was that productivity would be much higher if the Mine Workers' Union did not insist on preserving its members' position as opposed to Black South Africans.

(See Page 11)

Labour Reporter  
Secrecy surrounds the  
unannounced South Af-  
rican visit, this week

STAR 6/12/74

by the Malawi Minister  
of Labour, Mr W B  
Deleza.  
Mr Deleza, who also

holds the portfolios of  
Transport and Communi-  
cations, booked into a  
five-star hotel in Johan-  
nesburg on Tuesday and

had not left by this morn-  
ing

In a telephone inter-  
view last night he said he  
was "in transit" and re-  
fused to disclose his desti-  
nation or any possible de-  
velopments in the protra-  
cted negotiations on the re-  
sumption of the Malawi  
mine labour supply.

The Chamber of Mines  
had "no comment" to  
make about the visit

It is the first known vi-  
sit of a Malawi Minister  
since the termination of  
the mine labour supply  
following the death of 74  
Malawian mineworkers in  
an air crash at Francis-  
town, Botswana, in April.

#### DELEGATES

Originally the initiative  
for the resumption of  
mine labour recruitment  
in Malawi came from the  
Chamber of Mines, with a  
trip to Malawi by the  
chamber's president, Mr A  
W S Schumann, and the  
general manager of the  
chamber's labour organisa-  
tion, Mr Tony Fleischer.

As a result of the drain  
of Malawians, the number  
of Black underground  
workers on the gold mines  
is down to 78 percent of  
stated requirements. But  
the gradual exodus of Ma-  
lawians finishing their  
contracts constitutes a  
major drain of Malawi's  
foreign earnings.

THE STAR JOHANNESBURG WEDNESDAY DECEMBER 11 1974

# Pay plan for Black miners

Page 6

minimum are worked out independently on every mine.

One of the key reasons behind industrial unrest anywhere is the difference among wages being paid for the same job in the same industry," says Mr Tony Fleischer, general manager of the chamber's mine labour organisation.

Thus a complete novice starts with R1,60 a shift underground. A small-winch driver gets a minimum of R2,25, an underground locomotive driver gets R2,50 and so on.

The seven major mining houses have now agreed to cut out these disparities while leaving scope for advancement.

The highest minimum is that of a senior team leader who gets R4,35 a shift.

"This has been done by setting minimum wage rates in seven broad categories representing the whole spectrum of Black mine labour The maximum, and the various stages down to the

"The maximum wage for a team leader at this stage is probably around R6,50 or R7,00 a shift—or R180 a month—but this is an arbitrary figure which the individual mine can raise at its own discretion," Mr Fleischer said.

Such a system should eliminate disturbances due to misunderstandings and false expectations raised by irregular increases.

The Chamber of Mines has eliminated a major cause of mine labour unrest by introducing a uniform Black wage structure throughout the industry.

The wage adjustments made this month—and based on an increase of one-third in the minimum wage for an underground novice—have also paved the way for regular annual wage reviews.

Such a system should eliminate disturbances due to misunderstandings and false expectations raised by irregular increases.

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By ADAM PAYNE  
Mining Editor

MR H. F. Oppenheimer, chairman of Anglo American Corporation, whose mines produce 41 per cent of South Africa's gold and 30 per cent of its coal, said in an interview with me the attempted detente with African countries would have a bearing on the mining industry's future. He said:

● He expected more South African Blacks to be attracted to mining as a career with a higher proportion of settled married workers.

● The White trade unions were gradually accepting some measures of African advancement. He was hopeful about the Prime Minister's moves for detente with independent African countries.

Questions and replies in the interview were:

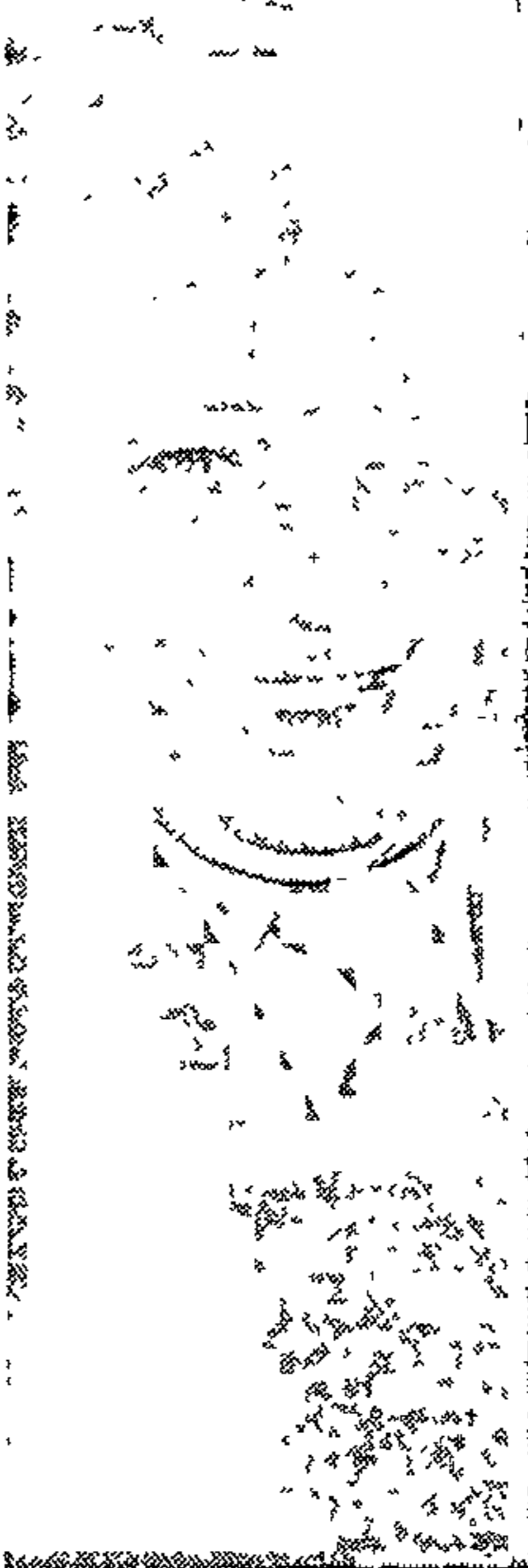
**Do you expect the industry to encounter further difficulties in obtaining labour from Malawi and possibly other African states?**

This involves a greater and more immediate risk than there used to be. On the other hand if anything comes of the famous detente then things may not go so badly and I think something will come of African detente. The Prime Minister is not a fool and he certainly has awakened tremendous expectations, not only inside South Africa but also outside the country.

I've been in Zambia, Zaire and talked to people and clearly they take what the Prime Minister has said seriously, and if he did not mean it, I am sure there will be a very disagreeable backlash in regard to relationships with South Africa but I am sure he did mean it.

**Do you think that Zambia's move towards peace with**

Edm 9/12/74



MR OPPENHEIMER  
... mines affected

Southern Africa is linked with the price of copper, which is dangerously low in relation to high production costs?

No I do not. I am more starry-eyed about the motives behind the moves. I think that President Kaunda really wants to see peace in Southern Africa. He has his ideas about the terms of course, and it remains to be seen whether these can be reconciled with other people's ideas I think he does want peace and is prepared

to play a part in getting it I have no doubt that in Zambia people are worried about the copper price but I do not think this translates itself into a policy in relation to Southern Africa

You think there is a chance of the labour coming to the mines and not being withheld on a sort of OPEC basis . . . especially if detente fails?

I think that if detente fails we are going to have a lot of trouble.

You mean trouble in a labour sense?

Yes. That is why it is very important to raise wages and, of course, if you are going to raise wages, you have got to improve productivity.

The Government has indicated its willingness to consider requests to increase the number of married workers on mines. What are your reactions?

Well, we have got to go in for more married people on the mines. It is absolutely minimal now. When you ask what views I take about settling workers and their families on mines which have a limited life, I would say concern would only apply if you were having the whole or a very large proportion of your labour force settled with their families on the mine.

From a practical point of view we always used to think in terms of about 10 per cent of the workers being settled on the mines and, I think that if you could achieve 10 per cent, then you could think further

I do not think one can progress in this field as fast as one would like. But the governmental authorities are certainly much easier about this aspect than they were and, of course, they are making it a sort of debating point by saying that we have not even got the numbers of resident married workers we are allowed to have, but

the fact is the authorities have made it difficult to have even the allowable numbers.

This figure of 10 per cent is just put forward as a point of discussion.

I would have thought these would be no risk with short-life mines if you were to bring the resident married Black workers up to the 10 per cent figure, because people will gradually move into other occupations and they would, in the process, get industrial training.

You think South African Black workers will be persuaded in increasing numbers to come to the mines — even though it is an unpopular job?

I think so. I think it is largely a question of pay, although probably not entirely so. While the pay has not yet become competitive with what is paid by other industries for the same sort of labour, it is approaching that level and I think that it has got to go to that level.

You see a continuing rise in African wages on the mines?

What has been happening is that the mining industry has been catching up and I should think that we would catch up in an industrially competitive sense quite soon, say in about a year's time. Once this has been achieved, wages will naturally rise like wages everywhere. It will not be a question of the gold mining industry having to make great changes and do dramatic things in order to catch up with other people.

Do you see much hope of raising Black workers to higher-status jobs?

I certainly do. You have got to do this in a way which does not produce a quarrel with the White workers and I think this can be done. So far it has been done up to a point and at a certain price. No doubt that sort of thing can continue, but I think that training must be provided for the White people who might be displaced equipping them for other jobs.

We will not be able to advance Blacks into better jobs by a sort of head-on collision with the White unions. But I think that there is a good reason to suppose that the White unions are gradually accepting this and are beginning to accept the fact that this development can occur without injuring the interests of the White workers and can even be to their benefit. So I would be rather optimistic about this

● See Business Mail

By ADAM PAYNE  
Mining Editor

SIR ALBERT ROBINSON, chairman of Rustenburg Platinum Mine, surprised a Press conference in Johannesburg last night by saying that the Rustenburg Mine, which has the largest mine labour force in South Africa — it employs about 30 000 Africans — was not short of labour.

This is in contrast to the gold mines, which have been severely hit by the cutting of labour supplies from Malawi.

Rustenburg Mine recruits its own labour — unlike the gold mines, which use a central organisation — and it pays a slightly higher basic wage than the gold mines.

Sir Albert, who called the Press conference to discuss the Rustenburg annual report, said: "We obtain our labour from a variety of sources and a large proportion are from South Africa and the homelands

"Although the total force is slightly lower than formerly, productivity has been improved and it is fully up to strength

"We have made major adjustments to employment categories without difficulties and some traditional practices have been eliminated.

Edm 10/12/74  
"Now we have a graduated scale of wages and job categories with no racial discrimination, subject to the country's laws and union practices."

He said he expected total platinum sales to be lower in the year to August, 1975, than in the previous year

United States car sales were forecast at 6 500 000 which was a lower number than expected when Rustenburg signed up Ford to buy platinum for its exhaust converters

About 50 per cent to 60 per cent of Ford cars would fit converters using platinum supplied by Rustenburg.

Car manufacturers in the United States, he said, expected no relaxation in anti-pollution laws that would affect the use of platinum converters

"The keynote of Rustenburg policy is flexibility so that we can adjust to reduced industrial demand or gear up quickly to meet increased demand," said Sir Albert.

He said the R97-million expansion programme at Rustenburg would be slowed down so that it would be completed in December, 1977, instead of August, 1976.

● See Page 28



# 11:12:74 - STAR WAYS FOR MINES PAY TO GET BACK MINERS

Labour Reporter

The Chamber of Mines has eliminated a major cause of mine labour unrest by introducing a uniform Black wage structure throughout the industry

The wage adjustments made this month—and based on an increase of one-third in the minimum wage for an underground novice—have also paved the way for regular annual wage reviews

Such a system should eliminate disturbances due to misunderstandings and false expectations raised by irregular increases

“One of the key reasons behind industrial unrest anywhere is the difference among wages being paid for the same job in the same industry,” says Mr Tony Fleischer, general manager of the chamber’s mine labour organisation.

“The seven major mining houses have now agreed to cut out these disparities while leaving scope for advancement

“Thus has been done by setting minimum wage rates in seven broad categories representing the whole spectrum of Black mine labour. The maximum, and the various stages down to the

minimum are worked out independently on every mine”

Thus a complete novice starts with R1.80 a shift underground. A small-winch driver gets a minimum of R2.25, an underground locomotive driver gets R2.50, and so on

The highest minimum is that of a senior team leader who gets R4.35 a shift

“The maximum wage for a team leader at this stage is probably around R6.50 or R7.00 a shift—or R180 a month—but this is an arbitrary figure, which the individual mine can raise at its own discretion,” Mr Fleischer said.



years in peace there, and the younger ponies, like the one in the picture, are born there.

STAR 20/12/74

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# Five-day week MINING GENERAL boosts output

Labour Reporter

The Mine Workers' Union, determined to introduce a five-day week next year, said production was increased 15 percent during an experimental five-day week at the Vaal Reefs gold mine.

In his Christmas message, the union's general secretary, Mr P J Paulus, said a final agreement for a five-day week "must" take place in 1975.

The Chamber of Mines had agreed in principle but was demanding concessions with regard to the use of Black labour in exchange for the five-day week.

These concessions were not acceptable to the union, Mr Paulus said.

He was convinced that the five-day week could be attained in a "very nice and friendly manner" if every member of his union came out in support.

Meanwhile, it was learnt today that a conciliation board, appointed by the Minister of Labour, is looking into a dispute between the Rand Refinery and the SA Technical Officials' Association which is also demanding a five-day week.

# Rhodesia in

STAR 2/1/75

# mine labour

# agreement

## Own Correspondent

SALISBURY — The Rhodesian Government has signed an agreement to provide mine labour to South Africa, a spokesman for the Ministry of Labour and Social Welfare said today.

The agreement between the Government and a private company, the Mine Labour Organisation (Wenela) Ltd, involves "Rhodesian Africans on

contract to South African mines"

The contracts, which start early this year, are for one year, the spokesman said

After three months of the contract 60 percent of the workers' wages will be sent to Rhodesia, he said

The money will be put into Post Office savings bank accounts for the worker

The agreement follows a Government decision in November to allow South

African mines to recruit local African labour.

A statement at that time said the Government was discussing with South African authorities the formulation of a recruiting programme which would produce satisfactory results and yet safeguard the labour supply to primary Rhodesian industry

In Rhodesia, a novice gets a minimum of 26c a shift underground, while in South Africa he would get 120c to 160c a shift.

~~(1) Rhodesia~~

(2) 211

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# Mine labour unrest

## What's behind it all?

### 'Black Power' rears its head

**Labour Reporter**  
A variety of plausible arguments might absolve the mining industry from blame for recurring labour unrest, were it not for the sheer weight of numbers.

The grim totals for the

past five months read like an indictment: 37 000 striking mineworkers, 22 fatalities and more than 160 other casualties in 16 strikes or disturbances.

At least 4 750 men have been repatriated, are awaiting repatriation or have made their own way home during the past three months before serving their full contracts.

Air Malawi has added up to nine flights a week by an intercontinental VC 10 airliner to its regular schedules to cope with the flow. In addition there have been trips by a chartered Hercules.

Of course, labour unrest is not new to the mines. More than 40 Black mineworkers died in violent upheavals between September 1973 and the middle of last year. But the rate has been mounting, though preparedness and restraint on the part of all concerned seems to have cut down the death toll.

### Deeper reasons

Why this rising incidence of labour unrest, in spite of doubled pay and the adoption of a uniform Black wage structure to eliminate the "root causes" of earlier dissatisfaction?

The mining industry attributes most of the recent unrest to the insecurity and uneasiness of Malawians who were cut off from news from home by their government's ban on recruitment of mine labour last April.

As for the Basotho strikes of the past week, Lesotho's deferment of 60 percent of mine pay to its citizens is the obvious reason.

But some students of the mine labour scene

But some students of the mine labour scene seek less apparent answers, which are found mainly in the mine labour system — men from many different tribes, deprived of family life for up to two years at a time and housed in

single-sex hostels, where they need only step out of their rooms to form a potentially threatening mob of hundreds or thousands.

In the past this situation alone has proved sufficient for spontaneous combustion.

### Inflammable

A touch of Black consciousness, the knowledge of a defiant government at home (Malawi) and a home country in the process of liberation (Mozambique), has made it even more inflammable.

Whatever the answer to the problem may be, they will have to be found soon if the record of the past few months is anything to go by.

"The mining houses and the Chamber of Mines are irresponsible in the extreme if they are not doing everything in their power to discover the reasons and remedies for this unrest," comments Dr. Alex Boraine, Progressive Party MP for Pinetown and part-time labour consultant to the Anglo-American Corporation.

Yet The Star's inquiries have shown that the chamber has not yet launched any scientific investigation. Nor have the mining houses made any attempt to pool whatever findings may have emerged from their individual investigations.

### Radical overhaul

Perhaps the answer is already clear to all concerned. Not police, tear-gas and Alsatians, but such a radical overhaul of the entire mine labour set-up that even the country's richest industry needs time to foot the bill.

It is the lack of time, as illustrated by recent events, which lends urgency to Dr. Boraine's call for research and action on an issue vital not only to the mines but to South Africa at large.

defiant Basotho gives a Black Power salute at the Western Holdings Gold Mine the Free State, where at least 19 men died in intertribal fighting last February.

## Career, not a contract

THE continuing unrest among South Africa's Black gold miners is alarming. Even if the number of people directly involved is relatively small, considering the great number of Black miners at work on these mines, the situation that persists will cause considerable unease. After all, gold is the glittering cornerstone of South Africa.

The present immediate cause of trouble among Basotho mineworkers appears to have been provoked by the Lesotho Government's decision to interfere in the way in which the workers' pay is handled. But this is only one in a string of recent incidents

Basic to the whole issue is the migrant labour system. Hundreds of thousands of men are airlifted often quite literally out of the bush and transferred to a strange, frequently frightening environment, away from everything that has been familiar and comforting to them. It is a dislocating wrench, however much attempts are made to make the new life bearable.

Not that it is possible to eliminate this system overnight, even if it were desirable. And, in fact, as it exists at present, it has numerous advantages for all concerned, not least the workers themselves. Many of them would never otherwise be able to accumulate any sort of little cash reserve at all. And the economies of several of South Africa's neighbouring states depend greatly on the money that the Black miners burrow out of the rock.

### More attractive

But it seems clear that there will have to be adaptations to the system to make it work better, and to make it more attractive. Also, it is economically dangerous for South Africa to be dependent so greatly on foreign labour that could be withdrawn for political reasons, or because of a misunderstanding, or through a whim, and it is sensible that the mines are turning their eyes toward labour pools closer home, in the homelands, in the Black urban townships, on the farms, and so on.

The need is to create and maintain a more stable Black labour force. One way to start is to create much more settled and satisfying conditions for at least the more skilled Black miners — to give more of them the chance of a career not a contract, in other words, and a career that they can serve with their families, as White miners can.

Changes are taking place all the time. But all the groups concerned — the South African Government, the other governments involved, the employers and the trade unions in the industry, for a start — are all going to have to make careful and sometimes painful adaptations if they are to serve their own self-interests, and the interests of South Africa best.

(1) 200  
(2) 213  
(3) 211

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**GOLD**

**MINES'**

S.T.  
9/1/75

**CRISIS**

# 11th-hour bid

(211)

SUN TIMES 9/11/75

## to avert OFS strike

By Tony Stirling, Patrick Weech and  
Carel Birkby

**THE 4600 MINERS** in the Free State goldfields are poised to strike if Union Corporation carries out its threat tomorrow to sack 89 "working-to-rule" miners at the Welkom St Helena gold mine.

Late yesterday a ray of hope appeared as management and miners' leaders tried urgently to resolve the dispute which threatened to spread to the entire gold mining industry.

Earlier, as the dispute between the miners and the Chamber of Mines reached crisis point, Mr Arrie Paulus, the Mine Workers' Union general secretary, had threatened to withdraw every miner from the gold mines if Union Corporation sacked the St Helena miners.

Mr Paulus had a lengthy amicable meeting with representatives at the Chamber's offices in Hol-lard Street, Johannesburg. No statement was issued afterwards by the Cham-ber.

However, the SUNDAY TIMES can disclose that the discussions were highly significant and give rise to hope for an extraordinary arrangement which might be reached by Tuesday.

In terms of this arrange-ment, Mr Paulus would not withdraw all MWU workers from Free State and Trans-vaal gold mines, as he had threatened earlier. Instead, these mines would enjoy a truce while the MWU pur-sued its dispute and possible

South Africa's R2 000-mil-lion a year gold mining in-dustry would be largely aver-ted. It would, however, leave unresolved the St Helena bone of contention — the double-shift working system which is confined to only a few mines and is not gen-eral gold mining practice.

Mr Paulus agreed to fly to Welkom tomorrow to as-sess the miners' feelings on whether agreement can be reached to normalise the work routine at the mine.

Mr Paulus said earlier he would regard the dismissals as tantamount to a lock-out, and this would justify a walk out in total disregard of la-bour laws because Union Cor-poration would have broken all agreements.

Mr Ted Pavitt, the Uni-corp chairman, said yester-

no further on his intentions.

Earlier, Mr Pavitt and Mr Ken du Preez, vice-chairman of the Council of Mining Trade Unions, both told the SUNDAY TIMES that they would not back down on the St Helena issue.

Union Corporation is being backed to the hilt by the Gold Producers' Committee of the Chamber of Mines.

Mr Dolf Schumann, presi-dent of the Chamber of Mines, said the chamber had "behaved correctly" and he had no intention of saying anything which would aggra-vate the position or antagon-ise the miners.

He understood that fur-ther meetings would be held at the weekend to "try to cool the whole situation."

However, he made it clear



Walk-out at the Unicorp-owned St Helena mine in Welkom. day that the issue no longer concerned his company alone. If such an arrangement were made, the threat to industry. He would comment that the mine houses would not back down.



Mr. Arrie Paulus, general secretary of the Mine Workers' Union, the man behind the ultimatum to the Chamber of Mines.

Mr Paulus represents the most powerful union in the Council of Mining Trades Unions. His members are the actual producers of gold.

Mr P. P. Maartens, regional organiser of the MWU in Welkom, told the SUNDAY TIMES that if any of the St Helena men were sacked the shaft stewards at all 12 mines in the Free State would be called to a meeting tomorrow afternoon to discuss strike action.

"We are calling Union Corporation's bluff," he said.

## Blacks

The double-shift system was introduced at St Helena in December, 1973. The main point of contention is that the miners say it is not possible to keep to the letter of the law in implementing a work agreement involving Black team leaders.

According to the MWU, the shifts are split in such a way that the agreement cannot be kept — but according to Union Corporation the particular exemption is regarded as normal.

The confrontation at St Helena arose after a visit to the mines by Mr Paulus at which he discussed grievances with the miners.

On Friday Union Corporation warned that unless the miners reverted to established methods of operating by the start of tomorrow's shift,

● It would be illegal for the MWU to come out on a "wildcat" strike.

Before lawful strike action may be taken, the union would have to ask the Minister of Labour — not the Minister of Mines — to declare a state of dispute and appoint a conciliation board.



St Helena miners and their wives, who complain that the new double-shift system is ruining family and social life. In front, from left, are: Mrs D. Reynders, Mrs S. Buys, Mrs J. Klaasen, Mrs J. Goslin, Mrs J. Dicks and Mrs D. Brown. Behind, from left, are: Mr N. Goslin, Mr G. Secchi, Mr A. Klaasen and Mr J. Brown.

Picture: ANDRZEJ SAWA

J. T. 9.1.75

# Wives support angry miners

SUN. TIMES 9/1/75 211

By TONY STIRLING

**WIVES OF** several St Helena miners are determined to stand by their angry men if they strike over their deadlock dispute with the Chamber of Mines and Union Corporation.

"We realise the consequences may be serious, but we feel they are doing the right thing," the wives said yesterday when discussing Union Corporation's threat to sack 89 working-to-rule stoppers.

The wives complained about the double-shift scheme which they claimed was ruining family and social life.

Mrs Joey Goslin said that because of the shifts, many

husbands seldom saw their children.

"They either leave so early in the morning that the children are not up, or they get home so late that the children are in bed. Obviously it causes havoc with social life as well."

Several wives supported Mr Goslin's view.

The miners themselves said they had similar grievances. Mr Giuseppe Secchi said: "I am being chased away like a dog after working here since 1956.

"I am a hard-working man, and in the last 15 months have never missed a shift. I have been faithful, but my nerves have been shattered by the new shift system."

Many Africans working with him also had complained about the double shifts — their working hours were even more severe than those for Whites.



Miners discuss the rules concerning the disputed double-shift system introduced at the St Helena mine. From left: Mr A. Klaasen, Mr G. Secchi, Mr J. Brown and Mr N. Goslin.

## MWU fears shift plan



## Enemies

A British immigrant, Mr John Brown, and his wife, Diane, said: "If the mine fires the stoppers tomorrow we will have nowhere to go, We will be out on the streets — but we feel that the principle in this issue must be supported"

Mr Arthur Claasen, who has worked at the mine for seven years, said the double-shift scheme was bad in principle because it involved teams of two miners working in different shifts. "It has caused old friends to become bitter enemies."

It has been indicated to the miners that if they are fired tomorrow, as threatened, they will lose their homes at 24 hours' notice. They will also lose their other benefits.

Some immigrant miners expressed fears that they would be deported if fired, and said they might resign to avoid this.

Some miners, however, indicated they would not vacate their homes if they were fired.

"They'll have to send the police round to drag me out," said one miner.

## SUNDAY TIMES REPORTER

THE REAL fear the Mine Workers' Union has in the operation of the double-shift scheme at St Helena mine is that it will be introduced at other mines.

This was stated yesterday by Mr Norman Goslin, a shift steward at the mine who has led several deputations to the management to discuss grievances over the shifts.

Mr Goslin also revealed that a number of miners who had not adhered to the MWU ruling on certain work exemptions had been reported to the union.

According to the regional officers of the MWU at Welkom, miners have been leaving St Helena at the rate of about four a month, reflecting a turnover of staff of about 40 per cent since the new double-shift scheme was put into operation.

Fears that a general strike would result from the confrontation at St Helena were reflected by a mine official. He told me that the mine management had called a special meeting of officials to discuss the situation on Friday.

"I can't tell you what went on, but I can tell you that we are expecting trouble," the official said.

# Mines

9-1-75. → STAR

## intake

LABOUR - MINES

## may be

## halted

### Labour Reporter

The Chamber of Mines may consider temporarily suspending the recruiting of Basotho mineworkers.

This follows the Lesotho Government's new legislation which compulsorily defers 60 percent of mine-workers' pay.

The mining industry was strongly against forcing anybody to comply with conditions with which he disagreed, the chamber said in Johannesburg today.

(See Pages 3 and 29)

If necessary the industry would have to consider temporarily suspending the recruitment of such people, but efforts to make such a step unnecessary were being made through continued negotiation with Lesotho.

The chamber pointed out that a great deal of misunderstanding underlay the situation, as four out of five Basothos had their pay deferred voluntarily before the new law was passed.

A spokesman revealed today that at the end of December the Black underground complement on the gold mines was down to 73 percent of requirements, of the 301 430 Black workers, 68 400 were Malawians and 192 Basothos.

### ACTION URGED

The Government urged to act immediately today by the United Party whose chief spokesman on labour matters, Dr G F Jacobs, called for the immediate creation of a permanent "labour" secretariat for Southern Africa.

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A spokesman for Vaal Reefs said all men who left the mine had been paid, except for those who had left without collecting their pay.

Batswanas still at Vaal Reefs made it clear that they also intended to leave for home after being addressed today by the Botswana Government Representative, Mr T N Mngqibisa.



# Second thoughts on airlift

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## Air Correspondent

The Chamber of Mines, which yesterday chartered a Dakota to fly 24 Black workers from Rhodesia, will not necessarily use the controversial Lanseria airport again.

"Lanseria happened to be convenient for us, but it does not follow that we will use it in the future," a spokesman said today.

"We may use Jan Smuts next time. The last thing we want is to become involved in a controversial issue not of our making"

Some land owners fear that yesterday's airlift could be the start of a massive invasion bringing mineworkers to the Transvaal.

It would mean that the airport to the West of Johannesburg would become

the second biggest on the Reef only to Jan Smuts — something residents have bitterly opposed since Lanseria was opened in 1972.

The Lanseria manager, Mr Abe Sher, who helped pioneer the project, said today he was "sick to death" of continued controversy.

The airport was legally licensed and run according to regulations of the Department of Civil Aviation, and as such had every right to operate.

Mr Sher said the charter aircraft which landed yesterday would be the first of several.

"This country needs Af-

rican labour and to start another controversy because this airport is being used to bring them in is a disservice to the country"

The Chamber of Mines engaged the Rhodesians because labour is urgently needed

A spokesman could not say how many more would be recruited.

## Basothos are 10.1.75 ⇒ STAR still being recruited

### Labour Reporter

Basotho mineworkers are still being recruited "in good numbers" in spite of the unrest on South African mines, says Mr Tony Fleischer, general manager of the Chamber of Mines labour organisation.

"But we are making sure that the new recruits are happy with the deferred pay clause," he added today.

Asked why the mines did not solve the dispute by agreeing to the workers' wishes, he said: "We can't take unilateral action."

"Basothos sign an agreement in their own country in terms of their own legislation and we must honour this under agreements between Lesotho and South Africa."

### ALL QUIET

About 8 000 men had left the Vaal Reefs gold mine for home by yesterday. A further 1 000 have indicated that they wish to leave and a train is available to take them as soon as they are paid off.

About 12 000 men went underground at Vaal Reefs today and all shafts were operational as calm returned to the mine.

Botswana miners returning home from Vaal Reefs fear that further clashes could erupt at any time at the mine, reports The Star's Africa News Service. But they have expressed their willingness to return when the situation returns to normal.

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**THE** New Frelimo rulers of Mozambique will cash in on a huge South African gold bonanza by continuing to provide a steady supply of Shangaan labour for the gold mines, according to unofficial information which has reached some senior mining industry men.

And my private information from Lourenco Marques confirms the indications that the future Frelimo Government will make sure of this.

This is seen as a ray of light in the shadow that has hung over the mining industry's labour plight for months, and which became much darker in the past week.

What will make the Frelimo rulers anxious to co-operate is that the deferred pay of the 82 000 Mozambique miners usually working in South Africa is paid to Mozambique — hitherto for the benefit of metropolitan Portugal — in gold.

The Chamber of Mines hands over all deferred pay to the Reserve Bank, which transfers it to Lourenco Marques.

From January to November last year the amount was R17 352 500, and with about R2-million to come for December, the estimate for 1974 is about R19.5-million.

However, that estimate is based purely on the official gold price of \$42.22 an ounce. With the current free market price of gold hovering round \$180 an ounce, the new Mozambique regime in future stands to pick up about \$80-million a year which used to go to Portugal.

Mozambique provides a quarter of South Africa's average mine labour force of about 828 000 men.

It does this under the Mozambique Convention, which dates back to an original treaty negotiated by the Transvaal in 1908, and frequently amended since by South Africa.

The convention will have to be renegotiated when the Frelimo Government is installed.

Deferred pay due to Basotho mine workers — the prime cause of the present unrest at Vaal Reefs Mine near Orkney and Klerksdorp, where eight men have been killed in rioting, 12 000 have been on strike, and 7 000, mostly Basotho, have been sent home — totals about R10-million a year.

Until recently, the mines have retained the deferred pay in South Africa where, according to Mr A. C. Fleischer, general manager of the Mines' Labour Organisation, the accrued interest

has been used for the welfare of the men.

However, Chief Leabua Jonathan, Prime Minister of Lesotho, and his Minister of Commerce and Industry, Mr J. R. M. Motse, decided that 60 per cent of the Basotho miners' earnings should be deducted and immediately deposited in the Bank of Lesotho until they return home to draw the money. This was decreed in an Act that came into effect on January 1.

The Lesotho Cabinet, in the wake of widespread protest from Basotho miners, has now announced hastily that their savings will earn them interest.

The Basotho, however, have set their face firmly

against the system. They distrust their own bank and, it seems, would rather have the money held in South Africa until they can take it home with them.

Mr Fleischer told me yesterday: "The Chamber of Mines want to maintain the traditional links with Lesotho, but we will have to make them understand that these links are mutually beneficial, and that we cannot continue to have their politics played out on our mines by 'troublemakers'."

"We argue that Southern Africa has to live in economic interdependence, and that the money miners earn here and take home is a contribution to the development of neighbouring countries."

# pay, conditions

*Rdm 13/1/75*

**MASERU.** — New and satisfactory conditions of employment for mineworkers would have to be made, the Prime Minister of Lesotho, Chief Leabua Jonathan, said in Leribe at the weekend.

The wages of mineworkers should reflect the price of gold in world markets. Anything less would be shameful capitalism, Chief Jonathan said at a public meeting.

Speaking about the strike by Basotho mineworkers on the West Rand gold mines recently, Chief Jonathan said the men had only wanted clarification on the new Lesotho law demanding that 60 per cent of wages be paid into Lesotho savings accounts.

The men were now satisfied with the law. The Basotho had great confidence in the integrity of the Lesotho National Bank, he said. Since the new law came

into effect on January 1 this year, Basotho had continued to take up employment on the South African mines, he told the meeting. The people of Lesotho were free to sell their labour wherever they liked.

He expressed his gratitude for a gift of R666 000 by the Government of Iran to the Lesotho Government when he met the Iranian ambassador to Lesotho, Dr Sotoudeh, at a reception at the weekend.

During the Chief's recent visit to Iran he expressed his appreciation to the Shah of Iran for a promise of concentrated aid to Lesotho.

Dr Sotoudeh told Chief Jonathan Iran was willing to supply Lesotho with oil, and with equipment for the Lesotho police force. Some Lesotho police officers have recently returned from Iran where they received advanced training.



14 FEB 1975

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**Mine work reserved**

\*36 Dr F I FISHER asked the Minister of Mines

(a) In respect of what particular types of work have exemptions been granted for trained Bantu to perform mine work which was formerly reserved for Whites and (b) how many Bantu are employed in each type of work

The MINISTER OF MINES (Reply laid upon Table with leave of House)

(a) Various partial and conditional exemptions from the Mines and Works regulations promulgated under the Mines and Works Act 1956 (Act No 27 of 1956), have been granted in respect of gold mines on the one hand and coal mines on the other hand

In respect of gold mines, partial exemption has been granted in order to enable properly trained Bantu to—

(i) insert a detonator into a blasting cartridge and to press home explosives into a shot hole but only under the personal supervision of the certificated miner,

(ii) carry out, on instruction of the certificated miner, the usual prescribed examination in working places, make safe working places in which blasting has taken place and thereafter, on instruction of the certificated miner, take persons into the working places,

(iii) enter, on instruction of the certificated miner, up to two hours before the arrival of the certificated miner, places where blasting has not taken place since the last examination and which have not remained idle for more than 48 hours,

(iv) inspect and make safe places where vamping is carried out,

(v) search for, mark and plug mis-fired holes and inspect and plug sockets on instruction of the certificated miner,

(vi) mark holes to be drilled whereafter a specific material or instrument is used to indicate the exact direction and position of holes,

(vii) mark holes, except pilot holes, shot holes and holes for purposes of support, and

(viii) drive a small locomotive underground while it is being used for the conveyance of scheduled as well as non-scheduled persons

Similar exemptions have been granted in respect of coal mines to enable properly trained Bantu to—

(i) carry out, on instruction of the certificated miner, the usual examination in working places and make safe working places at the beginning of a shift and thereafter take persons in In a fiery mine the miner shall himself first test for gas,

(ii) carry out, on instruction of the certificated miner, certain

supplementary examinations during a shift, provided the certificated miner has carried out at least one such examination,

(iii) examine and make safe, on instruction of the certificated miner, places where blasting has been done. In a fiery mine the certificated miner must first test for gas before the trained Bantu may be allowed to do the particular examination,

(iv) search for, mark and plug mis-fired holes and inspect and plug sockets on instruction of the miner;

(v) mark holes, except pilot holes, shot holes and holes for purposes of support,

(vi) perform specific work authorized by the manager or mine overseer with regard to through ventilation; and

(vii) carry out fire patrol work on the station side of any section waiting places

The said exemptions do not apply to sinking shafts. Exemptions have also been granted to a few individual mines in respect of other minerals. In essence these exemptions are the same as those applicable to gold and coal mines.

(b) Pursuant to agreements negotiated between the Mine Workers Union on the one hand and the Chamber of Mines and non-members of the said Chamber on the other hand, exemptions which permit properly trained mine Bantu to perform, under White supervision, work which was previously reserved for Whites, are granted in respect of particular types of work on the mines concerned and not in respect of a given number of Bantu at a particular mine. In the circumstances, the information requested by the hon member is not readily available

\*37 Mr H A VAN HOOGRATEN  
—Reply standing over

# Crossfire in

STMR. 16-1-75

# mine labour

## 'war'

Labour Reporter

The Chamber of Mines criticised Lesotho today for possibly contributing to further mine unrest, while a labour leader claimed the chamber had ignored warnings of trouble almost two months ago.

The chamber said the mining industry was disturbed by an official statement from Maseru giving the "misleading" impression that the mines did not pay out interest earned on the deferred pay of Basotho.

"It is possible that the statement concerned has contributed to further unrest among Basotho employees," it said.

Not a cent of interest had been kept by the mines. All the interest (R165 505 last year) had gone to Lesotho welfare institutions, the chamber said in a statement which will be circulated among Basotho mineworkers.

### "FRUITLESS"

At the same time, Mr Arthur Grobbelaar, secretary-general of the Trade Union Council of South Africa, said he had made fruitless attempts to discuss threatening trouble with the chamber and with the Anglo American Corporation some weeks before the recent unrest.

He approached them after discussions with the embryonic Lesotho Mine Labour Workers' Union on November 23.

The union had made it clear that deferred pay for Lesotho mineworkers had been a serious bone of contention for "a long time," Mr Grobbelaar said. In a wider context the union had also made it clear that Lesotho mineworkers felt they were being exploited.

### NOTHING DONE

There had been a lot of talk about improving communications with Black mineworkers.

## Lesotho sees mine delegation

The Star's Africa News Service

MASERU — A delegation of Basotho mineworkers from South Africa is here for talks with the Lesotho Government on its controversial deferred-pay law.

The 26-man delegation, representing 3 500 Basotho miners at Western Deep Levels, Carletonville, spent three hours last night with the Minister of Commerce and Industry, Mr Joel Moitse, and the talks continued this morning.

With the delegates are Mr Ben Peterson, personnel manager, and Mr J H Morris, hostel manager at Western Deep Levels, but neither took part in the discussions.

This morning Radio Lesotho quoted Mr Moitse as saying he was pleased the delegation was made up of Basotho only.

the communications gap, said Mr Grobbelaar.

He reiterated a previous call that the mines should come to terms with the Lesotho trade union, which in November had about 400 members.

● All was normal today at the President Brand Gold Mine, where 2 400 Basotho mineworkers were sent home yesterday after a riot in which five miners and five police were injured. Police withdrew from the mine at 1 am today.



JANUARY 23 1975 STAR. 23-1-75

# Swazi 'voice' on mines

The Star's Africa News Service

MBABANE — The Swazi-land Government is to send a permanent labour representative to South Africa to look after the interests of the about

10 000 Swazis working on the mines, but there is no immediate prospect of establishing formal diplomatic links.

The Permanent Secretary for Foreign Affairs, Mr Mbone Dhlamini, said in an interview that the

present system of "telephone diplomacy" between the Swazi capital and Pretoria was working so smoothly that there was little point in going to the inconvenience and expense of opening embassies

The labour representative — who would be a Swazi citizen — would be established in the next financial year.

"It is still being worked out where he will be based," Mr Dhlamini added



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STAR

I.R. ⇒ STRIKES.

(211)

THURSDAY JANUARY 23 1975

# Mines union to seek strike go-ahead

Labour Reporter

Negotiations for a five-day week on the mines are heading for climax as the Mine Workers' Union seeks a mandate to call a general strike.

At the annual meeting of the union's general council in Johannesburg next Tuesday and Wednesday, the executive will call for a recommendation to carry the dispute "to the extreme".

The general secretary of the Mine Workers' Union, Mr P J Paulus, leaves little doubt as to what the decision will be.

District and branch committees feel the five-day week dispute must be brought to a head early this year — "even if the union has to resort to its strongest weapon, a general strike," Mr Paulus writes in the union's newspaper — published today.

Once the general council's approval had been obtained, scabs would not be tolerated, he says. Any worker who did not take part in the proposed strike would be expelled from the union.

As a result, such a man would be unable to remain employed in the mining industry in terms of the closed-shop principle.

After years of discussions — especially those of last year — the union's executive was convinced the Chamber of Mines was "systematically playing for time," he says.

Whenever progress seemed in the offing, the chamber asked for more concessions in work distribution.

If the executive were to grant the concessions

asked for, about 30 percent of the members of the MWU would get a five-day week, and the other 70 percent would have to look for jobs outside the industry," Mr Paulus writes.



STAR  
JOHANNESBURG  
Tuesday  
January 28  
1975 10c

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# Miners' general strike threat

Labour Reporter

The fiery leader of the White Mine Workers' Union, Mr P J "Arrie" Paulus, has rejected the latest five-day-week proposal by the Chamber of Mines and will seek a mandate for a general strike.

"I have not changed my mind," said Mr Paulus today as representatives of 17 000 mine employees filed into the MWU's office in Johannesburg for the most dramatic general council meeting in years.

Mr Paulus could not say at what stage of the two-day meeting the five-day-week dispute would be raised, but there is little doubt this key issue will receive priority.

If the general council gave its mandate for a general strike, it would be up to the council to decide whether all 17 000 members or only the 10 000 key men employed by members of the chamber should be drawn into it, Mr Paulus said.

One way or the other, such a strike would cripple the mining industry which is already reeling under Black labour problems.

But any strike called within the next few days would be illegal.

A spokesman for the Chamber of Mines said the legal prerequisites to a strike had not been complied with so far.

The Mine Workers Union had not yet declared a dispute and nor applied to the Department of Labour for the appointment of a conciliation board. Until this had been done and the parties had then

Go Page 3, Col 9

## Strike threat

From Page 1

failed to reach agreement, no strike could be called.

Asked to comment on Mr Paulus's rejection of the Chamber's latest five-day-week proposal, the spokesman said:

"Considerable progress has been made in discussions with the MWU, but unless the union perseveres with these discussions, it will be difficult to find a solution which will not unduly prejudice the production capacity of the mines."

This would have a detrimental affect on the interests of the MWU's members.

The gold, coal and platinum mines which would be affected by a five-day-week contributed about 14 percent of South Africa's gross national product last year, the spokesman said.

2/2/75

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# Flashpoint over miners' work threat

By Vic Hanna — Financial Editor

FLASHPOINT has been reached on the gold mines, where the powerful Mine Workers' Union has threatened a stoppage unless a five-day working week is introduced.

A full-scale stay away by the 17 000-strong White union would cripple gold production and would have a disrupting effect throughout the economy.

Delicate negotiations are underway between the union and the Chamber of Mines, which is hoping to avoid a confrontation.

A chamber spokesman has indicated that, if met, the demands for a five-day week would result in a 20 percent cut-back in gold production, which would be disastrous for mining and for the country.

"We have proposed that there be a six-day working week but that union members work only five of the six days,"

says the spokesman.

But union secretary Arrie Poulos insists his men want to work only from Monday to Friday.

"The rest of South Africa works on this basis and we want to as well," he says.

Mr Poulos claims that for a month last year the Vaal Reefs mine tested the five-day week and found that production figures were up 15 percent.

## Legal strike

Steps to be followed by Mr Poulos and his union before a legal strike can be called are many.

First an official dispute with the gold mining industry has to be declared. Then application must be made for a conciliation board to be appointed. That has to be agreed upon by the Minister of Labour. If the findings of the conciliation board do not suit the union a strike ballot has to be called in which the majority of members want a strike. Then the legal strike can take place.

But Mr Poulos has indicated that a one-Saturday stoppage may be called "to prove to the State, the chamber and the Government that we are serious."

## No comment

He would not comment on whether the Saturday stoppage would be held after or before the full legal process had been pursued.

He says his union is the backbone of the economy and is determined to work only from Monday to Friday.

"We are prepared to work the same number of hours as at present but condensed into the five-day week."

When asked why he felt the mines wanted the Saturday worked as well, Mr Poulos replied: "Because they want Blacks into the job. They want us to make concessions and we are not prepared to do so. They are prepared to introduce the five-day week if we accept Whites being replaced by Blacks."

Although large-scale job replacement has not been discussed, he said he knew what would happen if his union agreed to a small number now.



# Mynwerkers

Die Burger  
21/2/75  
werk 21/2/75

nou 5 dae

Van Ons Korrespondent  
JOHANNESBURG

BLANKE mynwerkers gaan hul vyfdaagse werkweek kry. In ruil daarvoor maak hulle sekere toegewings aan die Kamer van Mynwese wat swart mynwerkers betref. het die algemene sekretaris van die Mynwerkersunie, mnr Arrie Paulus, aan Sapa gesê.

Die Kamer van Mynwese het dit nie bevestig of ontken nie. Al wat 'n woordvoerder wou sê, is dat die Kamer met die vakbond onderhandel en weer gaan onderhandel.

Volgens die verklaring aan Sapa sal die nuwe instelling op 'n afwisselende grondslag gedoen word, sodat elke mynwerker minstens een dag per week vry het. Die Kamer van Mynwese sal later 'n datum vasstel waarop daar oorgeskaakel word na 'n week wat net van Maandag tot en met Vrydag duur, het mnr Paulus gesê.

Dit is die jongste ontwikkeling in die mynwerkers se stryd die afgelope week met die kamer. Daar was vroeger selfs sprake en dreigemente van 'n algehele staking deur mynwerkers.

211

A mind-bender for your file!

SUNDAY TIMES

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## READERS' LETTERS

# Migrant labour

S.T. 30/3/75

## proved system

ROBERT TAYLOR, 30 Somme Road, Berea, Durban.

THE ARTICLE headed "Migrant labour system behind riots" (SUNDAY TIMES, March 9) will strengthen the lobby which seems bent on doing away with mine migrant labour.

I got the impression that the article advocated "radical reconstruction" and "improved living conditions" despite the only certainty that the compounds had nothing prima facie to stand accused of in themselves. And yet we are to tinker with tried (archaic) methods which offer such benefits to the men, the employers and to the men's countries.

### Tribal

After 60 years or so, suddenly in 16 months there are riots and deaths. The fighting was tribal and resulted in large numbers of men being returned to their home countries. Not one man fought against the White man, such and the only one against the employer was over a revision of pay differentials. At no time did people who were prepared to die for their ideas bring the system into it.

A few of the benefits of the migrant labour system come to mind.

- The average man will do in a lifetime a few (5?) tours of a year each and is a free man at home for the rest of his life thanks to them.

- During such tours of duty as he may volunteer for

(there being no acceptable alternative at home) he is cared for as completely as the peacetime soldier he so closely resembles without toughening by warrant officers! He also becomes comparatively affluent each time, which, indeed, is why he does it.

- The savings of these men flow into the economy of our neighbours, surely "detente" supreme? And where will these neighbours go for that money if the flow stops?

- There is no build-up of extra Black labour to be an

embarrassment to our cities.

- Where will the replacement labour come from? Industry and the farmers?

Do the friends of the Black man really want to push him from the mine compound into the soulless insecurity of the municipal hostel?

I am particularly worried by the theorists because of personal experience of the similar Lascar system. This is of such benefit to India as to be still going in British ships nearly 30 years after independence.



LESOTHO TO  
REDUCE  
SA TIES

Argus African News Service

MASERU. — Lesotho is determined to lessen her dependence on South Africa and re-examine links such as the customs union and the currency arrangement.

Lesotho's Minister of Agriculture, Co-operative and Marketing, Mr K. T. J. Rakhetla, said in the opening address at the Aid-Donor Agencies Conference, major emphasis would be laid on creating more jobs in Lesotho to lessen the country's need for South African labour opportunities.

'The unfortunate events that started in late 1973 involving Basuto and other miners in South Africa have brought to the fore the serious problems which are created by this dependence,' Mr Rakhetla said.

The entire programme for Lesotho's second five-year plan will cost about R157-million. This is about four times bigger than the estimated expenditure of the first five-year plan.

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See also

MOZAMBIQUE - Labor

# Prelimo cannot afford to cut SA links

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STAR

~~TRADE~~  
MOZAMBIQUE?

Telgue Payne

TRADE statistics support the view that Mozambique cannot afford to break its economic links with South Africa, its biggest trading partner after Portugal.

Monthly Statistical & Marketing Digest publishes statistics which show that in 1972 Mozambique earned R107m from South Africa — about 43 percent of 1971 foreign exchange earnings. In that year, Mozambique had a R4.3m balance of payments surplus after 13 years of deficits.

Visible exports to South Africa — petroleum and wood products, copra oil, crustaceans and molluscs — amounted to only R11.1m. This was against imports totalling R37.5m — iron and steel products, machinery, oils, chemicals, electrical equipment, pharmaceuticals, plastics and foods.

But invisibles more than compensated for the imbalance.

115 300 workers in the South African mining industry earned estimated R45m. Up to 60 percent of their earnings is compulsorily deferred pay remitted through the Portuguese Government. About R20m was estimated to be remitted in this way at the official price of gold.

Since 1972, basic wage rates on the South African mines have nearly tripled, and in many cases wages in the higher job categories have increased further. Mozambique supplies nearly 50 percent of the mines' gang leaders.

It is calculated that on



suspended because of the uncertainty and lack of guarantees from South African bulk mineral exporters, is fully prepared and could be completed in two years.

Tourism receipts were between R20m and R40m. Of 167 000 foreign visitors, 59 percent were from South Africa. Tourism from both South Africa and Rhodesia has been badly hit recently, but should recover.

Two-thirds of the Cahora Bassa dam investment of R450m is borne by South Africa, 25 percent by international consortium and only one-tenth by Portugal.

South Africa has contracted to buy 73 percent of the power — 1470 MW. In 1979 that will be eight percent of South Africa's power needs.

Many mineral reserves could become exploitable if power and transport become available. South Africa is ideally suited to participate in this.

Although Mozambique



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STAR

# Focus on risks

211

# Lesotho will negotiate in mine strikes

INDUSTRIAL STRIKES

The Star's Africa News Service  
MASERU — Lesotho has proposed a unique form of strike action for its mine-workers in terms of which the miners would leave the South African mines to exercise their right to strike within their own country.

Speaking on the Radio Lesotho programme, "Newsreel," last night, the Minister of Commerce and Industry, Mr. Joel Moitse, said that when the miners arrived home they would get their Government to negotiate their contracts on their behalf—from within Lesotho territory.

He said the Basotho miners would adopt this course to avoid "going about striking inside South Africa."

### CONDITIONS

"If they want improvements in their working conditions they must come home and negotiate with the body created by the Lesotho Government for the purpose," the Minister said.

Mr Moitse said that in this way the Basotho miners would be exercising the right to strike like any "fully fledged citizen of any country"

He said the Lesotho Government was beginning to look into the question of introducing medical services for the miners as many sick men in the past had escaped the notice of doctors when they returned home from the mines.

### DISEASES

Many of them brought into Lesotho venereal diseases and miners' phthisis which destroyed them once they settled down in the country.

On the miners' pay, Mr Moitse said their wages

① 211  
~~② 165~~

"must reflect the risks involved in mining operations"

He said the whole mine labour system had to be changed to break the rigidity of the colour bar system.

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ce

# MINES DISCLOSE SECRET PROCESS

MINING GENERAL

STAR(7) 21-1-75

**Mac Thain**  
A revolutionary method of extracting reef that promises to change the whole face of gold mining over the next few years was disclosed today by Gold Fields of South Africa.

Mining experts were enthusiastic about the potential of the new technique and its possible impact on the industry. It may make it possible to:

- Cut the size of labour forces by as much as a half or even more, at a time when the mines are worried about recruitment.
- Make radical new advances in mine safety by the elimination of mine fires and rock bursts, which at the moment carry a serious accident toll.
- Eliminate the need for stopes.
- Cut out the need for expensive crushing and sorting plants.

(See Page 32)

The investigations into the new technique—which swings the emphasis from manual work to borer machines—have been cloaked in secrecy for months.

Dr Miklos Salamon, Research Adviser to the Chamber of Mines, said it could result in "most important advances."

## Eliminate

Basically, the process involves the removal of reef by drilling holes with a diameter approximating to the width of the reef. The drilling head removes the ore in the form of chips which fall by gravity or are washed down to the bottom of the hole.

Labour requirements under this system would be far less than at present—it is estimated at around 50 percent less.

## Requirements

At present total requirements are in excess of 520 000 Black workers. But the number of workers at the end of last year was down to 380 000. This can be expected to spur on work on the new process.

Reef boring will call for far less air than at present. This could mean that mining operations could be continued at far deeper levels than the present limit of some 4 000 m.

## Accidents

Also, the reef-boring method could help prevent rock falls, for the boreholes would be immediately filled in, so returning the rock to its original solid state.

Furthermore, other accidents, of the type occurring in stope operations would be prevented since no workers are involved apart from the machine operators who are in a safe place.

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~~2 211~~



20 000 for  
30.1.75 ⇒ STAR  
mines from  
Recruiting  
Rhodesia

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1. 211  
2. Rhodesia Lake

The Star's Africa News Service

SALISBURY — South African gold mines are to recruit at least 20 000 men from Rhodesia for contract labour each year.

The Rhodesian Government has agreed to the scheme which will inject a minimum of R6 million of foreign currency into the country from deferred pay.

It will considerably increase the African purchasing power.

A five-year contract to provide a minimum of 20 000 men each year was signed this week by Wenela and the Deputy Secretary for Labour and Social Welfare, Mr R. J. Ravenscroft.

**CONFINED**

Mr Ravenscroft made it clear South Africa would not be allowed to hire men who had worked on Rhodesian mines during the past year. Recruitment would be by word of mouth and would be aimed initially at the urban unemployment in Bulawayo, Salisbury and Fort Victoria.

Recruiting would be confined to those urban areas and the tribal areas to the north.

During 1975 Wenela was expected to recruit up to 5 000 men and this would

increase to 20 000 next year.

South Africa's gold mines, which have 360 000 men in service, are down to 72 percent of their underground complement following Malawi's decision to stop recruitment.

The starting rate for novices of about R1,54 for an eight-hour shift compares with a minimum of 31c to 36c paid in Rhodesia.

# More horse-power down below

Mechanisation will help solve the mining industry's labour problems. But not in the short-run

FM. 28/2/75

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*Knowledge is the only instrument of production that is not subject to diminishing returns — J M Clark*

Midway through last year the Chamber of Mines announced a massive R150m 10-year research programme to mechanise the gold mines and "husband" labour resources. Since then, the mining industry has stepped up the flow of information about new products and processes.

The result has been more information but not necessarily more understanding. We still need to know what exactly the productivity and mechanisation programme can achieve, and when.

It is certainly impressive to talk of spending R150m, but far from certain that the Chamber even knows at this stage what the money will be spent on.

So one must ask the question whether mechanisation can fulfil the hopes of those who see it as a possible alternative to continued heavy reliance on foreign labour.

The mechanisation programme existed long before the Chamber's announcement, so it is fair to ask what has been achieved so far. Increases in productivity of perhaps 10%-15% since 1973 have been claimed, but these have come largely from rationalisation, better

use of labour and generally tighter management.

Mechanisation itself has made little contribution to increased productivity so far and is unlikely to do so for the next couple of years at least. Dr Miklos Salamon, research advisor to the Chamber of Mines, is one of the few prepared to speculate on its potential (see graph on page 692).

He also feels there is scope, through rationalisation, for further increases of productivity (expressed as tons milled per Black miner) of perhaps another 10%-15% by the end of 1976.

Other mining men, like Karl Reim, a JCI consulting engineer, claim much larger productivity gains. Reim says that Black productivity on his group's gold and platinum mines was up 40% last year, and that management is aiming for a further 35% this year. A General Mining spokesman gives similar figures.

These improvements have been achieved mainly through scientific work, measurement and complement setting, method improvements and regular management seminars (in short, rationalisation), though some elementary mechanisation like mechanical scraping has also contributed.

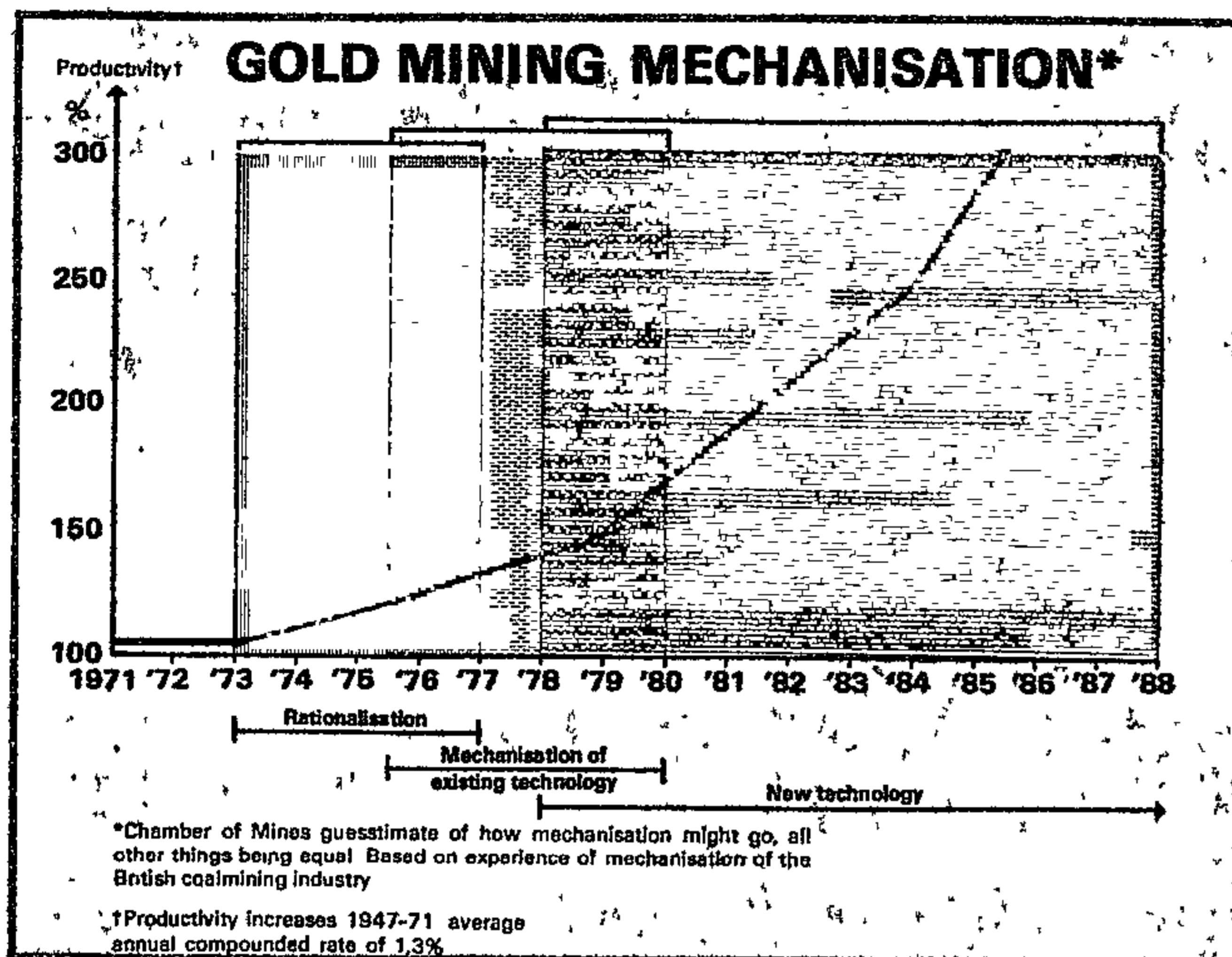
Although latest quarterly results (FM January '4) also seem to indicate large productivity gains, running at an average of 20%-30% over the comparable period in the previous year, they are misleading. For example Kinross Uni-corp's comparatively new, relatively efficient Evander mine, shows an increase in tons milled per man of 34,7%. This increase, however, was achieved partly by cutting down development work, maintenance spending and "cleaning" (sweeping up of leftover ore for milling).

No doubt this distortion applies broadly throughout the industry. On the other hand, Salamon, having derived his figures differently, is unlikely to have understated the position.

Moreover the improvements have taken place largely by trimming the considerable fat in the industry and their scope should be largely exhausted by 1977. Though they involve large numbers of men and are significant improvements for the gold mining industry (annual average compounded increase in productivity for 1947-71 was only 1,3%), any revolutionary breakthrough — improvements of productivity in the order of 200% and more — must come from mechanisation.

Mechanisation can be divided into





further mechanisation of existing technology and the development of an entirely new technology.

Anglo is concentrating its major efforts on improving existing technology. Tunnelling advances abroad have been imported and adapted to local conditions eg hard rock at great depths.

But tunnelling is at most 20%-25% of the cost of underground operations — the work at the stope face is the major task. Here foreign technology has little to offer, mainly because of the characteristics of the reefs: wafer thin, sloping and deep underground.

Local innovations and projects to get to grips with stope face mechanisation include the armoured or Panzer conveyor which is placed at the face and buried by rock after the blast takes place. A large part of the rock is then mechanically removed.

Promoters claim it will double stope-face productivity; but it will be at least a year before it is proven, at least two before it gets into general use. A lighter, more flexible entirely local version is also being tested, but is no closer to general use.

The same applies to the suggested new methods for breaking rock: prototype rock cutters with the necessary operational systems are at least 18 months away (the present Chamber rock-cutter can be applied to only about 40% of gold mining situations) and five years from general use.

Even Anglo's pet project, slot-cutting, is, it says, at least two years from general use. Others put it closer to five.

The non-explosive rock-breaking methods could cause a revolution in mining. They hold out the promise of

eventual elimination of re-entry periods and of round-the-clock mining. All of which should improve productivity dramatically.

Aside from technical aspects, the mine colour bar is centred around the blasting certificate, which is at present almost exclusively the White man's prerogative. Breaking rock by methods other than explosives would open up new possibilities of Black advancement.

But before this even arises, there are technical problems to overcome. In mid-1973 the rock-cutter was said to have reached production stage after a year of intensive tests (and many more years of research). But it is further away now from practical application than it was thought to be then.

The swing hammer miner was also being tested at the time. It has several tungsten-tipped hammers which knock rock out of the face. However, it will be at least 2-3 years before production models replace prototypes.

The hydraulic hammer, or impact breaker, a more powerful machine operating on similar principles, is even further away.

Basically, then, no major breakthroughs, even in existing technology, which will immediately increase productivity appear possible for at least two years.

As for development of an entirely new technology, GFSA's stope boring technique appears the most promising. The central idea is to ream out the reef itself, with possibly enormous savings through the mining of less waste ore and large reductions in labour.

Unfortunately, the technique has been hailed in the Press as a miracle and in-

sufficient emphasis has been placed on the point that we do not even know the most elementary facts about the process — its cost, its speed or when a prototype reef borer will be available for production tests.

GFSA's technical director, Dr Andre Taute, hopes for a made-to-measure prototype to be operating within two years, but would be the first to admit that the technique is still more a concept than a proven method.

It is highly unlikely, then, that there will be any wide application of new technology in the gold mining industry during this decade. With at least 60% of the Chamber's R150m project earmarked for new technology, returns will be slow coming in. Nevertheless it is an impressive vote of confidence by the industry in its long-term future.

The conclusion is therefore that mechanisation, however promising, has aroused hopes it cannot fulfil, at least in this decade.

Research and development generally is a field where SA has not even started walking. We spend 0.56% of our GDP on R&D compared to the US's 3.2%, and then find, paradoxically, that it is difficult to spend the apportioned money. We just cannot find sufficient qualified men to use the available funds.

No doubt the belated flurry of research activity was triggered by looming problems over foreign Black labour. But it would be a mistake to think that the mechanisation programme is entirely a response to labour problems; the soaring price of gold is probably at least as important a factor.

The higher price means considerably extended mine lives as lower grade ores can now be profitably mined. This in turn makes higher expenditure on capital equipment possible.

Government allows capital expenditure, in any case, to be fully recovered by the mines before it imposes any taxes.

An important side effect of all this has been the upgrading of research personnel relative to production personnel in the last two years. But SA still has a long road to travel before it graduates from an industrial society to what has been called a "super-industrial society."

Perhaps the gold mining industry has an important contribution to make in this respect. But in the meantime SA is still small fry, with limited resources for mechanising further any industry, let alone the difficult gold mining industry.

Gold mining will become more capital intensive. But not fast enough to obviate the urgent necessity for creating happier relationships with our fellow citizens and neighbours. The problem is still as much one for politicians, managers and labour leaders as it is for technologists.



# URBAN BLACKS: THE MINES BECKON


Kwa Teba means working on the gold mines to thousands of South African Blacks.

The words are Xhosa and refer to the recruiting arm of the Chamber of Mines for SA and the former protectorates of Botswana, Lesotho and Swaziland. Originally called the Native Recruiting Corporation, the agency is now known as Mine Labour Organisations (NRC) Ltd.

With MLO (Wenela), (originally the Witwatersrand Native Labour Association), which recruits so-called "tropicals" and "East Coasters" from Angola, Rhodesia, Mozambique and Malawi, MLO (NRC) is

**MINE LABOUR ORGANISATIONS**

**NRC**



**KWA TEBA**

THIS IS THE MONEY YOU CAN EARN FOR EACH SURFACE SHIFT  
**R1,20**

MACHINE CREW:  
**R2,00 PER SHIFT**  
PLUS BONUS

THIS IS THE MONEY YOU CAN EARN FOR EACH UNDERGROUND SHIFT

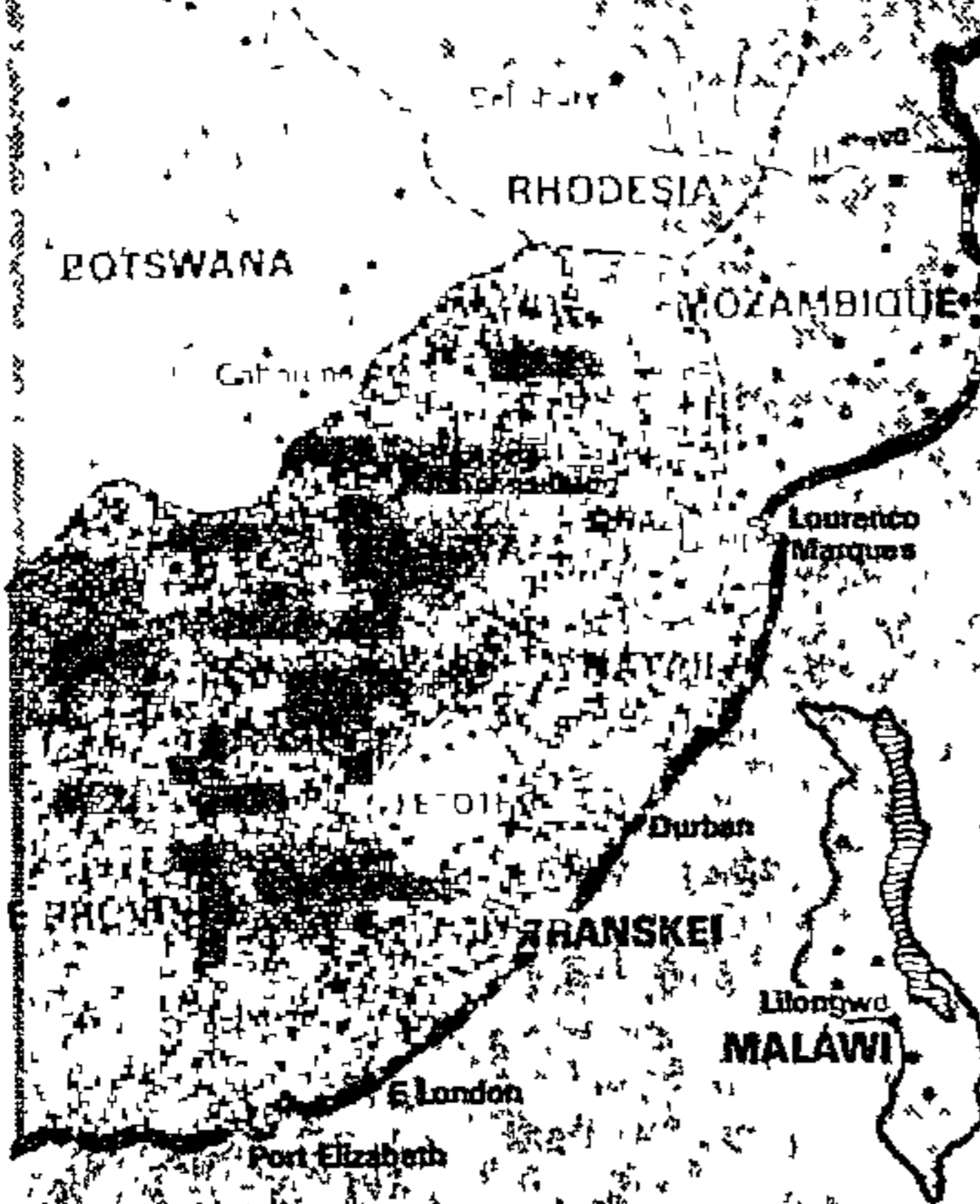
STEP 7	<b>R4-35</b>	MINING TEAM LEADER
STEP 6	<b>R3-55</b>	BOSS DRIVER, MAIN PUMP ATTENDANT
STEP 5	<b>R2-50</b>	SPECIALIST OPERATOR BLANK LOCO AND MOST AND LARGE LOCO AND WINCHES, BEHMAN, LARGE PUMP ATTENDANT
STEP 4	<b>R2-25</b>	LOADER DRIVERS, LOCO DRIVER, SCRAPER DRIVER (DOUBLE DRIVE)
STEP 3	<b>R2-05</b>	SPECIALIST OPERATOR DEVELOPMENT TEAMS, SMOKELESS MOTOR DRIVER
STEP 2	<b>R1-75</b>	CONSTRUCTION, DRIFT AND SHIFT TUNNEL, BELT ATTENDANT, PUMP AND WINDERS, SAMBA DRIVER, UNLICENSED LOCO GUARD
STEP 1	<b>R1-60</b>	MOTOR, ROPE HAULAGE, SWELING, TRANSPORT, TUNNEL, PUMP AND FAN, SALVAGE, STORE, RECLAIMER, TRAINING

sition. With increased wages the Chamber hopes to be able to lure urban Blacks for six-, nine- and twelve-month contracts.

NRC is advertising heavily on Radio Bantu, putting up recruiting posters on trains and buses, and sending representatives into Soweto to canvass.

If the programme is successful it will be expanded quickly. The entire programme is governed by the Bantu Labour Act. The

## MINE RECRUITING DEPOTS



responsible for contracting all migrant labour on the gold mines.

The mines at present only have about 74% of their underground complements, and with Malawians and Basotho leaving by the thousand, the shortage of Black miners is becoming more and more serious.

The Chamber hopes to fill this gap largely with Black South Africans. Will it succeed?

As of December 31 1974, South African Blacks comprised only 70 996 of the 299 680 Blacks on the gold mines and even that figure was down 8 000 on October last year. But the NRC has launched a massive new recruiting programme and the Chamber's Errol Holmes, is optimistic that "significant increases can take place this year".

The NRC is opening new recruiting stations in Moroka (Soweto), Germiston and Benoni. These will add to the 64 already operating within the Republic, mostly in the Transkei and Ciskei.

Previously, all recruits had to return to a Homeland on completion of their contracts. This requirement has now been relaxed by Pretoria, so urban recruiting has become a propo-

NRC cannot recruit among agricultural labour resident outside of the Homelands, and every representative involved in recruiting must be issued a "Labour Agent's Licence" by the Department of Bantu Administration and Development.

These licences permit an individual to recruit within a given geographical area. At present over 200 licences have been issued and the NRC is applying for more.

Within the Transkei, in addition to the 35 licensed White recruiting agents, there are now 15 Blacks who hold licences (formerly held by Whites) and operate NRC offices. With the Transkei moving towards independence, its government is now issuing licences for the area.

Each NRC office acts as a liaison between the mine, the miner and his home. It processes him, signs him up, ships him off, and closes his account when he finishes his contract.

Just how dependent the NRC is upon the Transkei and Ciskei is indicated by the fact that for the 12 months ending June 30 1974 nearly 70 000 workers were contracted there, while a mere 9 000 came from the rest of the Republic.

211 F.M 17/1/75



## LESOTHO'S PAY DEFERMENT ACT

THE Prime Minister of Lesotho, Chief Leabua Jonathan, recently announced that from the beginning of the year 60 per cent of the wages earned by Basotho mineworkers on South African mines would have to be banked in Lesotho. According to Press reports this was believed to have been the cause of disturbances at several gold mines.

By January 7 the death toll on Vaal Reefs Mine, in the Western Transvaal, was reported to have risen to eight, and according to Mr E P. Smit, the manager of the mine, the normal underground force had decreased from 23 000 to 17 000 as Basothos returned home

Dr Jonathan is reported to have said that the management of Vaal Reefs Mine had given information on the scheme "which was so incomplete — and in some ways so inaccurate — as to make a mockery of the entire new system of deferred pay"

"The mine management at the Vaal Reefs Mine had made every effort to explain the new system of deferred payments to mineworkers from Lesotho," a mine spokesman was reported as saying. The application of the Lesotho legislation in which the system was contained had also been explained to the miners, he said. Lesotho's director of information, Mr Vincent Malebo, told a South African magazine that "Basuto mineworkers who had been in employment before January 1 this year were not affected by the new law. The Lesotho Government would seriously consider the miners' complaints," he added.

Papers generally expressed concern at the events on the mines, particularly as they considered the cause as lying outside South Africa. A Johannesburg daily commented that "the dissatisfaction of the miners flows largely from a lack of communication between the Lesotho workers and the (Lesotho) Government"

**WORLD, Johannesburg (10.1.75)**, believes that "it is the right of every worker to manage — or mismanage — his own finances", and suggests that Chief Johathan remedy the lack of communication with the workers fast

**HOOFSTAD, Pretoria (8.1.75)**, concerned about future strikes, writes that unless everything is done to prevent them, the matter could develop into an international affair

**PRETORIA NEWS, Pretoria (8.1.75)**, lays the blame for the recent disturbances at the feet of Chief Jonathan but at the

same time deplores the "lethargy" of the Chamber of Mines

**DIAMOND FIELDS ADVERTISER, Kimberley (8.1.75)**, discusses the advantages to Lesotho of the new deferred pay system and remarks that "it is likely to mean quite a tidy loss of savings investment in Kimberley alone"

**BEELD, Johannesburg (8.1.75)**, suggests that the time is ripe for a commission of inquiry into the situation on the mines and feels that there are still too many remnants of "the colonial past" in the labour dispensation on the mines

**THE ARGUS, Cape Town (9.1.75)**, asks why the miners themselves were not consulted about how their money should be saved and comments that it is, after all, theirs

**OGGENDBLAD, Pretoria (9.1.75)**, urges intensified local recruiting for mineworkers and comments that because they are "largely strangers" everything that happens to them "affects the State in its relationship with neighbouring states"

finances If he is foolish enough to keep his money under the mattress where it could be stolen, then that is his business

On the other hand, one cannot overlook the advantages that stem from many thousands of rands going through the Bank of Lesotho to assist that country's ailing economy

But whatever the arguments for and against the Lesotho Government enforcing this new regulation, one thing is clear to us

It is that the dissatisfaction of the miners flows largely from a lack of communication between the Lesotho Government and the workers

And this is something Chief Jonathan needs to remedy fast

E - 10 1 1975

## hoofstad

### Unrest on our gold mines

STRIKES and disturbances on South African mines in recent months have been causing concern for a considerable time

The one reason why the phenomenon has not drawn much comment is that the riots obviously cannot be attributed to political motives

This is still not the case, but the strikes are already assuming such proportions that it could become a sticky political matter involving various governments in Southern Africa

According to spokesmen the causes vary from ethnic clashes (if a Malawian slaps a Xhosa) to new measures for the payment of deferred salaries such as those now announced by Lesotho

It is, however, also clear that the Black worker is becoming aware of his bargaining power if he withholds his labour and in so doing causes disruption This could assume serious proportions

Therefore we believe the time is near ripe for every possible step to be taken to prevent recurrences of the events and the causes which provoked them

Among other things, South African population groups will have to be relied on to a far greater extent and more attention will have to be paid to proper ethnic grouping so that only one national group works at a particular mine Neither can matters such as accommodation, facilities, salaries and methods of payment be ignored If we fail to do this, what appears to be a compound problem could well become an international matter

A - 8 1 1975

## Monkey Business



It's no good arguing . one of you will have to be sacrificed for my 60% tax.

SOUTH AFRICAN FINANCIAL GAZETTE  
(E - 10.1 1975)

## Pretoria News

### Defusing the mine bomb

THE fuse is shortening on South Africa's most lethal time bomb As politicians search for a new dispensation in the sub-continent which will release her wealth and power from the bondage of contract, the very source of that wealth - South Africa's gold mining industry - is wracked by riot and stained by sudden death

This week's violent strike at the world's

largest gold mine is merely the latest grim addition to a mounting toll which, in the past five months, has involved more than 37 000 Black workers and claimed the lives of 26

Immediate blame for the latest outbreak undoubtedly belongs to Chief Jonathan of Lesotho whose high-handed action in demanding a 60 percent chunk of the pay packets of Basotho mine workers seems set fair to kill the labour goose that lays the golden egg for his impoverished country But the mindless violence that has become a festering sore in many a South African gold mine is too widespread and persistent to be pinned on every stray infection

Whatever the superficial and immediate cause, the basic reasons lie in the labour structure of the industry itself in an inhuman and demoralising system which separates men from their families and consigns them in their thousands to single-sex hostels, which despite recent attempts to expunge the stain of the past, has failed lamentably to pay them enough or recognise the vital necessity of adequate communication

South Africa's richest industry rests on the labours of Black men from neighbouring states Unless the Chamber of Mines can shake itself out of its lethargy and secure for them a better deal, the labours of our more orthodox emissaries will be as useful as unmined gold The mine labour issue must be defused - and quickly - before it imperils the whole of southern Africa

E - 8 1 1975

## Diamond Fields Advertiser

### An industrial dispute with a difference

THE strikes of Basotho mineworkers - first 8 000 at Saaiplaas near Welkom, and then at one stage 12 000 at Vaal Reefs, the world's biggest mining complex - is an expression of workers' dissatisfaction with a difference And the rioting that has accompanied it, with so far four dead and 22 injured, reflects the depths of the workers' feelings But it is by no means an ordinary sort of industrial dispute at the bottom of it - a bid for higher wages and better working conditions

It is a reflection of the resentment of the workers at new legislation in Lesotho which compels those whose contracts start this year to deposit 60 percent of their earnings in the Lesotho Bank One of the reasons given for this is that those miners who voluntarily leave their pay in



the care of the mining companies until their contracts have ended receive no interest on their money. The chairman of Anglo-American's gold division, Mr. Thiridge, has made it plain, however, that while no interest is in fact paid to individuals, it is paid into a special fund which is used for education, health services and security in Lesotho.

From Lesotho's point of view, this compulsory remitting of 60 percent of the workers' pay to Lesotho has decided economic advantages. It ensures a good inflow of money into the country and is undoubtedly a shot in the arm for its bank. As to the workers it represents a form of compulsory saving — not so irksome here.

Kimberley and other diamond mines in the vicinity with their closed hostel systems as in the gold mines.

Most workers do save anyway, a great many putting their money in Post Office, banks, building society savings accounts, and so on. All this must stop on new contracts from January 1. It is likely to mean quite a tidy loss of savings investment in Kimberley alone. And it is very evident that the miners themselves do not like the idea. They are in the dark over the mechanics of operating bank accounts away in Lesotho.

The Lesotho Prime Minister, Chief Leabua Jonathan, was reported on the radio as being "dissatisfied" with the striking miners, and has urged them to return to work, adding that violence will not help but only worsen the situation. And two Cabinet ministers have been sent to Johannesburg to try to sort the grievances out. They may find that they will have to lift at least the compulsory part of saving if they are not to lose the support of a substantial part of the country's working population — a factor to bear in mind if and when elections are held again.

E-8 1 1975

## Beeld

### Gold-mine disturbances

FOR reasons of international esteem, strategic importance and income, the gold mining industry stands out as South Africa's most important industry. For those reasons the latest prices on the world's gold markets are being watched with more than usual interest.

For the same reasons there is intense interest in the periodic disturbances and unrest among mineworkers.

The industry has to a large extent learned to live with the outbursts of migratory

workers during the past few months. There was, nevertheless, and still is, no cause for over-complacency on the part of leaders in the industry that they have at last got wise to things. For that the atmosphere is too charged with every new riot and the implications for us and abroad are far-reaching — especially in those African states which supply many of the workers.

We have found the cutting off of the stream of workers by one country — Malawi — very inconvenient. There is, in addition, a political price to pay for the disturbances.

Until now the Chamber of Mines has largely taken it upon itself to restore order in collaboration with the mining companies concerned. But outwardly it has not yet become evident that the parties interested have done much more than quench fires as they have broken out. Prevention still is, after all, better than cure.

There is obviously a different attitude among migratory workers to that of a year or three ago. This can be attributed directly to political developments. The workers have become aware of their bargaining ability, and so have their governments.

Yet the mills of the industry grind along on labour institutions dating from the colonial past. Refinements and improvements have been added, but basically we are still sitting with a compound system. That this forms a breeding ground for trouble has previously been experienced outside the industry.

Taking into account the importance of the industry, which is but one facet of our mighty mineral industry, has the time not come for the whole matter to be reviewed anew from all sides? This type of plea of necessity amounts to a commission of inquiry, and people have already become cynical about that.

But the dormant violence of the past few months and the potential for large-scale disruption that it holds compels one to say: Here is fertile ground for a comprehensive investigation by the Department of Mines and all institutions including the interested homelands and the neighbouring states which supply labour. This could take place at the request of the South African Government.

A-8 1 1975

## The Argus

### Ask the miners

THERE has been some talk of 'mis-understanding' in connection with the serious troubles at the Vaal Reefs mine

which have resulted in eight deaths since Sunday. The Lesotho Cabinet has held a special meeting, and it is reported to have decided that it is correct and proper for Basotho mine-workers to bank 60 percent of their wages in Lesotho and to receive interest on these savings, instead of its being used by the mine owners of South Africa. What do the miners want, though? No one seems to have thought this worth mentioning. But is it not their money?

E-9 1 1975

## Oggendblad

### Recruit locally

WITHIN five months 40 000 Black mine-workers have gone on strike 16 times and 25 workers have been killed in the accompanying disturbances.

Everybody should be upset by these figures.

There are various reasons for this sudden increase in labour unrest. Among them are political decisions taken in the workers' countries of origin on the nature of their remuneration and tribal fights.

But it would be erroneous not to take into account the changed political climate.

The workers realise that they can force concessions with their actions and they are temporary immigrants with a government to look after them. Events in neighbouring countries such as Mozambique have also left an influence.

This results in — among others — an easier outburst of the frustration caused by the very nature of the compound system.

It is difficult to find a single reason for the strikes. What is essential is that the primary causes of the disturbances be identified and a solution be sought after that.

It remains a matter for the mines especially, and in particular the goldmines. The State naturally also has its responsibility and intervention in the event of protracted unrest must be anticipated.

The workers are largely strangers. Everything that happens to them consequently affects the State in its relationship with neighbouring states.

This, among others, is one reason why greater employment of local Black workers should be considered more seriously.

A-9 1 1975



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E - 8 1 1975

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A - 9 1 1975



F.M. 7/2/75 (211)

Blacks to stage a go-slow on its behalf.

This neat procedure has been costing Union Corporation's St Helena gold mine in Welkom 15% a day in lost production since mid-January.

In return for a R10m-R11m pay rise in June 1973, Arrie Paulus's MWU agreed to a change in underground working arrangements. Previously, the Black day shift going down had had to wait for a White miner to inspect and declare safe a working-place before it could start work.

The 1973 arrangement provided that the White miner "may" instruct a Black team-leader to enter a work-place which had not been blasted with his shift up to two hours before his own arrival to inspect for safety.

The White miners at St Helena, relying on the word "may", have now reverted to the old procedure, resulting in Black gangs having to wait around before starting work — and a consequent production shortfall.

Whether or not their "go-slow" amounts to an illegal stoppage is a moot point. The Chamber of Mines Gold Producers' Committee was in session as the FM went to press, and the FM understands from one source that the St Helena men are likely to be given an ultimatum to restore full production or face dismissal.

What makes this local issue — the pretext for which is evidently a dispute over a double-shift stoping arrangement — particularly significant is the dark hint last week by the MWU that the 1973 agreement was a weapon in the hands of White miners which could be "more effective than a strike".

Union Corporation sources evidently believe that the Union is using St Helena as a test case, and that it is contemplating imposing a Black go-slow throughout the industry in support of its demands for a five-day week.

No doubt largely as pre-negotiation posturing tactics, Paulus has been threatening a general strike. Last week, in what appears to be something of a climb-down, his council authorised a one-day strike if "final efforts" at a deal with the Chamber fail.

The five-day week has become a hardy annual. The Chamber is only likely to agree to it if production can be maintained at present six-day week levels. Paulus proposes that the working-day be extended so as to work as many hours in five days as are now worked in six.

The industry's objection to this is that the extra hour at the end of an eight-hour day in the tough physical condi-

## FIVE-DAY WEEK

### What a headache!

For sheer *chutzpah* you have to hand it to the White Mine Workers' Union (MWU). Not only does it exercise a virtual veto over the types of jobs Blacks can perform: it even gets the

F.M. 7/2/75



**MWU's Arrie Paulus . . . threatening a general strike**

tions of mining will not add significantly to production — and certainly will not compensate for the loss of the sixth day.

A solution favoured by some mining groups is to concede a five-day week in return for the MWU's agreement to further Black job advancement, so enabling five-day week production levels to be kept up to six-day week levels.

Apart from Paulus's objection that this would put 70% of his members out of work, there is another problem with this solution: the Black labour shortage following President Banda's ban on recruiting in Malawi.

On some mines, such as ERPM, the Black shortage is so severe that some of the White miners there have become redundant. Ironically, therefore, whereas when in the past the problem with introducing a five-day week was the non-availability of additional Whites to step up production, the problem now is a shortage of Black labour — with some Whites in danger of being retrenched.

Even if Paulus and the Chamber can somehow overcome these problems — it is suggested that a five-day week could be phased in once a month to start with — many others are likely to arise.

The increase in leisure-time for Black miners, which would result from their having the sixth day off, may itself pose a problem. Higher wages have already led to more drinking. More free time for men who cannot go home to their families at the weekend and whose opportunities for creative relaxation are severely limited will inevitably exacerbate the drinking problem. The consequence of this in the present volatile situation in the compounds could well be more violence.

Not can it be forgotten that the proximate cause of the disturbances which led to 12 Blacks being shot by the police

at Western Deep Levels in September 1973 was a change in working arrangements for Black miners.

There must be many a man in Main Street who now fears that any further such changes for Black miners — introduced without consulting them in advance — which a five-day week may necessitate, could lead to more disturbances.

Such an eventuality is about the last thing the industry can afford.



# MINE LABOUR

# TALKS

# WANTED

# BY UIM

By TIM CLARKE  
WITHIN a month of coming to power the Frelimo Government in Mozambique wants official contact with Pretoria to discuss labour relations between the two countries.

An official in the Prime Minister's office in Lourenço Marques has confirmed that Frelimo requested a meeting with the South African Government to discuss matters of mutual interest.

He would not elaborate but said that the Prime Minister, Mr. Chissano, had requested the meeting though Pretoria had not yet replied.

He would not confirm that the request had been made to the Department of Foreign Affairs in Pretoria. In view of the fact that the Republic had no official representation in Mozambique since the closing of the Consulate at the time of independence in June, the meeting request must have been channeled through the Department of Foreign Affairs.

The employment of between 120 000 and 150 000 Mozambique workers in South African gold mines is certain to be a major topic on the agenda should Mr. Chissano go to Pretoria.

Frelimo President Samora Machel and his deputy, Mr. Marcelino dos Santos, have both officially said that the old mine labour contract entered into with the Portuguese Government will be replaced.

Mr. Dos Santos said in Copenhagen last month that Frelimo wanted to take control of the mine recruitment and that the contract was a means to apply pressure against South Africa.

In principle, we are against recruiting workers for South African mines because this gives support to colonialism and imperialism. However, we must also be realistic. We cannot assume our full responsibility in relation to South Africa in a month or even a year, he said. The mine contract, which Frelimo leaders say is the most obnoxious decision facing them, accounts for the jobs of 100 000 people from southern Mozambique. Also, more than 25 per cent of Mozambique's total foreign exchange earnings come from South Africa. Past contracts laid down

that, after six months, the workers received only 40 per cent of their salaries, the rest being paid in gold through Portugal at the official rate of 42 dollars an ounce. Portugal paid Mozambique the equivalent in escudos and then sold the gold on the free market at 162 US dollars an ounce, making a profit of approaching R85 million a year.

Privately, Frelimo leaders say they will disengage from South Africa as rapidly as possible, but they must provide employment within Mozambique rather than undermine their own strength by throwing thousands of people out of work.



# Spotlight on the mines

**The mining industry faces formidable problems. Their solution requires some radical re-thinking**

Renewed violence on the mines at the weekend brings the death-toll over the past 18 months up to 130. The *FM* has repeatedly urged a thorough investigation ever since the Carletonville riots in September 1973, and it is a great pity that a full scale inquiry is only now being started.

It will, the *FM* understands, include representatives of the Departments of Mines, Bantu Administration, Labour, Foreign Affairs and the SA Police.

There are, however, several reservations about this form of inquiry. Firstly, it is essential to examine not only the immediate causes of each outbreak of violence, but also the total situation of black miners, including the psychological and sociological effects of living in compounds under the migrant labour system.

Will an interdepartmental inquiry be able to examine that system, free of ideological commitments? How far will its recommendations be able to go? For example, if it finds that abnormal living conditions are an underlying factor, will it be able to recommend family housing?

The second reservation is that Black miners may not be willing to talk frankly to a government committee.

Escalating violence is only one of a host of problems facing the industry.

**Labour supply.** January was a good recruiting month and men have been returning to Vaal Reefs after the recent rest there over deferred pay. Chamber Mines president, Dolf Schumann, this week told the *FM* that the gold mines have 76% of their underground labour needs — a slight improvement.

The gold-mines are hoping to double the proportion of SA miners to around 60% of labour requirements. (Of course this figure will be dramatically reduced in the Transkei — the major source of SA miners — becomes independent).

The matter is urgent because of the continuing monthly drain of some 5 000 white miners as they finish their contracts and go home. There is still no sign from President Banda as to when — or if — he will allow recruiting to be resumed. Whether or not the mines attract

more SA labour depends on many imponderables. Citing the "target-worker" phenomenon, some influential mining men believe that, although higher pay may increase the absolute labour supply, it could lead to miners staying at home longer between contracts.

Whether this will happen depends in turn on factors about which little is known — for example, the extent to which rising demand for consumer goods (and hence for cash) in the Bantustans has made the "target-worker" a thing of the past.

Another unknown is the extent and effects of landlessness among Homeland people. It is almost certainly increasing because of population removals from the common area to the Homelands. Men who have had to move to "closer settlements" with high unemployment and very little farming land (such as Dimbaza) may have to take whatever jobs they can get, whereas those able to eke out a living from subsistence agriculture have more choice.

Other imponderables are the factors behind the traditional reluctance of South African Blacks to work on the mines. How high will wages have to rise to overcome fears of accidents or aver-

sion to working underground?

● **Wages.** Another Black wage increase is due in mid-year. What effects will this have on poorer mines? And on the Chamber's policy of keeping wages as uniform as possible?

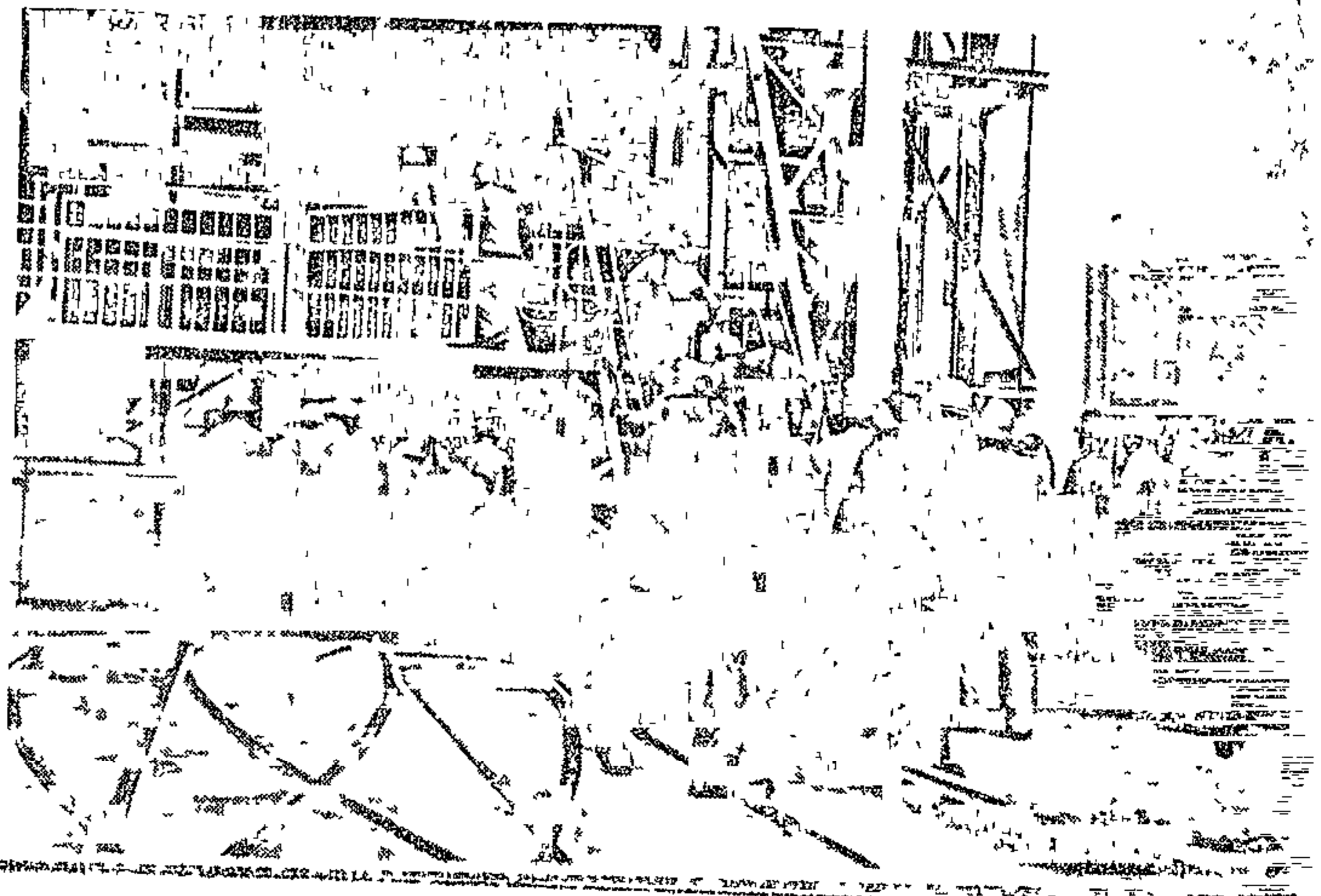
Is there not a chance that greater competition for Black labour will herald the end of the Chamber's recruiting organisations?

Some mining houses want to increase wages more rapidly than others. But the belief in the industry that different wages on neighbouring mines in the Free State led to violence there last June adds another dimension to the problem.

As if that were not enough, there is the question of the White miners. In order to couple higher Black wages with productivity gains, colour restrictions have to be eased further. But Arrie Paulus hardly seems in the mood for this.

● **Job structures.** Better use of Black labour necessitates rationalizing outdated job structures. The industry is hoping to adopt a common job evaluation system with uniform pay-notches by mid-year. If agreement can be reached on this — bonuses appear to be the main stumbling block at the

Coming off shift . . . how to guarantee their safety?





moment — the problem of implementation remains. Changes in wage differentials were thought to be behind the disturbances at Western Deep in 1973.

● **Communication.** Successful implementation of new job structures depends on good communication. Anglo men tell the *FM* that the problem of downward communication on their mines — from management to workers — is nearing solution. But upward communication remains a major difficulty — and the one cannot really work effectively without the other.

Some groups favour trying to improve the induna system. Others want to replace it by a committee system.

Should such a system be based on the work situation (as at Western Deep) or on the compounds? And will Black miners be willing to use it?

How far is the industry prepared to go in considering the alternative of trade unionism — especially if government is less than enthusiastic?

How do you communicate effectively with a labour-force that often runs into tens of thousands?

● **Homeland and foreign governments.** When trouble has broken out, representatives of the governments of supplying territories have sometimes been brought in as mediators. Should their involvement now be extended and formalised? Is it desirable for governments to be directly involved in industrial relations?

If so, what of the problem of Chief

Jonathan's unpopularity among Basotho miners? Will the Prime Minister of an independent Transkei be accepted by Xhosa miners as their spokesman?

● **Family housing.** Government has indicated its willingness to consider sympathetically requests by mines to house more Black men in married quarters. Stepping up the proportion from 3% to 10% of the work-force has been suggested.

More family housing is an important step in the right direction. Dolf Schumann, however, says older mines could not afford it and that it will not in any case be economically feasible on labour-intensive mines without much chance of mechanizing.

With regard to the new mines still on the drawing boards, is there not a strong case for allowing all those mines who want to bring their families with them to do so? It would of course necessitate the provision of infrastructure and also of jobs for wives who wish to work.

Such a move, by allowing for a permanent exodus of some migrant workers from the Homelands, would probably ease pressure on scarce land resources there.

● **Effects on White farmers.** Will the additional SA miners come from urban areas, Bantustans, or White farms? The Chamber now has three recruiting offices on the Reef.

The farms have long relied on influx control to hold poorly paid workers on

the farms, and higher mine wages, coupled with more intensive recruiting, could pose serious problems for this sector — to which the weight of the platteland vote gives a political dimension.

Another imponderable is the labour situation in the farming sector — are there supply bottlenecks? To what extent have mechanisation and administrative controls against squatters and labour tenants been pushing Africans off the land already?

● **Industry.** What implications does all this have for manufacturing, and for the wages paid by, say, Seifsa members? Some mining men however believe that there are enough unemployed men illegally in Soweto to meet the mines' labour requirements.

There are of course dozens of other questions to be asked, for the mines' problems have far-reaching implications. No doubt some of them can be solved in the short term by tinkering with the present set-up — improving the induna system, building smaller and more manageable compounds, etc.

For a longer-term solution, however, it is imperative that government and the industry alike contemplate bold, fundamental, radical changes. If, for example, the interdepartmental inquiry finds that the compound system is an underlying cause of the violence, and then shies away from suggesting that it be changed, we will be back to square one.

That is the last thing the mines — or the country — can afford.

FM. 21/3/75 (211)

## Getting down to it

*J Curtis, Westcliff, Johannesburg.*

The article "More horsepower down below" (FM February 28) must have appealed to any knowledgeable Reef mining engineer as a well informed and objective analysis of the current situation, in which the industry is faced with an immediate shortage of labour with no convincing evidence of a substantial reduction in the need for it arising from the implementation of technological advances

It is, of course, not true that "foreign technology has little to offer, mainly because of the characteristics of the reefs wafer-thin, sloping and deep underground" Regrettably the wide currency given to this belief is a major cause of tardy progress.

In the "wafer-thin" — less than 1 metre; "sloping" — up to 30°, "deep underground" — more than 1km, hard coal seams of the Ruhr (from where the Panzer conveyor originates), mining engineers have for more than 20 years demonstrated that mechanised mining is an integrated operation in which an understanding of the properties and behaviour of the rock is cardinal to the design of machines and their efficient operation by men

Progress will be made when mining engineers learn to control the tremendous potential energy in the rock surrounding mining excavations, of which uncontrolled and catastrophic rock-bursts are the evidence, and direct it towards their objective of removing a specific area and thickness of ore with the use of a minimum of mechanical equipment and human energy

While the willingness of the Chamber to spend up to R150m (at the shareholders' expense) may be "an impressive vote of confidence by the industry in its long term future" one questions whether this approach is the most effective one

As the person who, in August 1962, initiated the "non-explosive rock breaking" project (at Anglovaal, subsequently adopted by the Chamber), I believe that the "knowledge (that) is the only instrument of production that is not subject to diminishing returns" is more likely to be acquired in the creaking caverns of Carletonville than among the murmur of birds in the ivory towers of Richmond\*

\* Richmond Home of the Chamber of Mines Mining Research Division

*SA gold reefs are 8-10 times as hard as the Ruhr hard coal seams The latter are mined by ploughs which could not possibly cut our rock*

*It is true that the Panzer conveyor originated in Germany, as early as the late Forties. The slow spillover to SA is largely due to the fact that Black labour has been cheap and fairly plentiful until*

*recently In addition, suitably hard steels were difficult to come by until the space research programme of the middle and late Sixties*

*The industry here is collaborating with German firms among others, but, although the conveyor prototypes for SA are many times stronger than the German versions, it is by no means proven they are strong enough*

*The criticism of SA scientific work on rock mechanics seems a little harsh SA is recognised as a world leader in the field, as it should be, given our wide experience with ultra-deep level mining But this is admittedly no reason for complacency*



F.M 21/3/75  
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# Hew and cry

**There's no shortage of new ideas on mine mechanisation.**

**But so far few have arrived underground**

A lot is being claimed today for mine mechanisation, particularly on the gold mines. But it's a waiting game (*FM* February 28). Wholly new developments — not improvements to existing techniques — are unlikely to be productive until after 1980, at the earliest.

Most machinery suppliers though appear to be happy with the way that the mining groups and the Chamber of Mines are planning their mechanisation programmes.

However, there's a school of thought among a minority of mining engineers that the Chamber's research and development on the rockcutter may be barking up the wrong tree. Jack Curtis, retired Anglovaal consulting engineer, one-time general manager of Western Platinum and now part-time lecturer at Wits, is one.

Although a great admirer of SA mining methods, he believes that the Chamber's rockcutter is doomed to failure — and with possible disastrous results for the safety of miners.

Employing a drag-bit cutting tool it cuts rather than chips. Tendency, he claims, is for the massive pressure of the rock above to close the slot formed and seize up the tool.

Worse than this, Curtis believes the smooth stope walls produced (and extolled by the Chamber's research men) may lead to severe rockbursts, which might have been avoided or minimised had percussive techniques been used.

Quite the reverse, says the Chamber. Half the rock is left behind in the stope in the form of a support and this is one of the main reasons for persisting with the rock-cutter. Another two are improved ventilation and the economic benefits of not sending to the mill rock with little or no gold.

Curtis advocates controlled cracking using hydraulic props to let the hanging wall (ceiling) sag — because it makes it easier to remove fractured rock from the face and relieves dangerous pent-up stresses as work proceeds. The method, used with success in the Ruhr coal mines, is one that he maintains could be modified for the gold mines.

What of other techniques?

With the possible exception of the

raise borer — for drilling large diameter holes quickly and cleanly over long distances from one mining level to another — the gold mining industry is not able to boast of any other brand new technological achievements currently contributing to production, directly or indirectly.

There have been improvements, of course, but largely to existing techniques. Significant among these is drilling tunnels.

## More powerful

Some machinery suppliers are installing hydraulic drill rigs. Normally fitted with a pair of drills, they are far more powerful than the conventional air-operated jackhammers, penetrate rock four times faster and avoid the misting up associated with pneumatic equipment.

Disadvantages? If many are used there can be heat build-up, a nuisance in an enclosed space.

Delfos & Atlas Copco, which claims to have the major share of this market, has currently five in use. Emco has one and Hubert Davies two. But here things are likely to move faster soon.

Atlas Copco has just announced it's to supply Anglo American with 18

hydraulic rigs and ancillaries at a cost of R3m. Deliveries will start by the middle of the year.

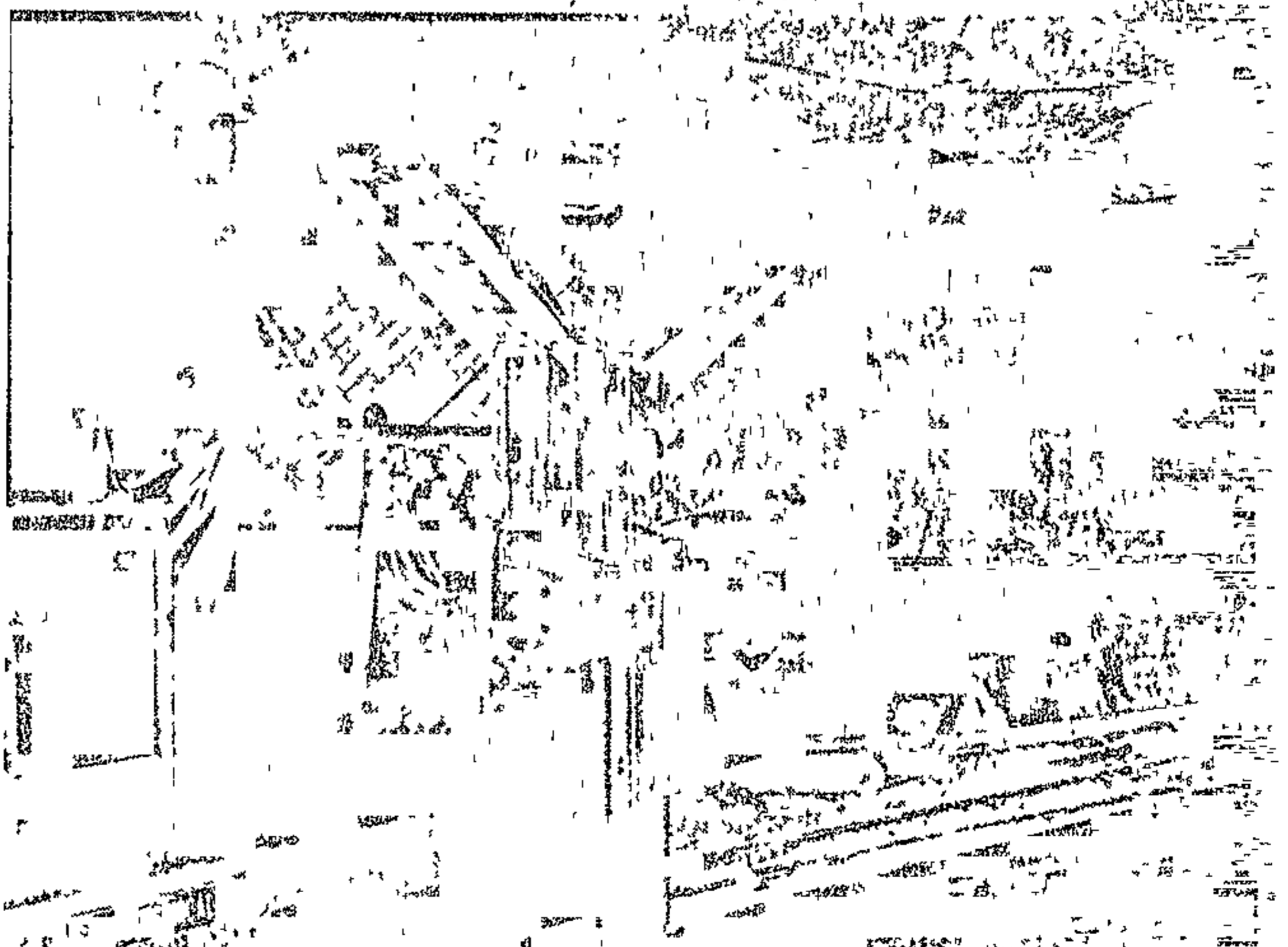
The machine (the Promec TH 26 SA) was developed in co-operation with Anglo's Technical Development Services. A prototype rig has just completed six months' field trials.

Anglo's decision was influenced by the fact that the percussive rockdrill used with the rig does not place excessive demands on the cutting tools.

One of the problems is severe tool wear on extremely hard quartzites. The life of a chisel rod used in these drillers or drifters, is pretty short. They require constant sharpening — once every 100-150 metres of penetration. Boart International, part of Anglo American, reckons the total SA market for these chisels and similar tools is about R100m a year — about 2m bits are used, of which Boart claims to supply half.

It's with the raise borer that the mining industry has "struck it rich", observes Curtis. Like the drill rigs which cost something like R115 000, a mighty expensive item, costing anywhere between R200 000 and R300 000. Leader in the field is the Robbins Company of Roodepoort which has installed 36 vertical borers and horizontal tunnel borers.

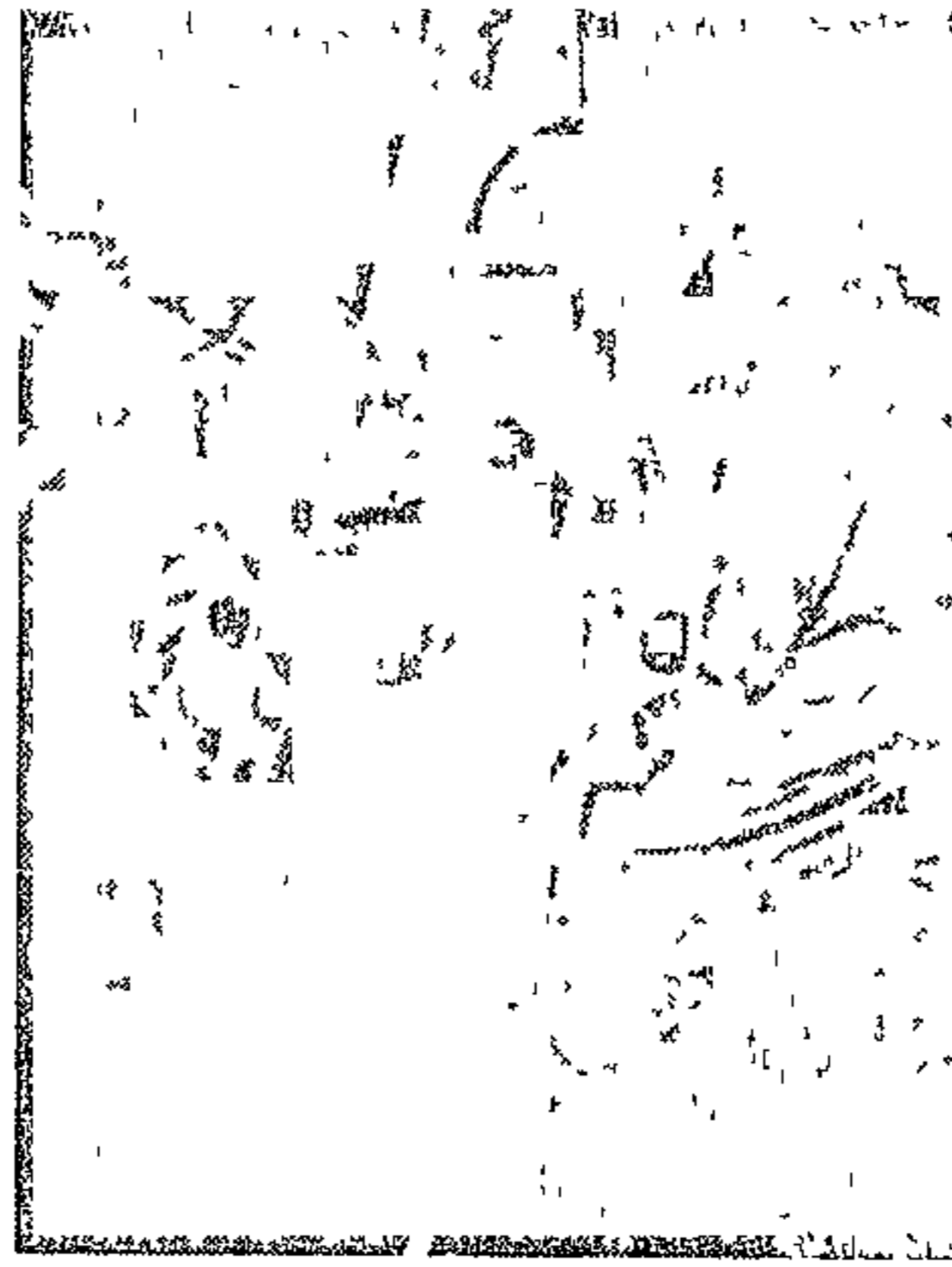
Hydraulic drill rigs... the mighty penetrators



SA mines generally, most of them in gold mines.

Not only local firms are being attracted by mining's new horizons. Last year SA imported 30% more surface equipment from the US — \$99m against \$65,4m. Something in excess of \$18,6m was spent on underground equipment. American interest in SA is reflected in the number of US firms established here. Gahon Envirotech, National Mine Service represented by Dowson & Dobson, Joy Manufacturing, Gallagher and Ingersoll Rand, to name a few.

Ingersoll Rand is understood to be negotiating with the Chamber to improve productivity, safety and noise levels in deep gold mines. The mutual development programme will concentrate on drill sizes, penetration rates and



The raise borer . . . gold mining's heavy artillery

improvements in drilling and extraction machinery.

New ideas in materials handling show a lot can be done to cut costs and lower working costs. Huber Davies, for example, is to introduce the Wagner Scooptram, a rubber-tired vehicle capable of removing about four cubic metres of rock in a single pass — and in the low headrooms of gold mines.

And Atlas Copco is talking of introducing a powerful hydraulic drilling rig to the stope face, something not possible yet due to its size and the close confines of the stope.

They're working hard down the mine and in the research labs of that firm, no doubt. But says one mining engineer, "it's the breakthrough we're waiting for".



# MIGRANT LABOUR (21) Probing the problems

*FM 27/3/75*  
A two-man team of senior Bantu Administration officials has invited comments and suggestions for a study of migrant labour which they are conducting.

The team, under Johannesburg's Bantu Affairs Commissioner Frans du Randt (seconded to the Department of Bantu Administration in Pretoria for the purpose), has been commissioned to look into the system of migrant labour with special reference to the mining industry, larger employers (such as Iscor), and the Western Cape.

Du Randt told the *FM* it would make a comparative study of migrant labour in another country, probably West Germany. The first phase of the study, he said, would also involve drawing

Financial Mail March 27 1975

attention to archaic aspects of legislation — with a view to possible amendment or overhaul.

Documents on file are to be studied, and consultations held with other government departments, with Bantu Affairs Administration Boards, and employer organisations and organised labour. As the *FM* went to press, Du Randt and his colleague, Mr W Kruger of Bantu Administration, were due to meet officials of the Chamber of Mines.

Du Randt added that certain Black workers would also be approached. He has already had discussions with several mine employees.

The study should be completed in about four months' time and will then be submitted to Willem Cruywagen, the newly-appointed third Deputy Minister in the Department of Bantu Administration and Development.

Du Randt said the question of a formal "charter" for migrant workers, as suggested by Deputy Minister Punt Janson (part of whose responsibilities have now been handed over to Cruywagen) was "still a long way off. There are a great many loose ends to be tied up first." Cruywagen is convalescing at the moment, and is not expected back at his desk before the beginning of May.

Those wishing to submit representations on the migrant labour system to Du Randt should send them to the Secretary for Bantu Administration, PO Box 384, Pretoria, 0001.



FM 27/3/75

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## MINE LABOUR Ripples in Rhodesia

In its drive to get more Black labour, Wenela (one of the Chamber of Mines' two recruiting organisations) has signed a five-year contract with the Rhodesian government for a minimum of 20 000 men a year. An ultimate target of 50 000 has been suggested.

The target for 1975 is 10 000, and by last week about 1 200 men had been signed on. An average of 34 men a day have been airlifted to SA since January 9.

Wenela has one recruiting office in Salisbury, at Msasa, with dormitory and screening facilities for 600 men. Two more are planned — at Fort Victoria (due to open on April 1) and Bulawayo.

Rhodesia's Deputy Secretary for Labour and Social Welfare, J H Ravenscroft, told the *FM* recruiting was confined to Salisbury, Bulawayo and Fort Victoria and "tribal areas to the north". The Ministry would ensure that labour supplies for Rhodesian mines and farms were not affected.

Wenela's Salisbury office told the *FM* that recruits are offered one year contracts, with the option of a six months extension. They have to return to Rhodesia before signing on again. The starting rate is R\$1,33 per shift, compared to the minimum rate of 26c per shift in Rhodesia.

After three months of the contract, 60% of a worker's wages will be sent to Rhodesia and be put into the Post Office Savings Bank at 3,25% interest, tax free. The scheme is expected to bring in a minimum of R\$5m in rands from deferred pay.

Wenela told the *FM* that recruiting will be done with "runners" and leaflets. One runner is operating in Salisbury around industrial sites, and Wenela plans to use five more. The recruits will initially work on Blyvooruitzicht and Western Holdings.

Talk of a target of 50 000 has renewed unease in farming circles, although a Rhodesian National Farmers' Union (RNFU) spokesman says it is not aware of any adverse repercussions to date.

Rhodesian farmers have grounds for anxiety. The average wage of farm workers is about R\$10-R\$15 a month plus rations, and in real terms there has been a decline over the past decade. The PDL for a farm family of six is R\$48.

The Rhodesia Tobacco Association is also worried. The industry is already short of about 18 000 men. "Quite a lot" of the tobacco crop is being lost, spokesman confirms, because of the labour shortage.

Howard Bloomfield, president of the Associated Mineworkers of Rhodesia,



Rhodesians arriving at Johannesburg's Lanseria Airport

says he has no objection to the scheme, but is surprised that government has agreed that Africans cannot be recruited by Wenela if they had worked on Rhodesian mines in the previous year.

"This protects the pitifully low rates paid by Rhodesian mining companies which should at least attempt to compete with the rates on SA mines."



# From soil to stope face

## The mining industry's drive to attract more SA Black labour is likely to have a far reaching impact on White farms

The mechanisation drive in agriculture, fuelled by record farm earnings, appears to be moving into top gear. Sales of tractors and agricultural implements reached a record R150m in 1974 (1973 R121m) and leading implement dealers expect a further increase this year.

The bulk of the expenditure is on bigger tractors and the wider trailing implements that go with them. Some 14 000 tractors (all imported) were sold in 1974 and dealers could have sold more had it not been for shortages in the US and Europe and port congestion in SA.

The companies specialising in big tractors, notably John Deere and International Harvester (IH), simply couldn't meet demand. Fred Gilchrist, MD of Deere SA, expects 1975 sales to double.

Deere has imported more tractors in first quarter of 1975 than the total brought in during 1973.

Business is also booming in implements, many of which are manufactured locally. Pan African Industries, associated with IH, has doubled its sales of over 40 types of implements (mainly cultivation equipment and planters) within the past three years, in spite of price increases that have sometimes reached 40% over that period.

Surprisingly the trend to mechanisation, unlike the experience of most countries, has not resulted in a diminution of farm workers, nor does it appear to have been greatly stimulated by labour shortages.

Rather the moves towards capital intensive agriculture arise from expectations of increased efficiency in production and correspondingly higher crop yields through mechanisation.

Profit making large-scale farmers seem to see the labour crunch as still in the future and current mechanisation thus anticipates the day when labour will be in short supply.

There are strong signs, however, that the hitherto stable Black population of 3,7m on White farms will increasingly be drawn off into the mines and towns.

Chris Cilliers, director of the SA Agricultural Union (SAAU) and Dolf Schumann, president of the Chamber of Mines have already reached an agreement whereby the Chamber may begin to recruit in the rural areas.

If approved by government, the mines will be allowed to go into rural areas that have a labour surplus (for example, Rustenburg and Weenen) once they have exhausted the potential of the

urban areas. The only stipulation is that the Chamber's recruiting agents may not physically come onto farms and entice workers away.

The agreement is designed to increase the proportion of SA labour on the mines. Interestingly, it amounts to a *de facto* admission by the SAAU that there is underemployed labour on White farms, an admission not previously made.

The number of Africans living on White farms has not changed much since 1960, despite increasing mechanisation. However, the percentage of the total African population living on the White farms has decreased from 30,7% in 1960 to 24,3% by 1970, suggesting that most of the natural increase has moved either to the Homelands or urban areas.

Of resident Black population on White farms, more than 800 000 are full-time workers.

The conditions under which farm workers live and toil must be among the poorest in SA. Scattered in kraals of one or more huts, families often survive at mere subsistence levels with wages that at best reach R40 (per family) per month.

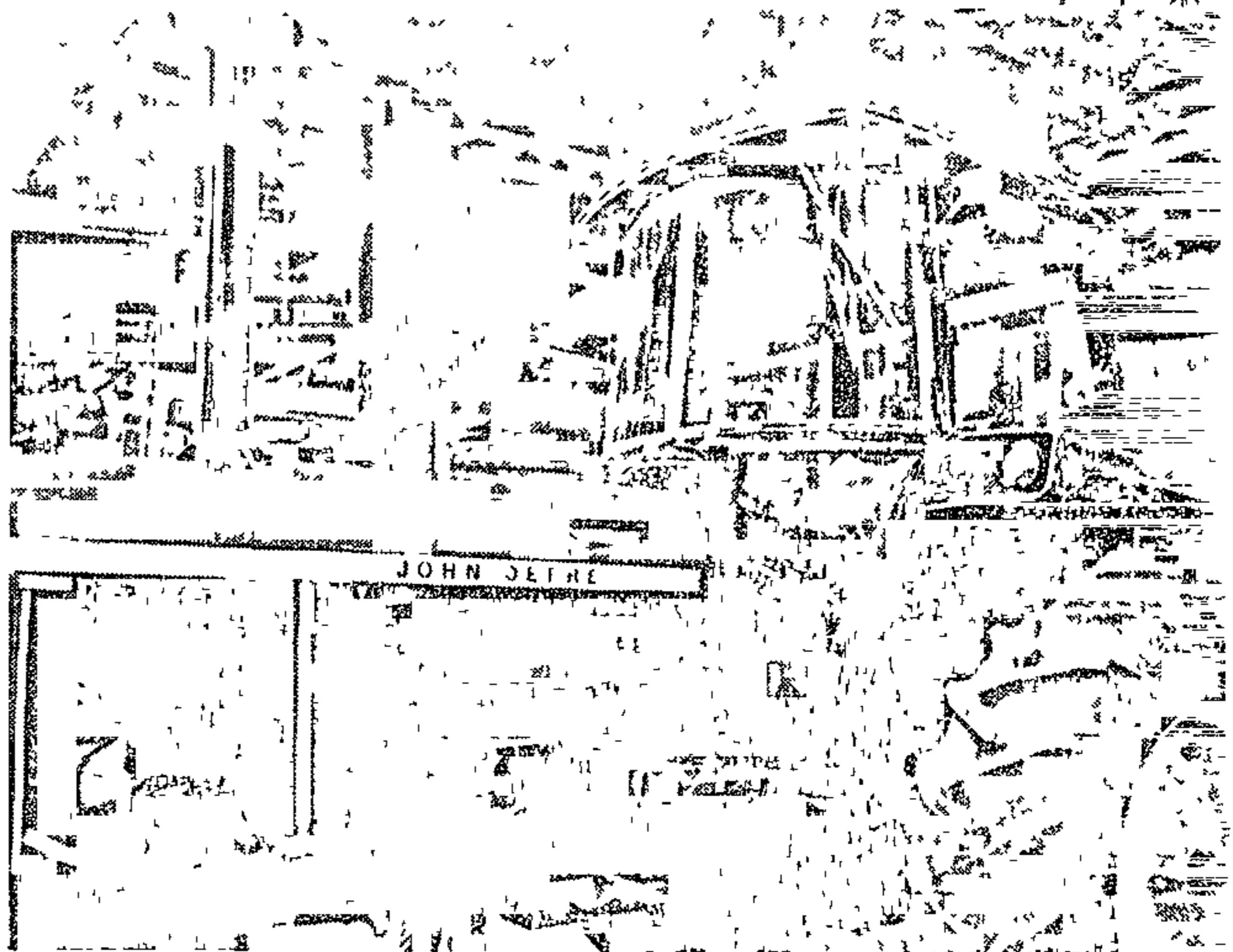
According to preliminary farm census

figures, the average cash wage of farm labourers in 1973 was R11,50 a month. In the Transvaal, where more than 40% of African residential farm workers live it is usual for the farmer to provide each family with a sack of maize meal per month, a free plot with a hut or two, water and firewood for cooking and heating. They may sometimes keep a cow for milk or lobola.

Housing remains atrociously inadequate with the typical hut having an earth floor, no glass windows, and simple metal sheets or grass for a roof. Few farm workers have electricity or modern toilet facilities. There are often 10 people, including children, relatives and the elderly in a family unit.

Education is expanding, but most primary-school pupils must walk considerable distances to school and must provide their own books. In many cases the landowner discourages education, preferring the children to help in the fields. Health care is sometimes non-existent and there are documented cases of malnutrition.

There is no data to support the contention that such farm labourers have experienced any improvement in their living standards despite ongoing mechanisation.



More horsepower, more productivity, and more (or less?) labour

Does mechanisation reduce the need for labour? According to Cilliers and farmers like S J Murray, manager of Anglo American's Soetvelde, the answer is no

They point out that bigger tractors and more equipment require more workers in maintenance and that efficient tractor utilisation often involves two shifts of drivers a day.

On the other hand, tractor dealers stress that one large 113kW (150hp) tractor can do the work of perhaps six smaller ones and that these machines do cut labour costs. Indeed the experience of countries like West Germany shows a decrease in farm workers from 5,0m in 1950 to just under 2,5m in 1972, largely as a result of mechanisation

Obviously, mechanisation requires an upgrading of skills. Not only is the newer equipment technically more complex but people must be trained to use

the machines properly. In SA training has been lacking, resulting in high repair costs

The SAAU and the Department of Bantu Administration have accordingly joined together in planning a "Bantu In-Service Training Scheme" at Potchefstroom where selected farm labourers can be trained in driving, machine maintenance, and foreman skills

Bantu Administration has allocated R150 000 towards the training centre, but the operating costs will have to be financed by individual farmers. Unless additional money can be provided (perhaps from the Department of Agriculture) farmers will have to pay as much as R100 to send a man for a two-week course

Training is indeed an awkward problem for farmers. One large Transvaal farmer told the *FM* he was reluctant to

train men to operate sophisticated equipment as he feared that, having acquired the skills, they would leave for more lucrative jobs in urban areas.

SAAU and Department of Agriculture policy is to build skills on a base of resident farm workers, who would be paid competitive wages and housed in much improved quarters

These workers would be supplemented by migratory "labour teams" during peak labour demand. It seems as if the only way farm wages can improve significantly is through competition from other sectors.

The move to the countryside by the labour hungry mines is therefore to be welcomed — provided it does not cause a drop in food production or undermine the competitive position of the farm sector in export markets

Hopefully greater mechanisation will ensure that it doesn't.



# Mines coping 'with far fewer people'

211

10/4/75

BULAWAYO. — The South African mining industry had discovered it could do with far fewer men and had permanently reduced the scale of its employment, the president of the Chamber of Mines of South Africa, Mr A. W. S. Schumann, said in Salisbury yesterday.

Opening the annual meeting of the Chamber of Mines of Rhodesia, Mr Schumann said it was fortunate the shortage of labour had arisen at a time when the rising gold price had given the industry the sinews with which to meet it.

"As a result of the high gold price, and the greatly improved productivity, the industry has so far maintained production," he said.

The difficulties which had arisen from the suspension

of recruiting in Malawi had been overcome mainly by rationalisation and increased efficiency and by short-term measures such as the curtailment of development.

"We have discovered we can do with far fewer men and have permanently reduced the scale of our employment."

Future labour policy would be aimed at increasing the proportion of the industry's labour force obtained in South Africa.

"Higher wages are enabling us to compete increasingly with other sectors for South African labour," Mr Schumann said. "The mine labour organisations have launched a substantial publicity campaign and the initial response is encouraging."

The industry was trying to draw more labour from traditional areas and to interest urban Blacks in min-

ing. It was also, in consultation with the South African Agricultural Union, and the government, trying to attract men from the farming areas.

"However, we shall continue to offer employment to men from countries outside South Africa who wish to work on the mines."

"It was apparent to us even before the Malawi cut-off of labour that the industry was going to have to rule out in the future labour-intensive mines on the scale of the past. The answer was mechanisation."

For the mining of gold at deep level in narrow seams in hard rock, the industry was compelled to develop machines and equipment themselves "to push back the boundaries of technology."

"This will go ahead at an ever-increasing tempo, and we shall search for the breakthrough in the mechanisation of stoping simultaneously on a number of fronts."

Mr Schumann added: "In the end, however, mining will depend on men at every level and we shall be looking to Black men to play a role in our mining operations that will steadily increase in importance." —Sapa

# Mines digging hard to find labour trouble

(211)

RDM  
11/4/75

**Labour Correspondent**  
THE Chamber of Mines has doubled its staff of graduate social scientists over the last six months in an attempt to get to the root of Black labour problems.

Dr Miklos Salamon, head of the chamber's research organisation, said in an interview yesterday that there were now 50 psychologists and sociologists in the organisation.

The chamber has also introduced a new way of studying the attitudes of African miners through a computer.

The research organisation has also started a bursary scheme aimed at increasing its complement of Black social scientists. "It is absolutely necessary to have qualified Africans in this field", Dr Salamon said,

but we have only been able to find five so far, and are looking for more."

The organisation is considering an increase in literacy training in the mines, to combine the advantages of education with the rewarding use of free time. It is also preparing a closed circuit television system for use in the mines.

Dr Salamon said even with the intense pace of new developments in labour research, the chamber was still "finding its feet" in labour matters.

The Research Organisation is examining methods of hostel management to see if any pattern distinguishes between mines where riots have occurred and mines which have been peaceful.

"Some mines believe in having highly qualified African personnel officers,

whereas others feel that these men are looked on as management stooges by the labourers. We are trying to find out whether either view can be proved."

The organisation has also changed its direction of research into productivity and job satisfaction, Dr Salamon said. "The old system tried to fit humans to cope with conditions underground. We are now concentrating instead on fitting the mines to the humans."

"We have found basic methods for making the physical conditions in the mines more natural, but it will be a long struggle until this is fully implemented."

The research organisation is also working on a job enrichment programme which would involve mechanisation and more individual responsibility for miners and mine officials.



# 16 000 Whites to get more

LABOUR CORRESPONDENT 12/4/75

**WHITE MINE** employees are to get a R54 a month wage increase from next month, as well as increased allowances, the Chamber of Mines and the Council of Mining Unions announced yesterday.

The increase goes to 16 000 White trade union members working on South Africa's gold mines.

According to mining men, it will bring the minimum monthly earnings of a miner to about R550.

Additional benefits include R50 increase in the annual leave bonus — bringing it from R250 to R300; increases in night shift allowances, and a new R8 a month allowance for treble shift work.

The attendance bonus, which applies to two of the council's eight constituent trade unions, will count for pension and overtime.

No concessions are being made by the unions, although the Chamber of Mines is anxious that they should allow Africans to do more advanced jobs.

A chamber spokesman said last night there had been no question of forcing concessions from the unions in return for wage increases.

The increases were the outcome of the normal annual review, he said, and the matter of better utilisation of labour was still under discussion in the long series of negotiations between the chamber and the unions on the five-day week.

The unions have demanded a five-day working week. The Chamber has agreed, subject to changes in African job responsibilities to keep up production.

The unions have refused to consider any advance in African jobs, but negotiations are continuing, with the chamber using the five-day week as a bargaining weapon.

"From time to time we do discuss work patterns at wage negotiations," a top mines official said yesterday, "but on this occasion the matter is being covered in another arena."

Last year the mining unions won a R48 a month increase.

# Labour lowers GFSAs

(211)

ADM  
15/4/75

BY ELIZABETH ROUSE

**THE LABOUR shortage at Gold Fields of South Africa's mines sent costs soaring in the March quarter and with a lower gold price total working profit fell R31 300 000 to R77 498 000.**

Taxed profit was down R10 438 000 to R47 346 000. Production was down from the December quarter's 2 601 000t to 2 411 000t and, as low grade ore from stockpiles was used to cushion the labour shortage, average grade a ton milled was 0,5g-t lower at 13,5g-t.

However, the group's performance is not so depressing because the March quarter's production is only 7,7 per cent below the 2 612 000t of the March, 1974 quarter in spite of a 28 per cent shortfall in labour requirements in the last quarter.

The group's mines received an average gold price of R3 586 a kg, down R154 or 11 per cent — on the December quarter's average.

## SHARPLY

West Drie's tonnage fell down 44 000t to 645 000t and grade fell to 23,1g-t from 24,7g-t. Costs reached R16 a ton milled, compared with the previous quarter's R14,60.

Gold working profit came back sharply to R44 084 000 from R61 740 000. Taxed profit fell to R18 679 000 from R24 398 000. However, West

Drie has a taxed profit of R58 907 000 in the kitty for nine months, which places it well ahead of the 1973-1974 year.

East Drie performed better than other GFSAs mines, with production down only 9 000t to 321 000t. Grade was higher at 16,2g-t against the previous quarter's 15,5g-t. Costs were up at R16,42 from R14,69, an 11,8 per cent rise.

The gold working profit fall was not a result of

R12 737 000 from R13 757 000. Taxed profit was just over R1 million lower at R13 527 000.

East Drie speeded up development in the March quarter and hit a high value of 5539 on the VCR.

## FRACTIONALLY

Kloof also came out comparatively well, with the milling rate down only 8 000t to 310 000t. Grade was fractionally lower at 12,4g-t (12,5g-t). Operations continue to be affected by lack of face for stoping.

Costs rose to R20,39 from R19,30, which cut the gold working profit to R7 768 000 from R8 436 000. Estimated taxed profit was down at R5 823 000 from R6 218 000.

Labanon's milling rate fell sharply by 57 000t to 320 000t, which sent costs to R14,70 from R12,11. Grade was held at 8,1g-t.

Gold working profit fell substantially to R4 530 000 from R9 520 000, but the net profit decline was not so heavy because of a lower tax rate to R4 159 000 from R5 417 000.

Doornfontein's milling rate was down 31 000t to 336 000t. Costs were up to R17,70 from R15,73. Grade was lower at 10,7g-t (11,3g-t).

Working profit was R6 650 000 against R10 110 000 and taxed profit was almost R1 million lower at R3 280 000.

Vlaakfontein's milling rate drop was small at 4 000t to 168 000t, but being a marginal mine, higher costs and a lower gold price put gold working profit back to R27 000 from R1 576 000.

Taxed profit plunged to R514 000 from R522 000.

Venter's post had the additional problem of an underground fire. Milled tonnage was down at 811 000t from 248 000t.

Gold working profit was R853 000 against the December quarter's R3 662 000 and taxed profit fell to R1 348 000 from R2 060 000.



# Genmin lower on labour

RDM  
16/4/75

**BLACK labour shortages caused a slump in the results of the General Mining group for the quarter to March 31.**

Lack of labour — some mines were down to 60 per cent of strength — coupled with increased costs pegged back production, and profits

Buffelsfontein profit for the quarter dropped to R6 737 000 — previous quarter R7 660 000

The directors say mill throughput was maintained at a satisfactory level of 771 000 t in spite of a decline in labour strength to 74 per cent of complement

By the end of the quarter, the strength had recovered to 91 per cent.

In the quarter the plant was converted to a reverse leach process and a total of 162 100 kg of uranium was recovered and 73 000 kg was sold.

The commissioning of this process resulted in the anticipated decline in gold residue values

The profits of Stilfontein slipped to R685 000 (R924 000) after tax and State share

The directors say underground operations are still being affected by the shortage of Black workers. The strength declined to 69 per cent of complement

Profits at South Roodepoort slumped to R56 000 (R463 000) after tax

The directors say the full impact of the major Black wage increases contributed to the higher working costs

West Rand Consolidated turned in an after-tax profit of R16 000, compared with the previous quarter's loss of R436 000.

The Black labour strength dropped to 60 per cent of complement, and underground operations were affected

However, after deciding to end uranium production, the mine has been able to make the best use of the available Black labour — Sapa

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# Teaching Black Miners their ABC

RDM 7/4/75

DENNIS BECKETT, Labour Correspondent

OM True Confessions, to Bible to Keep Left Signs. How to Bring up Baby. Written word is the key self-realisation, to the unmutated wisdom of humanity, and to survival in a modern age.

Yet about half the world's population, and about a quarter of South Africa's, cannot read or write.

The Bureau of Literacy and Literature, a Johannesburg organisation which began its (unbersome title, is making rapid inroads on that number.

At present, about 17 000 illiterate Africans are learning literacy under its control—most of them through their employers, and more than half of them migrant mine labourers.

Fifty-nine mines have literacy programmes running this year, says the bureau's training officer, Aubrey Magu-bela, involving 10 000 individuals. Another 2 000 odd are being trained in other industries. The Department of Prisons uses the bureau's services to teach prisoners Churches, homeland governments and domestic worker projects are also getting involved, at an increasing rate.

From a totally illiterate state to Standard 4 level in his own language," says Magu-bela. The bureau's method is to train selected employees from participating firms as teachers. The teachers' course lasts eight days, full time, after which they go back to their jobs and teach the illiterates on a part-time basis, using the bureau's books.

"On average it takes about 9 months to bring an adult

Although various

over a year, reports 92.5 per cent drop out in Zulu classes which it ran, for white staff at the same time)





**WHITE MINERS - 1** *FM.*  
**More pay . . .** *18/4/75*  
*211*

The R54 pay-rise for White gold miners announced last week seems surprisingly moderate considering current wage rates on the mines

In an industry where a monthly underground White wage of R800 is far from unusual, this represents a small percentage increase

There are also increased leave, over-

220

time, shift and attendance benefits which, calculating from Chamber global figures, will cost a further R30 per man monthly. Mine Workers' Union general secretary, Arrie Paulus, puts the extra benefits at about R15 monthly.

Overall the Chamber estimates the increase for 16 000 gold miners will cost it R16m (or R1 000 per man) Paulus' estimate is R800 per man

It also seems somewhat odd that salaries have been increased across the board by a fixed rand amount rather than a percentage Paulus says "a loaf of bread costs the same whatever your salary", but this ignores the fact that, for example, income taxes are on a sliding scale

The wage agreement was not tied to any productivity deal and seems to have been more a cost-of-living adjustment than anything else

Both Paulus and the Chamber seem to be girding themselves for the real struggle, which will be over the extent of the *quid pro quos* offered to pay for the five-day week

**WHITE MINERS - 2**  
**. . . and less work?**

The five-day week dispute between the Chamber of Mines and the Mine Workers' Union looks like going the workers' way

The Chamber thought a Monday-



**MWU's Paulus . . . half a loaf is better than none**

to-Friday work-week would cost R150m in lost production and suggested a six-day work-week and five-day man week

Now it seems to be considering accepting the Monday to Friday week -- provided some agreement can be reached on a "voluntary" Saturday shift (at overtime rates) for some mines. The older mines in particular will find it difficult to adjust to a five-day work week.

No doubt there will also be an attempt to tie the deal to productivity improvements, which largely means the employment of more Blacks in more skilled jobs.

Arrie Paulus, MWU general secretary, tells the *FM*, however, that he has no concessions in mind. Let's hope this is just a preliminary bargaining posture.

# MINE LABOUR PROBLEM IS DIMINISHING

Teigue Payne

STAR 22/4/75

The Chamber of Mines today produced dramatic evidence that the shortage of labour on South African mines is being combatted, and that more labour is being recruited.

The Chamber announced that "Gold mines, members of the Chamber of Mines, following a reassessment of labour requirements, have reduced complements of labour — the number of men required to operate the mines underground — by 10 percent."

"The reduction reflects the improvement in efficiency following from last year's productivity drive and the stimulus provided by the Black labour shortage which started in mid year."

"The underground labour force currently stands at 279 000, which was 78.5 percent of former labour requirements, but now represents 86 percent of revised requirements."

## FAT

The reassessment amounts to taking account of the "fat" which mines used to carry in their labour complements. This fat has now been shed, with reorganisation and rationalisation the mines' needs have been reduced.

At the same time, with greatly improved wages for Black workers and an intensified recruiting campaign, many more men are being attracted to the mines from South Africa,

Swaziland, Lesotho, Botswana and Mozambique.

Mr Tony Fleischer, general manager of the Mine Labour Organisation, says that this year total recruitment has been 46 percent higher than last year's equivalent. And while recruitment usually declines after the first few months of the year, there was no sign of this happening yet.

He says that if recruitment continues at current rates, the mines will have more than 90 percent of their complements by mid-year, although it would be difficult to reach 100 percent.

The higher recruitment is especially significant because the biggest increases have been from South African sources. The South African share of the mines' labour force has now up to 30 percent of total, compared with 27 percent last year. Recruitment had been particularly heavy in Bophuthatswana.

By the end of next year, the Mine Labour Organisation hopes that 50 percent of mine labour will come from South African sources.

However, South Africa will still need labour from neighbouring territories. Negotiations are continuing with Malawi for the restoration of its labour supply.



F.M 25/4/75

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What the outgoing President of the Rhodesian Chamber of Mines, Jeffrey Robins, has lashed out at Ian Smith for allowing the SA labour recruiting agency, Wenela, to operate in Rhodesia?

In a speech this month Robins said: "The availability of unskilled labour, both now and in the future, has become much more problematical since the government permitted Wenela to recruit in Rhodesia for the SA mines

"This decision, which could have serious repercussions for our mining industry, was made without the usual consultations with the Chamber "

Smith, of course, probably had his mind on other matters

F.M.  
25/4/75

?

(211)

That the Chamber of Mines' announcement that the gold mines have cut their underground "labour requirement" by 10% seems to imply the industry has been using labour horribly wastefully?

Moreover, to say that one now needs 325 000 men instead of 355 000 when one has only 279 000 does not show the labour position has really improved

The mines are as undermanned this month as they were last month. What they are doing is putting a different notional percentage on the extent of their woe.

Indeed the real shortage of labour has hardly been dented yet by the praiseworthy increase in local recruitment. The phasing out of Malawi labour is still largely offsetting this increase, and total March recruitment was actually lower than March 1974

So the increased rate of local recruitment will have to be maintained for the rest of the year at least, before the labour position (which cast gloom on last month's gold quarterlies) shows genuine cause for optimistic announcements



RDW 26/4/75

# Malawi miners go home after fight

Labour Correspondent  
GENERAL MINING has repatriated 250 Malawian mine workers from its Coreisa mine near Kuruman, after the first mine labour unrest to be made public for nearly two months.

A general mining spokesman said yesterday the trouble started with a fight between two African mine workers. Supporters gathered on either side and the police were called in.

Order was restored without any injuries, but on Monday

the Malawians moved out of the hostel, refused to work and demanded to be sent home.

After discussions with mine management and Malawi Government representatives, some of the workers returned to work.

Mining spokesmen last night regretted the break in the long period of peace which followed the rash of demands by Malawians to be sent home around December and January.

There are still 50,000 Malawians on South Africa's mines — about half the number there were before recruiting was stopped a year ago.

"There has been no sign of nervousness or sense of isolation for a long time," a Chamber of Mines spokesman said. "The wild rumours that people would never be allow-

ed to go home have stopped.

"It helped a lot bringing Malawian leaders to speak to the miners and the Chamber and mining groups have been making a concerted effort to get correct information across to the Black workers."

Many mining men consider it likely, however, that Malawian fears will build up as the number of men concluding their contracts reduces the total Malawian complement further and further.

Not only will the sense of isolation increase among the workers still remaining, but they will be increasingly aware that the later they get back to Malawi, the lower they will enter the queue for jobs there.

The last workers should finish their contracts early next year.

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# Eager Blacks support mine training scheme

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Sunday Express 27/4/75

By TRISH BARRY

VOLUNTARY training schemes at Vaal Reefs are receiving enthusiastic support from Black miners, according to the personnel officer in charge of training.

The scheme, which enables those miners who are not selected for further training, to learn new mining skills, has been operating for about three or four months.

While selected miners are trained during company time, the voluntary trainees are trained after they come off shifts. Of about 600 miners receiving further training at one of the centres, 200 are volunteers.

Clearly the scheme has a great deal of merit, as miners who have initiative but cannot be accommodated during the normal training hours, have the opportunity to advance.

It would seem that the scheme has far-reaching implications, as education and training of the unskilled

workers in this country is vital for real economic growth.

Certainly, training in mining techniques means that the workers' usefulness tends to be limited to that sector of industry, but the mines do another important job in teaching people to communicate.

With people from all over Southern Africa, speaking several different dialects, the mines' first task is to teach them all the lingua franca of the mines' fanakalo. This is sufficient for the mines' needs, but they have introduced classes, again voluntary, in English, Afrikaans and arithmetic up to Standard Six.

This would seem to be the sort of educational programme that has tremendous value for South Africa. Firstly because of the numbers of people that the mines can reach and, secondly, because of the potential labour force that is created for industry.

Obviously, the mines' intention is not to train recruits for industry, but once a man can communicate, he can enter the industrial labour market if he wishes.

Mining has, of course, become a more attractive proposition with increases in the minimum wage levels, and Vaal Reefs has a return rate of about 75 per cent among its contract workers.

But wages are not the most important feature in improving the conditions of miners.

In a report in Optima on the policies and objectives of Anglo American, at the time when wages were undergoing a major revision, Mr Harry Oppenheimer said: "Correctly minimum wages received first attention. It is important to appreciate, however, that better minimum wages are far from

being the only, or perhaps even the most important, aspect of advancement. In the short term the scope for improving real standards of living through increased minimum wages is strictly limited."

Real advances will only be achieved as the economy progresses to a capital-intensive economy. He points out that this cannot be achieved immediately, but "requires a massive investment in education and training of all kinds."



1) 211  
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# Frelimo threat on mine workers

Own Correspondent

COPENHAGEN — Mozambique will use its mine workers in South Africa to apply pressure on the South African Government.

And the Frelimo organisation will take over control of mine recruitment after independence, the Frelimo vice-president Marcelino dos Santos has disclosed here.

During an official visit to Denmark, he said

"In principle we are against recruiting workers for the South African mines because this gives support to colonialism and imperialism

"However, we must also be realistic. We cannot assume our full responsibility in relation to South Africa in a month or even a year"

Because of this, South Africa would still be able to obtain labour in Mozambique, he said

The new Government would not attempt to hinder the sale of electricity from Cabora Bassa

The operation of the project and the sale of

electricity would be left in the hands of a Portuguese company

Mozambique was part of Southern Africa, said Mr Dos Santos, and both the people and the Government were fully aware of their duty to help "liberate" other countries.

### SUPPORT

Frelimo would therefore give its full support to the ANC in Rhodesia

He would not, however, agree to give aid to ZA-

NU for intensification of terrorism

During the Danish visit, the Frelimo delegation met the Danish Prime Minister, Mr Anker Joergensen, Foreign Minister Mr Knud Boerge Andersen, and Foreign Ministry officials

Danish sources said diplomatic relations with Mozambique would be established on independence day in June and that Denmark would provide aid for education and health

Denmark's direct aid to development projects, running to more than R1-million in the current financial year, would be doubled in 1976-1977.

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# The Mozambique connection

**It's not only a test for détente. It will decide whether socialism and capitalism can live together**

South Africa's resolve to search for an accommodation within Southern Africa — and more ambitiously the ultimate goal of a common market — will be crucially tested when Mozambique becomes independent next month.

Mainly because the ideological underpinnings of Pretoria and the philosophies of the new government in Lourenco Marques are so dramatically at variance

Frelimo, forged out of a 10-year guerrilla war, is disciplined, well organised, and highly motivated towards building a socialist Mozambique

But Party ideology is tempered with pragmatism. Fortunately — for both sides — it is unlikely that ideology will be allowed to obstruct the desperately needed strengthening of its slender economic base.

If pragmatism predominates it should not be difficult for SA and an independent Mozambique to be good neighbours

The South African connection is of long standing. Without the need to ship goods to and from the Transvaal, there probably would be no Lourenco Marques. Indeed, until Paul Kruger gained his long desired rail link to Delagoa Bay in 1890, LM was little more than a trading post and fort with fewer than 500 people

The original Mozambique Convention was negotiated by the Transvaal government in 1909. Even before then SA mines and sugar plantations provided the bulk of cash employment for Mozambicans

Today well over half Mozambique's total foreign earnings (R250m in 1972 — latest official figure) are attributable to the SA connection

- Three-quarters of the shipments passing through LM are South African. They contribute at least R50m a year in harbour and railway revenue

- The nearly 100 000 Mozambican miners working in SA earn more than R80m per year, of this nearly R48m in deferred pay is payable in gold valued at the official price, if sold in the free market at \$167, this would be worth R145m

- Cabora Bassa power, with SA the

only possible customer for many years, will contribute (even at present prices) R15m in its first year of operation. And by 1980 at least R33m will accrue from sales to Escom

- By reason of geography and keen prices, SA is first among suppliers to Mozambique and, more importantly, is third among customers for Mozambican exports. Amount bought by SA? R11m in 1972.

- Finally there is normally some R10m in earnings from SA tourists

So the foundations for extending bridges between the two neighbours are there

Can we extend them?

The handful of SA politicians and businessmen who have talked with Frelimo officials find no lack of realism



**Rennie's Fiddian-Green . . . more confident now**

Gordon Waddell, Progressive Party spokesman on finance, finds Prime Minister Joachim Chissano "an impressive man, not doctrinaire, who sees his first task as getting the economy back on its feet". Waddell believes SA businessmen can work with Frelimo

Charles Fiddian-Green of Rennie's — which has large shipping interests there (almost 10% of the group's profits come from Mozambique) — has received no indication of impending changes in his company's sphere of operations as a result of independence. He bullishly reports business in Mozambique as "running more or less normally."

Mike Ridley, MD of LTA — the principal contractor on civil work at Cabora Bassa — says his company has had no difficulty working with Frelimo during the more than six months of transitional control

Kobus Loubser, SA Railways GM, has found Frelimo perfectly happy to accept advice and aid from SA in his dealings so far. The evidence? Four diesel electric locos on loan; a signalling system; and repair of 40 Mozambique chrome wagons is SAR's contribution to date

In short, most SA businessmen — having adjusted to the presence of Frelimo soldiers and visitors from Africa and Eastern Bloc countries — find doing business relatively easy. Much better, certainly, than was anticipated immediately after the coup or during the dark days of White-inspired violence in September and October.

One Mozambique businessman, a member of Frelimo, told the *FM* last week

"There shouldn't be any problems for South African investors in Mozambique. Provided they are prepared to work with us rather than over us. The only change is that the bribes and corruption of the old regime are gone. And those few SA firms who were part of that will probably not find any role to play in the new Mozambique."

At the same time Mozambique is a tragically underdeveloped country which will be only too eager for aid and assistance from whatever quarter. This will certainly include China, Russia, and Eastern Europe — a fact SA must accept

The colonial era has left Mozambique with hardly any infrastructure. There is no railway track linking north to south; existing lines are designed only to bring raw materials to the coast for export.



here was not even a tarred road between the two largest cities — LM and Beira — until last year

The poverty is depressing. Over 90% of the country's 9m people are illiterate only 9,3% of school age children are presently enrolled in any form of education. A mere 600 000 attend school and of these only 0,1% are in high school

In 1969 there were 502 doctors, an average of one for every 16 000 people today there are less than 100

Malnutrition is a lingering malaise and there is a debilitating lack of protein. Fifty thousand people in the Limpopo valley region face the prospect of famine following floods which destroyed 100 000 hectares of crops in February. In the north, on the Tanzanian border, 100 000 refugees must be resettled and there is not enough food to feed everyone there.

More than 3m people — or nearly half the population — are involved in subsistence farming

Population growth is 2,4% per year, well above the world average. At this rate it will reach over 10m by 1980. And Mozambique cannot feed its people now from domestic sources

But, if Mozambique is poor today, it has great potential. Vast mineral deposits, including coal, iron ore, copper, gold, manganese, chrome, nickel, and natural gas, lie untapped

It is in this specific field that many SA investors have unanswered questions

Companies, like JCI and Iscor, hold concessions granted by the Portuguese authorities to develop mineral resources. Yet no word has been received from Frelimo as to whether the claims will be honoured after independence

While there are indications that Mozambique will certainly maintain existing economic links with SA, there is resistance within the party to developing new ones

Perhaps understandable from a country unalterably opposed to apartheid, this attitude is nonetheless shortsighted. For it is SA that offers an immediate export market and also the technological know-how to develop the region's mining capabilities

SA firms, Anglo American among them, have shown they can work effectively with Zambians and there is no reason why similarly mutually beneficial relations could not be developed with Mozambique

Rhodesia, however, is a different story. There are indications Frelimo intends to cut off Rhodesia's link to Beira and LM. While this will cost Mozambique at least R15m per year in foreign earnings, Frelimo thinking is that this is necessary for achieving majority rule in Rhodesia

While SA policy towards Frelimo has been ultra-correct it has also been ultra-unimaginative. What is necessary now in the days before independence is a clear statement of intentions and in-

terests.

Specifically, such a statement should include:

- An intention to reach a bilateral agreement on conventions previously negotiated with the Portuguese. This includes continuation of the gold option for deferred pay of miners on SA gold mines

- An offer to enter into a mutual non-aggression pact, perhaps even extending this into a Southern Africa defence alliance

- A willingness to embark on economic, technical and educational aid programmes to assist Mozambique develop its material and human resources.

- Provision of capital to prepare LM harbour for containerisation. Without this a big question mark hangs over its future.

- Improved compensation for death, injury or illness of Mozambicans working on SA mines

- Continuation of the present "no visa requirement" for visitors to and from SA

Once having made clear its own good intentions, SA would have the right to expect from Mozambique a clear and comprehensive statement on future relations — and specifically on investment — both present and future.

There is a time for caution. And there is a time for boldness. The ball is in South Africa's court. If we don't pick it up soon, plenty of others will

FM. 2/5/75 (211)

# The de jure minister

Will the real Minister of Labour please stand up?

Labour policy seems to be administered by a committee which, at any given time, could consist of Police Minister Jim Kruger, Mines Minister Piet Koornhof Bantu Administration Minister Michiel Botha (plus two of his deputies, Punt Janson and Willem Cruywagen), Agriculture Minister Hendrik Schoeman — and, of course, Labour's *de jure* Minister, Marais Viljoen

This state of affairs could well be at the root of the country's labour problems, chief UP labour spokesman Jake Jacobs pointed out during the debate on Viljoen's Labour Vote

It goes further than that, asserted Jacobs SA is governed by a Cabinet of 18 Ministers and six Deputies, more than the US and France Furthermore, its structure has not been altered in 50 years

It's rather like the old Portuguese Navy: more admirals than ratings And, as preliminary results of the *Rand Daily Mail's* Cabinet survey show, probably only marginally more efficient

How far does Viljoen's authority in fact extend? Jacobs confirmed the general impression that it goes no further than administering the Industrial Conciliation, Wage, Unemployment Insurance, and Workmen's Compensation Acts

Why? While other governments seem to be moving towards centralisation of

labour administration, Viljoen's authority appears to be increasingly fragmented, he seems powerless to act unless a matter is covered by an industrial council or wage agreement. Earlier this year, for example, following widespread labour disturbances on the mines, it was Mines Minister Piet Koornhof who set up a committee to investigate the causes, not the Labour Minister

Jacobs says another factor undermining sound labour policy is that, as soon as African labour is involved, "it provides a temptation for the Minister of Bantu Administration to interfere, a temptation he can never resist"

Why, for instance, is African industrial training administered by Bantu Education? And why did Punt Janson have to take the lead in setting up a charter for migrant workers?

It's an open secret in the corridors of power that there is little love lost between Labour and Bantu Administration. "The one never seems to know what the other is doing", a senior official admitted to the *FM* "It's a miracle that some major gaffes have been discovered just in time."

Opposition politicians, including Jacobs, regard Viljoen as too doctrinaire, rigid and pedantic This may account for the fact that he is often by-passed when employers seek relief from government's more impractical labour restrictions.

However, this may be an over-

simplification The real problem is that government policy, as much as tradition, has tended to compartmentalise employees into Whites, Coloureds, Asians and Africans. And as the IC Act specifically excludes Africans from the definition of "workers", and denies them trade union recognition, it is perhaps as well that people like Punt Janson are around who at least *appear* to have Blacks' interests at heart.

Regrettably in the Labour Vote debate little emerged from the government benches by way of clarification or policy objectives.

"We seek light," cried Tony Hickman (UP Maitland). "The Minister must tell us how he is going to meet the shortfall of (60 000) skilled workers if we are to achieve the EDP's growth rate objective of 6,4%."

The Minister and his benchmates gave the stock replies: "Why don't you put up candidates in the workers' constituencies . . . Nowhere in the world is there a country with greater labour stability . . . Black unions are out . . . Job reservation will go over my dead body . . ."

Black unions? The Minister quoted proudly from Kaiser Matanzima: "My government has consistently taken the stand that trade unions, with all their potential for disruption, are undesirable and even harmful in a developing country"

That's good enough for the Minister. But is it good enough for sound government?



Whose responsibility? Viljoen's? M C Botha's? Koornhof's? Kruger's? Janson's?



S.A. Digest 2/5/75  
**MINERS FROM SOWETO** (13)

For the first time ever, the Chamber of Mines is actively recruiting Blacks among the relatively sophisticated and well-to-do citydwellers of Soweto and other parts of the Witwatersrand

"We have started from scratch to persuade city Blacks that mining offers good money and good careers," Mr Tony Fleischer, head of the Chamber's labour organisation, told Sieg Hannig

Wages have trebled in two years Board and lodging, sports facilities, and entertainment are provided free of charge

Two linguists have been appointed as recruiting officers, each with a clerk and one or two assistants The latter have been distributing leaflets proclaiming "From modern mining comes success" Their starting points are State-administered urban labour bureaux, where job-seekers find employment

Soon, they will have audio-visual equipment to convey the changed image of mining The first monthly newsreel (in colour) is available for screening Advertisements have been placed in newspapers, and Radio Bantu is broadcasting the message countrywide

"We have set ourselves a target of engaging an additional 50 000 Blacks a year from all parts of South Africa," Mr Fleischer said "We have even taken potential miners on tour of the mines For migrant workers, arrangements are being made to pay interest on voluntarily deferred pay"

Highly-educated Blacks are being trained as industrial relations officers to tour the mines in order to solve grievances

South African Digest, May 2, 1975

(1) 211  
~~(2) 323~~  
~~(3) 200~~  
~~(4) 204~~

(1) 211  
~~(2) 217~~

# White coal workers get pay increase

RJM  
6/5/75

## Staff Reporter

A WAGE increase of R54 a month was yesterday granted to the 1 800 White unionists employed by collieries who are members of the Chamber of Mines and of the Natal Coal Owners Society.

This was agreed to after the annual wage negotiations between the collieries Committee of the Chamber and the Council of Mining Unions.

The increase is effective from the beginning of this month.

It has already been announced that union members on gold mines are to receive the same increase.

## RATES

A joint statement issued after the meeting by the chamber and the council said that in addition to the pay increases on standard rates, union men on the collieries would receive a number of additional benefits.

They included an additional R50 on holiday leave bonuses which meant that on their next leave they would take home R300 instead of the present R250.

The special attendance bonus which members of the line Workers Union and the South African Engine Drivers, Firemen and Operators Union get would be changed to allow a maximum of R30. It would also count as overtime.

The statement said a new shift allowance of R25 a month would be paid to members of underground production teams. Teams employed on a complete rotation of three shifts had been agreed to.

## SHIFTS

For artisans, this allowance would be subject to deductions for night shifts not worked.

A spokesman said about 36 collieries in the Transvaal and the Free State were members of the Chamber of Mines. Most of the Natal collieries were members of the Natal Coal Owners Association.

Union members



① 211  
3 217

# White STAR 6/15 miners' pay up

About 2,250 White coal miners are to receive increases in pay and allowances totalling about R2,25-million a year.

The men are all trades-union members employed by collieries belonging to the Chamber of Mines and the Natal Coal Owners' Society.

Their increases are identical to those granted to the 16,000 organised gold miners last month and again widen the pay gap between White and Black miners. However, Black miners' pay scales will be reviewed in June.

In December Black miners were given a minimum increase of 40c a shift. This amounted to a minimum increase of R10,40 a month.

## HOLIDAY PAY

The pay increase granted to the White colliery workers consists of a straight increase of R54 a month, according to a joint statement by the Chamber of Mines and the Council of Mining Unions.

They are also to receive a R50 holiday allowance, which raises their leave allowance to R300.

The special attendance allowance for White miners is unchanged at R30 a month, but will become pensionable and will count for overtime.

A shift allowance of R25 a month for members of underground production teams employed on a complete rotation of three shifts is being introduced. In the case of artisans this will be subject to deductions for night shifts not worked.

Existing allowances for permanent afternoon or night shifts are to be increased and a new allowance of R8 a month is to be paid for treble shift work other than by members of underground production teams.

# Mines no longer short of labour

STAR  
9/15/75

The mining industry's labour crisis has eased considerably, the Chamber of Mines told The Star today.

A spokesman for the organisation said that underground strength on the gold mines now stood at 89 percent of the new revised complement scheme.

This was up from a low of 72 percent of the old scheme.

According to the chamber, the improvement is due to three factors

- Workers from Mozambique are arriving in satisfactory numbers;

- Recruitment of South African Blacks has doubled and the increased rate looks like being maintained; and

- Much of the "fat" carried by the mines when labour was plentiful has been trimmed.

The spokesman said that although the new complement scheme called for lower worker strengths the trimming was genuine. Even if labour again became plentiful the mines would not return to the old strengths.

Local recruiting in January and February had been excellent, although these were traditionally good months.

However, the number recruited was well up on the 1974 figure and the returns for March and April indicated that the higher recruiting rate was being maintained.



F.M. 9/5/75  
211  
**MINE LABOUR**

## Southern comfort

Little wonder the Rhodesian Chamber of Mines is keeping a wary eye on the number of Africans (2 100 so far) taking up Wenela's offer of underground starting rates on SA mines of R1,60 a shift. It seems there's no chance that the local minimum rates — 26c a shift for underground labourers, 24c for surface and 12c for juveniles — will become competitive.

The Chamber and the Associated Mineworkers of Rhodesia (AMR) appear before an industrial tribunal on June 2 in dispute over — amongst other claims — minimum starting rates for the industry's 24 000 unskilled labourers.

The AMR is claiming 43c surface, 48c underground and 26c juvenile. The Chamber's offer, 32c surface, 35c underground and 15c juvenile. Of the 500 or so mines in Rhodesia, about 450 are classified as smallworkings whose 10 000 African labourers are excluded from the minimum rates.

The Smith government's agreement with Wenela stipulates that Africans cannot be recruited if they have worked on a Rhodesian mine in the previous year. But, as word of SA rates gets around, Black Rhodesian miners may be tempted to take a year off if they know in the next one they can handsomely recover their losses.

Minimum rates for an underground labourer have risen by only 4c to the present 26c since 1961. In that same period the African (Urban) Consumer Price Index has risen from 94,4 to 139,0, or by some 45%.

The rates exclude rations, which have an official value of about 30c a shift and can be taken in cash (more than half the workers now prefer to take cash in lieu).

Financial Mail May 9 1975

the minimum scale on which this value is based has been unchanged since establishment in 1911, except for an additional 250g of meat per week, introduced in 1935.

As long ago as 1944 an official investigation described the diet (700g meal a day, 900g beans a week, 1,1kg at a week, 900g vegetables a week, 10g peanuts a week, 100g (approx) salt a week) as "inadequate" — certainly a factor which contributed to 30 000 black mineworkers dying from scurvy, pneumonia, dysentery and other diseases between 1900 and 1948, according to annual public health reports.

Both wage and ration rates are above minima on many of the mines affected by the agreement. Wankie for

Financial Mail May 9 1975

example, pays 85c and 75c per shift for underground and surface workers, while Shabani pays 68c and 64c. And the ration allowance is generally higher than the minimum — Rio Tinto, for example, pays 47c to a single worker, 70c to a married man.

If most of the mines affected by a revised industrial agreement are paying above the minima, why are basic rates in dispute?

Comments Ken Vanderplank, the Chamber's GM: "They've been caught up in the main area of dispute — categorisation (who does what and at which rate) — and, in fact, have never been discussed between the AMR and ourselves."

Nevertheless, the Chamber's offer

seems hardly adequate — especially since 1974 was a boom year. As retiring Chamber President, Jeffrey Robins, pointed out recently, the total value of Rhodesian mining production exceeded R\$165m — more than 20% up on 1973 — "growth on a fairly considerable scale".

What is the value of wage and ration minima if they are well below minimum needs? Vanderplank says the minima were agreed in negotiation with the union (which is multi-racial, but White led) and presumably acceptable to African members.

He stresses that the rates are minima: "On the actual wages it is up to the employee to offer his services on the open market, the same as all the rest of us do."

Did the Wenela agreement not effectively prevent African mineworkers from going to SA and thus circumscribe this right to negotiate?

"Not really... well, I suppose it does to a limited extent," Vanderplank concedes.

Says African Trades Union Council President, Phineas Sithole: "As a matter of urgency the workers should form a union of labourers and the White-led AMR can play the role of advisers and not controllers."

(211)

# Anglo's manpower move

Labour Reporter

One of South Africa's largest employers, the Anglo American Corporation, has re-organised its labour relations structure to counter future labour tension.

Announcing the establishment of a "manpower resources division" in his chairman's statement today, Mr Harry Oppen-

heimer said South Africa faced a period of change in its industrial structure.

In South Africa, the matter was complicated by race, colour and political attitudes.

"It would be wrong to expect that we can do this without tension, friction and some disturbance, but it would be an even greater mistake not to try," Mr Oppenheimer

said

STAR 15/5/75  
The new manpower resources division — serving all associated mining and industrial companies — will provide a comprehensive personnel service, wages and working conditions, communication, job evaluation, training, Black advancement and the elimination of race discrimination, among other things.

Referring to the wage gap, Mr Oppenheimer said "This is of particular concern in these times of almost violent inflation."

It was important to remember that an increase of, say, 50 percent in Black wages and 10 percent in White wages still meant that in absolute terms the gap was actually widening, Mr Oppenheimer said.



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FM 16/5/75  
MINEWORKERS (211)  
Mouton sued

Arrie Paulus's Mine Workers' Union is suing its former legal adviser, attorney-turned-landlord Ben Mouton, for professional negligence. The MWU is claiming damages of R200 000, approximating the amount it has lost through two loans to sequestered John Grundlingh.

The matter was heard this week in the Witwatersrand Supreme Court before Acting Justice van Reenen. It relates to loans granted Grundlingh by the MWU on the strength of the same suretyship purportedly given Grundlingh by SAR&H's Oranje Benefit Society, which Grundlingh also used to raise a separate loan from Senbank (see preceding note). The suretyship was *ultra vires* the rules of OBS and invalid.

According to the MWU, Mouton was instructed by it to investigate, before the MWU granted the loans, whether the OBS was empowered to issue the suretyships. On the strength of Mouton's advice, the MWU lent Grundlingh R200 000.

Shortly after the inquiry into Grundlingh's insolvency, the trustees stated on affidavit that among the various raising fees paid by Grundlingh for the MWU loan were R1 000 to the MWU and an additional R3 900 to Mouton. These fees were over and above the finance charges (FM August 10 1973).

Under cross-examination, Mouton told the court this week that for some time he had no idea that the OBS suretyship was invalid. He denied knowing this at the time of advising the MWU. Nor was he the only MWU associate who accepted commission.

Examination of witnesses has been completed, and the Court has started hearing argument. Among witnesses conspicuous by their absence was Grundlingh himself.

Subpoena had been served, but the FM could not establish whether it had been served on Grundlingh personally. At any rate he recently left SA for London on a business visit.

# Multijob Blacks

STAR

21/5/75

## a success

De Beers Diamond Mines in Kimberley have "significantly improved" productivity by training Black workers to do more than one job.

Machine operators who previously did only drilling have been trained to drive scraper winches — putting them into a higher pay bracket and allowing a 30 percent reduction in the complement.

"Multitraining of workers is proving a great success in all areas of the mines and plants," said

De Beer's officials in a paper delivered in Johannesburg today to the South African Institute of Mining and Metallurgy.

The paper referred to the 1 000 out of the total Black work force of 2 550 who live permanently in Kimberley townships. De Beers aims to phase out migrant labour in that area in particular.

"Local men are, in general, more advanced and sophisticated than migrant labour, and they expect more job satisfaction," the paper pointed out. "They are not happy doing menial or purely manual work."

(1) 211

~~2) 219~~

~~3) 229~~



# Sunday killings 'good sport'

The Star Bureau

LONDON — Killing a man or two on Sunday afternoon was still considered good sport in South Africa, the chairman of Union Corporation, Mr Ted Pavitt, told shareholders here yesterday.

He was speaking at the first of a series of meetings held to keep in touch with the company's shareholders abroad. Mr Pavitt sketched Union Corporation's present position and invited questions from the hundreds of people present.

Communications between White and Black on South African mines had been bedevilled by the very desire to advance Blacks, Mr Pavitt claimed.

## "REPLACED"

"White compound managers have been replaced by Blacks, but the African is not a sophisticated man," he said.

"The Black compound manager passes on to the Whites only what he thinks they should know, until trouble bubbles up and bursts.

"The African is tribal despite the march of progress, and killing a man or two on a Sunday afternoon is still considered good sport in South Africa."

## PROGRESS

Mr Pavitt said there was a need to offer increased opportunity for the advancement of Black workers.

"We hope to make more progress in this area in the future and match training with opportunity and increased responsibility."

A White artisan with three or four Black helpers was doing as much work as two or three White artisans would have been doing a few years ago, Mr Pavitt said.

● Asked for confirmation that White compound managers had been re-

placed by Blacks, a spokesman for Union Corporation in Johannesburg said this was not so.

Details on how far Blacks had advanced in the compound hierarchy were not immediately available today since senior officials were out of town, the spokesman said.

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2) 35

# Big pay (211) rise for Black <sup>STAR</sup> miners <sub>28/5/75</sub>

Labour Reporter

The starting wage for Black underground workers on gold and coal mines is going up by a dramatic 37 percent next week.

The increase means that mines can now compete more actively against other employers and so boost the supply of labour.

The Chamber of Mines has announced that an underground novice will start with 60c a shift more — raising his minimum income to R2,20 a shift or R57,20 a month (plus free board and lodging).

This means that the underground starting wage has more than quadrupled since April 1973.

The minimum wage of surface workers rises by 20c a shift to R1,40. In recent months there has been a slight surplus of surface workers, whose work is lighter.

On the gold mines, men working in stopes will start with a cash wage of R69 a month. Operatives such as loader drivers will start with about R80 a month.

In announcing the increases, the chamber said that in future wages would be reviewed each June. The last increase was in December, when the minimum rose from R1,20 to R1,60 for underground workers.

At the latest count, the underground complement on the gold mines stood at 39 percent of requirements. This follows a 10 percent cut in stated requirements attributed to increased productivity.

Recruitment from the Transkei and the Ciskei last month was 74 percent higher than in April last year. The chamber has also resumed active recruitment on the Rand for the first time since the early days of gold mining.



# Miners told to stay clear of fights

MASERU — The Lesotho Department of Labour has appealed to all Basotho recruited for work on South African mines to avoid faction fights, according to a circular issued by the Lesotho Labour Commissioner; Mr P. R. Sekhomo, and sent to all mines and recruiting organisations.

The circular said that Basotho who leave Lesotho to work on the mines do so because of problems facing them and their families, reports Sapa.

"It is startling and saddening to find men with such problems involved in faction fighting and other violent disturbances which result in killings.

"These actions only lead to the miners losing their jobs or their lives. The Lesotho Government is extremely concerned about such irresponsible activities," the circular said.

Meanwhile the Rand Daily Mail Labour Correspondent reports that protracted discussions between the Chamber of Mines and the mining trade unions over a five-day-week demand have all but broken down.

The last meeting in the present four-month-old bout of talks was held between the Chamber of Mines and the executive of the Council of Mining Unions, which represents the eight trade unions covering South Africa's gold mines, was held on Monday.

Neither the chamber nor the miners will reveal the outcome, but from unofficial sources it is learnt that the negotiations have reached deadlock.

The principal stumbling block is the insistence of the Mineworkers' Union, which represents about half the 18,000 White workers involved, that the five day week be granted without any concessions.

The Chamber appears equally determined to use the five day week to extract further concessions from the mineworkers on the use of Black labour.

(211) RDM 29/5/75

# mineworkers

**Labour Correspondent**  
THE MINIMUM starting rate for Black underground mineworkers is going up by 60 c a shift as from Sunday, the Chamber of Mines announced yesterday.

The increase, the fifth in the last two years, brings the minimum underground rate from R1,60 a shift to R2,20. At an average 26 shifts a month, the monthly earnings of a new recruit will now be R57,20, slightly less than the wage and allowance increase granted to White miner's a month ago.

The minimum surface rate goes up by 20c — from R1,20 to R1,40 a shift. The lowest-paid African labourers working on mine surfaces will thus earn an average R36,40 a month.

A Chamber of Mines

spokesman said yesterday that wages in all categories except the minimum were determined individually by the separate mining groups. The new increases do not directly affect these men.

It is certain, however, that mines will increase senior wages together with the new minimum increase.

It is understood that the mining houses have agreed to reduce the wage variance from mine to mine — and will use this opportunity to do so.

The new minimum increases represent a 37 per cent wage jump for recruits.

Individuals on higher scales will get varying proportionate increases depending partly on their existing wage comparison with men in similar jobs on other mines.

Before the present bout

of wage rises started in May 1973, the minimum underground rate was 50c a shift. The new R2,20 figure is a 4,4 times increase on this rate.

As of the beginning of this month, White miners gained an increase of R54 a month in wages, together with assorted benefits in leave allowances, night shift bonus and further similar allowances.

It was also announced yesterday that Rustenburg Platinum Mines will increase the minimum starting rate for African underground workers by 60c a shift from June 1.

A spokesman for the mine said this would bring the rate to R2,50 a shift for the underground workers. The minimum rate for surface workers will also be increased by 30c a shift to R1,70.

(211)

# Pay rise for some miners

STAR 30/5/75

The minimum "on appointment" salaries of gold mine officials are going up by 14 percent next week.

But more than 20 000 officials already in service and earning above the minimum are not assured of a similar increase.

## NO GUARANTEE

"There is no guarantee that officials above the minimum will get a 14 percent increase — although that percentage would not offset the increased cost of living," says Mr. R. J. Coertze, general secretary of the Underground Officials Association.

"I trust mine managements will try to give every official at least 14 percent," Mr Coertze said.

A shift boss on stoping or development will now start with R595 a month while a learner mine official has a new starting salary of R321.



# Another wage hike 211

Black miners are to get their sixth increase since June 1972. The new *minimum* basic rate for underground workers has been increased by 37,5% from R1,60 to R2,20 a shift, or R57,20 a month plus free board and lodging.

## RISING WAGE TREND

Minimum rates for Black underground workers (cents per shift)	
June 1 1972	50
May 1 1973	65
December 1 1973	72
June 25 1974	120
December 1 1974	160
June 1 1975	220

The Chamber of Mines is not saying how much the latest increases will cost, but the overall Black wage bill will

probably go up by less than 37% since the more highly paid will be getting a smaller proportionate increase. The narrowing of wage differentials is a sensitive business and can be explosive as the Western Deeps' experience in 1973 shows. The mining houses have therefore mounted a massive operation to inform each man fully of his new rate before rumours and misunderstandings erupt. It's a large, difficult task — we hope their efforts are successful.

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# Cost rises don't spell a panic

211

Sund. Times  
(Bus Times)  
1/6/75

THE increase of 37 per cent or 60c a shift in the starting wages of African novices on gold and coal mines will call for a rise of about \$4 an oz in the price of gold to cover the added costs.

The next development is to watch wage rises for the experienced and skilled African workers. Although these future rises are not expected to be as steep, they will not be light. I am told they can be expected to average about 25 per cent to 30 per cent.

Holland Street had been expecting the rise for novices. Some talk had ranged as high as R1 a shift or 63 per cent, and others had expected as little as 13 per cent because of the extent of previous rises.

While one Holland Street view is that further large rises in novices' pay are unlikely in the year ahead, a more authoritative opinion is that the mining houses, led by Anglo American, will continue to raise the wages strongly and well ahead of the expected inflation rate.

As Harry Oppenheimer indicated in his annual review, Anglo is budgeting in round figures on costs rising by about 25 per cent.

African novices' wages have increased from 50c a shift in May 1973 to 220c a shift now, with the main recent increases being from 72c to 120c in June last year and from 120c to 160c only five months ago. Now the rate has risen from 160c to 220c. Whew!

African wages account for about 27 per cent of total costs but the rise in the novices' rate should not dismay gold mining investors. A more vital figure is the gold price

## Gold price

ALTHOUGH predicting the gold price is largely guesswork, my view is that it will remain flat for the time being.

A well-informed source with international contacts on both sides of the Atlantic, says one can expect a flatness in the price until inflation takes off later in the year. Other bullish factors could be a rise in the oil price, a worsening of the American deficit or dollar weakness.

Assuming that the gold market anticipates these events, then the gold price could move slowly up in three months.

## Adam Payne on mining



the world's mines working at a loss, shows how people are thinking.

The world surplus overhang of 550 000 tons worries copper-watchers, but as annual production is about 6.5-million tons, a surplus of 550 000 tons — at a time when big producers are cutting back throughout the world — is not so significant.

It represents about two weeks' production.

Many authorities are convinced that when the position changes and demand equals or exceeds supply, we could wake up and find the price increased by £100 a ton.

The chairman of American Metals Climax, Ian MacGregor, is bullish and so is the chairman of Phelps Dodge Corporation, George Munroe.

Mr Munroe said in an address in the United States that his corporation had cut back production substantially with the mines working a four-day week compared with a six-day week last year.

This is the lowest operating rate since 1958 when Phelps Dodge went on a four-day week basis for three months during a time of acute world copper surplus.

But having said that, Mr Munroe commented that there were good grounds for hoping that the build-up of refined stocks had stopped.

Overall, refined copper stocks increased by only 1 000 tons in February, although unrefined stocks rose by 49 000 tons.

Mr Munroe said the immediate situation offers little real encouragement, but looking further ahead he believes a recession will give way to renewed economic expansion.

The primary metals industry, he believes, can look forward to two-step recovery.

The first should be taken when metal users' inventories have been brought closer into line with reduced sales levels.

The second phase of the

tion, in spite of its low prospective yield, but I would not expect fireworks until the copper price revives.

The price is expected to do this with a sudden swing round, rising to about £1 500 a ton or more within two years.

## June 25 deadline

WHAT happens to ore and other similar shipments from Rhodesia on June 25 when Frelimo take over Mozambique and possibly closes the gate to Rhodesian traffic?

Although Samora Machel has made no announcement that he will do so, mining executives are planning for the closure of the ports either in June or later.

Rhodesia's metallurgical grade chrome is equal to any in the world — including the high grade products from Russia and Turkey — but the costs of shipping this ore through South African ports is likely to put it out of competition.

American smelters, which now obtain it under the Byrd Amendment, will have to rely on other sources.

This change by consumers in America and Europe and Japan will enhance South Africa's opportunities in world markets at Rhodesia's expense.

Among local houses, General Mining has the largest stake in chrome. Other producers include Union Carbide.

The blow to Rhodesian chrome ore would not apply to the processed products, including low and high-carbon ferrochrome.

As this is less bulky and much more valuable than the raw ore, it is likely to be shipped without cost difficulties through South

African ports, to the advantage of Anglo American's Rhodesian Alloys at Gwelo and other smelters.

It should be able to stand the extra railage charges and the quantity should not be an embarrassment to the South African Railways.

Copper and nickel could be shipped through South Africa, but the extra costs would be a heavy burden, especially for copper with its price at low levels.

## Another boycott

DURING May, hundreds of letters were mailed by the United Nations Council on Namibia to companies and governments around the world asking them to support a UN decree calling for the seizure of exports from South West Africa.

This threat does not appear to be worrying mining companies at the moment, because they know of no UN force available to seize their cargoes.

But there is the possibility that on the arrival of cargo from South West Africa in a foreign port, a court injunction might be sought preventing its delivery to the purchasers.

In these circumstances, a court is likely to rule in favour of the United Nations, especially in view of the last World Court decision against South Africa's control of South West Africa.

How will mining products be identified as South West African? The diamond output from Consolidated Diamond Mines in South West Africa, worth more than R90-million a year, could travel with other "goods" to Hatton Garden and would be mixed with South African stones.

In any case, it would be hard to identify a CDM stone as distinct from a diamond mined just south of the Orange River by the State Diggings.

As to copper concentrates, there would be no difference between South West African concentrates and those from any other part of the world.

Although South West African exporters are not greatly concerned at the moment, matters could develop unfavourably.



## June dividends

THESE could be disappointing. Certainly, some of them will be lower than in June last year.

Williams de Broe Hill Chapin and Company, the London stockbrokers, estimate the final dividends of June companies, with last year's figures in parenthesis, as:

Blyvoor 55c. (55c); Buffels 75c. (105c); Doornfontein 60c. (65c); Harties 110c. (110c); Kloof 35c. (50c); Libanon 50c. (65c); Venterspost 45c. (55c); West Driefontein 270c. (260c).

All these seem reasonable estimates, although West Driefontein could be higher, and 35c. should be a minimum for Kloof. Venterspost, which has heavy capital expenditure, could be lower at 40c.

Estimated interims for December companies are Durban Deep 20c, which is one-third of the interim last June; East Driefontein 20c. (unchanged); ERPM 30c. compared with 75c. last June; Grootvlei 12c. (17c.); Marievale 35c. (44c. including capital repayment); Stilfontein 18c. (27.5c.); Vaal Reefs 30c. or 20c. lower than last year's interim; Western Areas 30c. which is not comparable with last year's 18c. before the amalgamation with Elsburg; Western Deep Levels 70c. (same) and West Rand Cons 10c. (20c.).

Of these, a local analyst with an excellent track record tells me he considers the Stilfontein estimate of 18c. to be conservative. He expects between 20c. and 25c. He also considers the Western Areas estimate to be conservative.

## Copper or gold?

JULIAN BARING, the go-getting director of James Capel, London stockbrokers, was in Johannesburg last week and asked around Hollard Street and elsewhere: "Would you rather have a ton of copper, on an 18-months' view, or the equivalent at today's prices in gold?" Almost without exception the replies favoured gold.

In London the answer is copper. Julian told me the recent strength of copper shares with the price depressed and half

recovery would come with improved consumer demand. This would require not only higher deliveries to meet enhanced needs for work in progress but also larger shipments to rebuild inventories.

Sir Val Duncan, who heads the RTZ empire, which includes the Palabora and Bougainville mines, believes restocking is unlikely to do much in restoring metal prices this year. However, he agrees with the other chairmen that a revival must come.

Closer to home, investors or speculators looking for something possibly better than gold shares have pushed up Messina, Palamin and Minorco (formerly Zambian Anglo American) in the past few weeks.

Palamin came back sharply after the dividend cut, but has since recovered to a level providing only about 5½ per cent prospective yield in the immediate future.

Usually yields in the copper section are between 8 and 9 per cent, but investors are obviously anticipating a sharp turnaround in the copper market.

Messina is fancied by many, partly because of its spread and because of take-over possibilities, but I would be fearful of its Rhodesian interests, which contribute a substantial part of its copper income.

Minorco has been pushed up sharply this week. Although there is a large share issue, much of this is tightly held by Anglo and there could still be further growth in the share price.

It has not benefited from its absorption of Engelhard Minerals and Chemical Industries, because Engelhard has suffered under the platinum slump.

However, its prospects are excellent with about 35 per cent of its income from Zambian copper, plus high profits from Trend Exploration's oil interests, with the prospect of more to come from Indonesian oil exploration.

Minorco's earnings are low because of the depressed copper price, but Harry Oppenheimer stressed in his annual review that the company will have a leading role in Anglo's new business.

On consideration, I would in time go for Palamin as a copper specula-

# Official dispute looms over five-day week

## Labour Reporter

A full-fledged industrial dispute over trade union demands for a five-day week on the mines appears almost inevitable.

The Chamber of Mines said today it was "very willing" to meet the Council of Mining Unions, but could not do so before June 13.

The deadline for negotiations is tomorrow, and Mr Ken du Preez, chairman of the Council of Mi-

ning Unions, said the council was fully aware of the chamber's "alleged inability" to meet it before June 13.

It was for this reason that the council had called on the chamber to meet it by tomorrow or to face an industrial dispute.

"Many of the council's affiliates had decided pre-

viously that by tomorrow there should be at least an indication of a successful conclusion to negotiations," Mr du Preez said.

The council is to meet tomorrow.

### REVIEW

A Chamber of Mines spokesman said matters arising from the chamber's first meeting with

the full Council of Mining Unions last Monday required detailed review and study.

"In view of this the earliest date at which the chamber's gold producers committee can arrange to meet the council is June 13," the spokesman said.

If the council declares an industrial dispute tomorrow, further negotia-

tions will be arranged under the Industrial Conciliation Act.

Before last Monday, negotiations with the chamber were confined to the Mine Workers' Union, the most militant of the council's affiliates.

This union was the one regarded as the most difficult to accommodate.

It is understood that the MWU and the chamber are deadlocked over the question of Black advancement designed to offset production losses resulting from a five-day week.



# on 5-day week

RDM  
30/5/75  
(21)

WHITE MINING unions yesterday decided to declare a dispute over the issue of a five-day week if the Chamber of Mines does not agree to meet them by next Wednesday.

A statement issued by the chairman of the Council of Mining Unions, Mr Ken du Preez, said an urgent special meeting of the council had been held to discuss the apparent deadlock in negotiations for a five-day week in the mining industry.

"It was decided to make a final effort to avoid a dispute and in this regard a written request was submitted to the Chamber asking them to meet the council not later than Wednesday June 4 to determine whether a dispute can be avoided."

The brief statement concluded: "Failing a meeting with the Chamber of Mines as requested, the Council of Mining Unions will have no option but to declare a dispute and apply for a conciliation board in terms of the Act."

Talks between the two sides have been held intermittently since the middle of last year, but have generally ended with the Mine-workers' Union claiming the Chamber was playing for time.

The union has gone as far as to threaten a general strike — which would effectively close down the mines.

The mining companies, already reeling from the effects of Black mine unrest and labour shortages, claim a two-day slowdown on the mines every weekend would dramatically affect production and profits.

They say there would also be a serious loss of foreign exchange to the country. — Sapa.

# Miners set a June 13 deadline

(21)

STAR

4/6/75

## Labour Reporter

After a 90-minute heated debate the mining trade unions agreed today to hold back their declaration of an industrial dispute over a five-day week for none more days.

Friday the 13th has now been set as the "make or break" date in negotiations between the unions and the Chamber of Mines

Today was the deadline

which the militant Mine Workers' Union and other unions had set themselves for a breakthrough in negotiations for a five-day week on the mines

"It took much hard bargaining to reach unanimity on a postponement," commented Mr Ken du Preez, chairman of the Council of Mining Unions.

## DISPUTE

"Unless positive progress is made on the 13th, a dispute will certainly be declared immediately after the meeting"

The postponement of the deadline followed assertions by the Chamber of Mines that June 13 was the earliest date at which its gold producers' committee could meet the unions

The first meeting between the council and the GPC was last Monday after "apparent deadlock" had been reached in negotiations confined to the chamber and the Mine-workers' Union up to that stage.

# Thorny issue for miners

(21)

RDM  
4/6/75

## Labour Correspondent

THE COUNCIL of Mining Unions meets today for a final make-or-break decision on the thorny and extremely protracted issue of the five-day week

It is almost certain that council will declare a dispute with the Chamber of Mines on the matter — taking the first step of the long course of formal settlement by the law, which could end in a strike

The main point of contention in the long-standing debate is the question of Black advancement.

It is understood that the Chamber of Mines main demand is for Blacks to be allowed to handle clearance of rock from blasted areas.

# Productivity: key

# to mine labour needs

211

Teigue Payne

The 10 percent reduction in the number of workers needed to operate Chamber of Mines' gold mines which was announced recently, was achieved partly through mines taking account of their real requirements of labour, but mostly through a concerted drive for increased productivity

STAR  
6/6/75

Training at West Drie

About 324 000 men are now needed, compared with 355 000 before

On April 14 last year Malawian labour was cut off to South Africa's mines. The ensuing shortage prompted mine managers to scale down their needs for labour by discounting the "fat" on their complements

Complements were then, as now, determined by mine managers, who had to maintain production as well as productivity. There may still be "fat" in some complements

## Complicated

Until about 1963, when labour became abundant, there was an objective industry-wide formula for determining individual mines' requirements

It was a complicated formula — some of the factors were the mine's production capacity considered with actual tons milled, waste sorted, tons packed underground, tons put on the dumps and taken from them

After about 1965, this system fell away. Mine managers began to raise their complements so that after the season of good recruiting — the beginning of the year — they would have enough men to do all the work when the inflow slackened

If the current labour shortage continues, it is thought that an objective means of determining complements will have to be re-introduced. In any case, there will be periodic reassessments of them.



An African artisan aide undergoing training at West Driefontein. Artisan aides have made a significant contribution to increasing gold mines' productivity.

expanding needs of the industry, he says.

It is also essential to upgrade mining as a career, and break away from labour intensiveness.

Dr Rapson says that because the basic lay-out and extended workings of older mines are difficult to change, better productivity comes from small improvements. New mines, by contrast, are being designed to minimise labour use from the outset

Both low and high grade mines had increased productivity rates, but in some cases old mines could not afford to improve much because this was most often bought at the expense of profitability.

The rate of productivity increases differed widely from one mining group to another, and some groups were spending big sums while others waited to see what results they got

## Training

The primary effect of the labour shortage has been for all groups to undertake more management training

This includes more reorganisation and refresher courses for supervisor personnel from surface managers to shift bosses to leading Black hands below

Groups are trying to define at each level the critical work factors, then

"chase" and improve them. This means increased emphasis on work study, especially the time different jobs take. Organisation and method studies are also being done

One group has a participative productivity improvement scheme which allows bonuses for improving and maintaining productivity. Another has improved productivity by having shift bosses, miners and team leaders plan production, aims, and material movements each month together

Throughout the industry there has been considerable restructuring of jobs. This has taken valuable labour time but is expected to pay off

## Accumulation

Dr Bill Rapson, manager of the industry's productivity campaign, says established industries like mining are particularly prone to excess labour accumulation.

It is normal for this to be shed periodically, with productivity drives by management

The labour shortage has stimulated a drive for productivity. The intensity of this would be difficult to maintain indefinitely — and there are signs that it is beginning to decline — but as long as labour remains short, it will continue at a much higher rate than before.

## Upgrade

It is essential to maintain the drive because expatriate labour cannot be relied upon to meet the



is the end in sight for Fanakalo — the traditional *lingua franca* of most South African mines? Black and White miners as well as mining techniques — are fast becoming more sophisticated and because Fanakalo is too basic, it is often inadequate and open to misinterpretation.

Anglo American believes Fanakalo is dying and has rejected proposals to teach it with language laboratories. The company says it's more interested in teaching Africans to speak English and Afrikaans.

Anglo's official view is that it would be happy to do without Fanakalo. But running it down will be a long job. Meanwhile, it has introduced voluntary courses for Africans in basic English and Afrikaans.

Africans won't be unhappy either. Anglo says they prefer English and don't like Fanakalo — regarded by them as a bastardised version of their own tongues.

General Mining, too, has reservations about Fanakalo. But its training officials see difficulties ahead, internally and with the unions, over the ultimate choice of substitute lan-



**Black miners ... farewell to Fanakalo?**

guage. Rumours are that GM will favour English.

A fresh approach could help to speed up productivity, reduce accidents and smooth out misunderstandings.

# SA mines face the facts of labour

STAR  
10/6/75

211

LONDON — The South African mining industry has accepted that it must compete against industry for Black labour. And industry not only pays more but also offers far better working conditions.

This analysis is contained in a comprehensive article on gold by M S Mendelsohn in The Guardian.

Mendelsohn says that one of the quirks involved in gold investment is the fact that the gold mines are currently facing steeply rising labour costs. This in turn is one of the factors facing mining companies and their shareholders.

"Black South African miners were probably the only group of labourers in the world whose real wage remained static for the 60 years to 1971, and it was not merely the South African mining industry, but the whole of the Western monetary system which rested on this exploitation of helot labour."

Since 1971 wages have risen threefold. And by 1973 the proportion of foreign Africans going to

the mines had risen to 80 percent.

"Today the supply of cheap foreign labour has suddenly dried up because neighbouring governments are no longer willing to supply it on the old terms," Mendelsohn says.

This, and the fact that for political reasons labour can not be drawn from White farms, has made the mining industry compete with industry.

## HOUSING

"Faced with a far more costly labour force, the mining companies know that they will have to use this labour less wastefully, meaning partly a greater investment in machinery, but also a greater investment in the education and conditions of their workers," he says.

They must try to attract Black miners by offering more skilled jobs and better housing.

"It would be wrong to overplay all this in human terms: taking one thing with another, it will probably remain nicer to be a gold dealer in a Western capital than a Black miner in Johannesburg," he concludes — Reuter.



STAR 11/6/75

## Move to hold farm labour

Political Correspondent

CAPE TOWN — The Government is taking steps to ensure that the mining industry does not recruit labour off South African farms.

The Deputy Minister of Bantu Affairs, Mr Cruywagen, said a meeting of representatives from agriculture and mining is en-

visaged to discuss labour recruitment "especially having in mind that Bantu workers should not be drawn away from farms"

The move is one of several being planned to meet the problems of farmers. It was discussed by representatives of the South African Agricultural Union with Mr Cruywagen and the Deputy

Minister of Bantu Administration, Mr Janson, yesterday.

The agricultural representatives were told that a meeting of all the executive committees of Bantu administration boards — in which agriculture is represented — was being planned to discuss difficulties in agriculture over contributions for

Black labour.

This meeting would be followed by a conference of all sectors having an interest in the paying of contributions.

It was pointed out at yesterday's meeting that Mr Cruywagen had already directed Bantu administration boards to give attention to the farming community complaints.

## TUCSA backs call

STAR 11/6/75

## on Black labour

Labour Reporter

A White labour leader called for free competition on the Black labour market today amid prolonged negotiations over mine labour recruitment from White farming areas.

At the same time, the Chamber of Mines disclosed that a survey showed

underemployment in the White farming areas.

Mr Robert Kraft, assistant general secretary of the 220 000-strong Trade Union Council of South Africa said all sectors of the economy would benefit ultimately from free competition for Black labour.

He was asked to comment on last night's statement by the Deputy Minister of Bantu Affairs, Mr

Cruywagen, about further talks on mine labour recruitment from farms.

"The mines sorely need additional workers and it is in the national interest that they be allowed to employ unemployed and underemployed workers in farming areas," Mr Kraft said.

"TUCSA fully supports the call last November by the president of the Chamber of Mines, Mr Schu-

mann, for Black workers to be allowed to sell their labour to the highest bidder."

### TREND

There were many social and economic reasons why surplus labour should be drawn away from the farms. The farming community would have to accept that the depopulation of farming areas and more efficient use of fewer workers was a worldwide trend, Mr Kraft said.

In February the Minister of Bantu Administration, Mr M C Botha, said the Government was studying a proposed agreement between the South African Agricultural Union and the chamber for the recruitment of mineworkers.

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# Full-scale mine strike threatened

Natal Mercury 13/6/75

JOHANNESBURG — The White Mineworkers' Union has declared a dispute over its demand for a five day week and has asked members to "start making arrangements now for the apparently inevitable general strike."

The union has applied to the Minister of Labour, Mr Marais Viljoen, for the appointment of a conciliation board — a step which provides for further negotiation and possible arbitration before a strike ballot is called.

News of the confrontation was given in the MWU's organ, The Mine worker, on the eve of a last attempt to break the deadlock between the Chamber of Mines and the Council of Mining Unions.

Today's meeting is to go on as scheduled and may decide whether the other unions back their strongest and most militant of the CMU. If they do, only the officials' associations will be left out of the dispute.

Our Industrial Reporter writes that on the surface the dispute is simply about working hours. The miners want a five day week and quite probably the Chamber of Mines will agree — but not without extracting concessions from the miners which will permit Blacks to occupy more senior jobs.

It thus becomes a political issue. The Government wishes to maintain revenue from gold sales. The Chamber says it cannot do so unless the productivity of the Black miners is improved and their wages increased.

The detente policy implies that foreign Blacks working here will get a better deal. This will probably be the demand from President-elect Mr Siamora Machel for his Mozambique labour.



# Mine employers

## to meet unions

RDM  
B/6/75

Labour Correspondent

THE FINAL meeting between employers and White mining unions on the vexed question of a five-day week in the mining industry will take place as planned today, despite yesterday's sudden declaration of a dispute by the Mineworkers' Union

Last week the Council of Mining Unions, which consists of the eight White trade unions on the mines, resolved to hold over a decision on the subject until today's meeting with the Chamber of Mines had taken place.

Yesterday the Mineworkers' Union (MWU) declared a dispute on its own

Announcing this in the MWU journal, the union's general secretary, Mr Arrie Paulus, accused the Chamber of doing its utmost to delay the inevitable

The feeling that the chamber has dragged its feet is general in union circles, but the Mineworkers' declaration on the eve of a meeting acknowledged by both sides to be the last has surprised leaders of other unions.

The basis of the dispute is the chamber's demand for a package deal according to which the unions would give concessions on Black-labour advancement in return for the reduction of the working week to five days.

# Two hit at farm activities

SAPC 14/6/77

Labour Reporter  
A Senator and an author of books on mine and farm labour have spoken out for the "fundamental" right of Black farm workers to seek employment on the mines.

"It is deplorable that farm workers should be prevented by artificial barriers from working on the mines — the one employment sector free from the restrictions of influx control," said Senator Anna Scheepers, president of the Garment Workers Union of South Africa.

Dr Francis Wilson, author and head of research at the school of economics at the University of Cape Town, said:

"It would be outrageous if in the last quarter of the 20th century any group of employers should use the power of the State to prevent men and women from working where they are most valued."

They were asked to comment on the announcement by the Deputy Minister of Bantu Affairs, Mr Cruywagen, that representatives of agriculture and mining are to meet again to discuss mine labour recruitment, "specially having in mind that Bantu workers should not be drawn away from farms."

"Far from binding people yet more tightly to jobs whose wages are too low to keep them voluntarily, the time has come to sweep away the cobweb of restrictions," said Dr Wilson.

"People should be allowed to choose their own jobs in the country of their birth."

Senator Scheepers commented: "I fail to understand why the Government should have to deliberate at all over such a basic human right."

Progressive farmers realised that the era of cheap labour was over.

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HANOSARD 19

Q. 1185.

17 June 1975.

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**Bantu workers in agriculture recruited for other labour**

\*33 Mrs H SUZMAN asked the Minister of Bantu Administration and Development

- (1) Whether steps have been taken to prevent Bantu workers in agriculture from being recruited for labour (a) on the mines or (b) in other sectors of the economy, if so what steps
- (2) whether he will make a statement on the matter

**The DEPUTY MINISTER OF BANTU AFFAIRS**

- (1) (a) and (b) Mines and other sectors of the economy are not permitted to recruit Bantu workers in agriculture directly. Unemployed Bantu may under certain circumstances be recruited in collaboration with the labour bureau system

(2) No



# Miners <sup>ADM</sup> 17/6/75 get paper

Staff Reporter

THE MINING industry is setting up a newspaper for Black employees.

The paper, to be called Sun, will appear every two weeks and will be sold to Black mineworkers throughout the country at a cost of 2c an issue.

Sun is an extension of a monthly picture-sheet which the Chamber of Mines has been producing for 30 years.

The new newspaper represents an effort to improve communication with Black workers, a chamber spokesman said in Johannesburg yesterday. It will present information on wages and conditions of employment, as well as relevant news.

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② 211  
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# African wages show a marked improvement

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Financial Editor ARGUS 17/6/75

THE two years following the outbreak of strikes in Durban in January and February 1973 saw a significant improvement in the real income of Africans employed in manufacturing, an analysis of figures issued by the Department of Statistics shows.

See WAGES

In the 12 months ended February this year, the average wage of Africans employed in manufacturing rose 23,3 percent to bring the increase in two-year period since February 1973 to 42,0 percent — from just over R65 a month to just over R95 a month.

As the consumer price index rose only 14,7 per-

cent in the 12 months ended February and 25,5 percent in the two years from February 1973 it is clear that African wages in real terms have shown a worthwhile improvement.

However, the Africans to gain the most have been those employed in mining and quarrying. Their average monthly wage rose by 85,5 percent in the 12 months ended February this year and by 186,4 percent in the two years from February 1973 — from R24,44 to R69,99.

Recently Africans working on the mines were granted another substantial pay rise.

Coloured and White workers employed in mining also enjoyed substantial pay rises in this two year period, with the average Coloured wage rising 64,9 percent and the average White wage by 40,6 percent.

Against this the figures show that the wages of Whites and Coloured people employed in manufacturing just kept pace with the increase in the cost of living over this period while the wages of Whites, employed in construction fell well behind the rise in the consumer price index.

The bureau's figures show that during this two-year period the number of Africans employed in construction and manufacturing rose by 86 000 to 1 035 000, while the monthly wage bill for Africans increased by R36-million to just over R100-million.

The following table shows average monthly wages and percentage changes in the two years since February 1973.

AVERAGE MONTHLY WAGES WHITES			AVERAGE MONTHLY WAGES — PERCENTAGE INCREASES		
	1975 February rands	1974 February rands	1975 February rands	In 12 months ended February 1975	In 24 months ended February 1975
Mining	584.63	517.65	415.95	12.9	40.6
Manufacturing	479.08	414.81	380.18	15.5	26.0
Construction	461.40	422.11	399.90	9.3	15.4
COLOURED					
Mining	149.29	116.47	90.55	28.2	64.9
Manufacturing	122.45	107.32	98.44	14.1	24.4
Construction	181.70	151.51	133.00	20.1	27.7

# Mining short of engineers

ADM 19/6/75

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Financial Reporter

**THE mining industry is facing a shortage of South African mining engineering graduates and this is taking its toll on productivity and development.**

About 15 graduates qualify every year at the two universities, Witwatersrand and Pretoria, which offer mining engineering, whereas the industry requires about 50 to 60 graduates each year.

The University of the Witwatersrand supplies about 80 per cent of the mining engineering graduates.

To meet the shortfall in supply, the industry recruits graduates from overseas and upgrades non-graduate engineers.

Professor R P Plewman, head of the department of mining

engineering at Wits, says the lack of interest shown among prospective students in mining engineering seems to arise from the false notion that mining engineers spend all their time in cramped and dusty shafts underground.

The modern mining engineer in South Africa is involved in a variety of complex tasks, although some time is obviously spent underground.

At Wits this year there are 480 first-year engineering students, of whom only 36 are studying mining engineering but there is about a 50 per cent drop-out rate.

To encourage and improve the training of mining engineering students Wits has organised a tour of mines and mining companies in Europe for mining and metallurgical students.

The mining department at Wits plans similar tours every two years and on this inaugural trip, which is partially sponsored by the Chamber of Mines, there will be 17 students.

Professor Plewman says the mining department at Wits has facilities to handle at least three times as many students as at present. It is hoped tours of this kind will stimulate an interest in mining engineering and thereby aid the vital mining industry.



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# Mining productivity increase doubted

RD in 20/6/75

## Industrial Editor

THE Chamber of Mines is misleading itself if it believes there has been a real increase in productivity in the mining industry corresponding to the enforced reduction in the total work force brought about

mainly by the veto against recruiting introduced by the Malawi Government, says a firm of Johannesburg stockbrokers

It says that after a study of Black labour shortages on the mines, there is no "substantiation of an increase in real productivity"

It warns that the full impact of these shortages have not yet been felt by the mining industry and that when it does, the marginal mines — which have low milling rates and small profit margins — will suffer most

Mines pinpointed as being the most vulnerable include Durban Deep, East Daggafontein, ERPM, SA Lands, South Roodepoort, and Wit Nigel

The brokers do not accept the chamber's claim that the 10 per cent reduction in the overall labour complement has been counterbalanced by an in-

crease in productivity

This claim, it says, is based on the fact that in 1973 mills worked to capacity and this situation was unchanged in 1974 when the labour shortage was first experienced

## PERTINENT

The brokers' contention is that milling rate change is not the correct means of determining the effect of a change in the labour complement. More pertinent is the change in mill grade

This view is based on the comment that milling has little demand on labour, most of the work force being taken up with stoping and development

Figures are given of the operations of more than 20 gold mines which show that milling grades have shown significant declines in the past year

This indicates that less selectivity has been exercised in sending ore to the mill since the Malawi

labour ban came into force. There has also been a reduction in the rate of reef development, which suggests there has been a transfer of labour from development to stoping operations

The brokers believe the mining industry has been able to accept the 10 per cent cut in labour complement only through a "temporarily reduced development requirement"

It is suggested that this state of affairs can go on for another two years before mines are forced to continue expansion. In such an event, it is projected that by 1977 there will be a labour shortage of about 23 per cent.

This will effect marginal mines most, as attempts will be made to attract more labour by increasing wage rate on the one hand. Secondly, a sustained drop in labour will prevent mill throughput targets being achieved, and will erode profit margins by inflating unit costs

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# Miners still talking of a five-day week

RDM 20/6/75

Labour Correspondent

YET ANOTHER round in the seemingly endless series of 5-day week negotiations between the Chamber of Mines and the Council of Mining Unions took place yesterday — and ended with a statement that the parties had agreed to continue negotiating. The acceptance of this

latest postponement by the Council of Mining Unions suggests that it must be having second thoughts on its previously intransigent opposition to Black job advancement.

According to one informed source, most of the eight trade unions represented by the OMU are becoming "a little frightened" of the consequences of resisting any development of Black job opportunities.

For one thing, the Government has been expressing more and more concern for better utilisation of labour, which many unionists feel it would be unwise to ignore especially in the light of the new anti-inflation programme announced this week.

For another, union leaders are realising that sheer economic pressures will force Black advancement no matter what their attitude.

They feel that they can protect their own interest best by having this happen in the open and by agreement rather than through subterfuges over which they have no control.



# Mines showdown on 5-day week

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Sun Times (Best) 27/6/75

By ADAM PAYNE  
Mining Editor

THE CHAMBER of Mines has a new plan for solving the five-day week dispute. It will be presented to the Council of Mining Unions on Thursday and will be discussed fully on July 3.

A dispute has already been declared between the Mine Workers' Union headed by Arrie Paulus,

and the employers, which means that the Minister of Labour must appoint a conciliation board within 30 days. In the meantime, talks aimed at a settlement can continue.

Although fears of a strike are unjustified because of the excellent conciliation machinery, the determination of the unions to settle the matter must not be underestimated.

Ken du Preez, chairman of the Council of Mining Unions, told me. "This

matter has been hanging over our heads for years and it can't be shelved again. It must be resolved this time.

"To achieve a 5-day week, the mine managements must produce in five days as much ore — or nearly as much — as they do in six for milling over six or seven days.

"These measures, and the carrying out of maintenance on five days, call for changes in procedure and labour rationalisation.

"The managements wish to transfer more tasks to Blacks so as to speed up underground production. This is where the differences occur between ourselves and them.

"We are trying to resolve the problem and, while there is dialogue, there is hope."

Mr Du Preez said the employers, as well as the unions, favoured a five-day week because it would make the industry more competitive in the labour market.

A mining executive told me the main difficulty arose from the distrust by the unions of the employers' motives.

The unions suspected that the employers wanted to eliminate Whites from the industry.

"They are so wrong because, in fact, the effects of any changes in work practices would be no more than to speed up production and move the White men more into supervisory positions," he said.

The large, modern mines with mechanised equipment and transport and spare shaft capacity could cope much more easily with a change-over to five-day mining than the older, labour-intensive mines.

Changing to five days, without maintaining production, would introduce a national problem because South Africa's foreign exchange earnings would be severely hit by fall in gold production.

# Mine chief

STAR 24/6/75  
hits at (211)

# labour ban

## Labour Reporter

The president of the Chamber of Mines, Mr A W S Schumann, expressed regret today at White agriculture's failure to permit recruitment of unemployed Black workers for the mines

His presidential address at the chamber's annual meeting highlighted the Black labour shortage and inflation as the industry's most formidable problems.

In the 13 months up to the end of April, the proportion of South Africans on the mines had risen from 22 to 32 percent, Mr Schumann said

The chamber was "specially interested" in attracting unemployed or underemployed workers from farming areas without disturbing the interests of the farmer. But progress towards agreed action was "regrettably slow"

Mr Schumann expressed the hope that Malawi's

recruitment ban would be lifted and said that recruitment in Lesotho and Mozambique had increased "quite markedly" during the last few months

Mr Schumann also revealed that

● The cost of unskilled (Black) labour constituted 23 percent of total working costs on the gold mines last year.

● Deferred pay and remittances to home territories amounted to R57-million.

● A new fortnightly newspaper for Black mineworkers is to be launched

Referring to the dispute over a five-day week and the chamber's demands for White concessions to Black labour, Mr Schumann said "It would be a pity if ill-founded fears were to hold up an advance of a kind that is already commonplace elsewhere in industry.

"We are going to need

all the men we can get. White and Black. None need fear there will be a loss of opportunity for rewarding and life long careers

It would be a pity if artificial restrictions were to stand in the way of both the five day week and improved productivity and earnings for Black workers. Mr Schumann said



# Mining plea for Black labour

211

RDM  
25/6/75

## Financial Reporter

**THE** mining industry will need all the labour it can get and it will be a pity if artificial restrictions on the better use of Black labour are to stand in the way of improved productivity and earnings for Black workers, says the retiring president of the Chamber of Mines, Mr A. W. Schumann.

He told the annual meeting of the chamber that although wage increases for Blacks had been a feature of the past two years, the wage gap was widening because the categories of work performed by Black and White were so far apart.

This view was supported by Mr Harry Oppenheimer, who said that the wage gap was still widening because the level of Black wages was so much lower than that of Whites.

Mr Oppenheimer said the wages being paid to Blacks in the mining industry were still below those paid by many employers in other industries.

He attributed the low wages in the gold-mining industry to the fixing of the gold price for so many years at \$35 an oz.

The increase in the gold price in recent years had allowed the industry to make substantial increases in Black wages.

Mr Oppenheimer stressed that the increases in Black wages would not be at the expense of White workers and the industry needed the full support of its White workers.

## OPTIMISTIC

Mr Oppenheimer and Mr Schumann were optimistic about the future of the gold price.

Mr Oppenheimer warned that the industry would be ill-advised if it were to count on a continually rising price.

Mr Schumann expected that political events, currency uncertainties, changing world financial conditions, the continuing international debate on the role of gold in the monetary system, together with growing investment demand fired by the inflationary syndrome will force the gold price up.



Mr R S Lawrence, deputy chairman of Rand Mines, new president of the Chamber of Mines



Mr R A Plumbridge, deputy chairman of the Gold Fields group, new vice-president



Mr L W P van den Bosch, executive director of Union Corporation, new vice-president

In spite of the present weakness of the gold market, as compared with the high prices in late 1974, he believed there was substantial buying potential in the United States.

He said the demand for gold as an investment medium had shown itself in the tremendous increase in interest in gold coins, particularly Krugerrands.

Total Krugerrand sales amounted to about 3 200 000 in 1974 and to about 2 500 000 in the first five months of 1975.

## COAL

Mr Schumann said coal production would have to be doubled in the next decade if the export potential was to be fulfilled and South Africa's domestic requirements were to be satisfied.

Mr Schumann said it was fortunate that the Govern-

ment had now acknowledged the need for the coal industry to attract its share of investment capital, which would amount to about R1 000-million.

He said the introduction of a five-day week would not only result in a loss of profits and in a reduction of output, but would affect the country's wellbeing as South Africa was "absolutely dependent on a high level of earnings from gold."

He hoped Malawian citizens would once again come to work on South African mines, although the industry was stepping up the recruitment of South Africans — particularly from underemployed farming areas.

Equipment, valued at under R250-million, would have to be increased to more than R1 000-million for underground use.

# Mine labour outlook

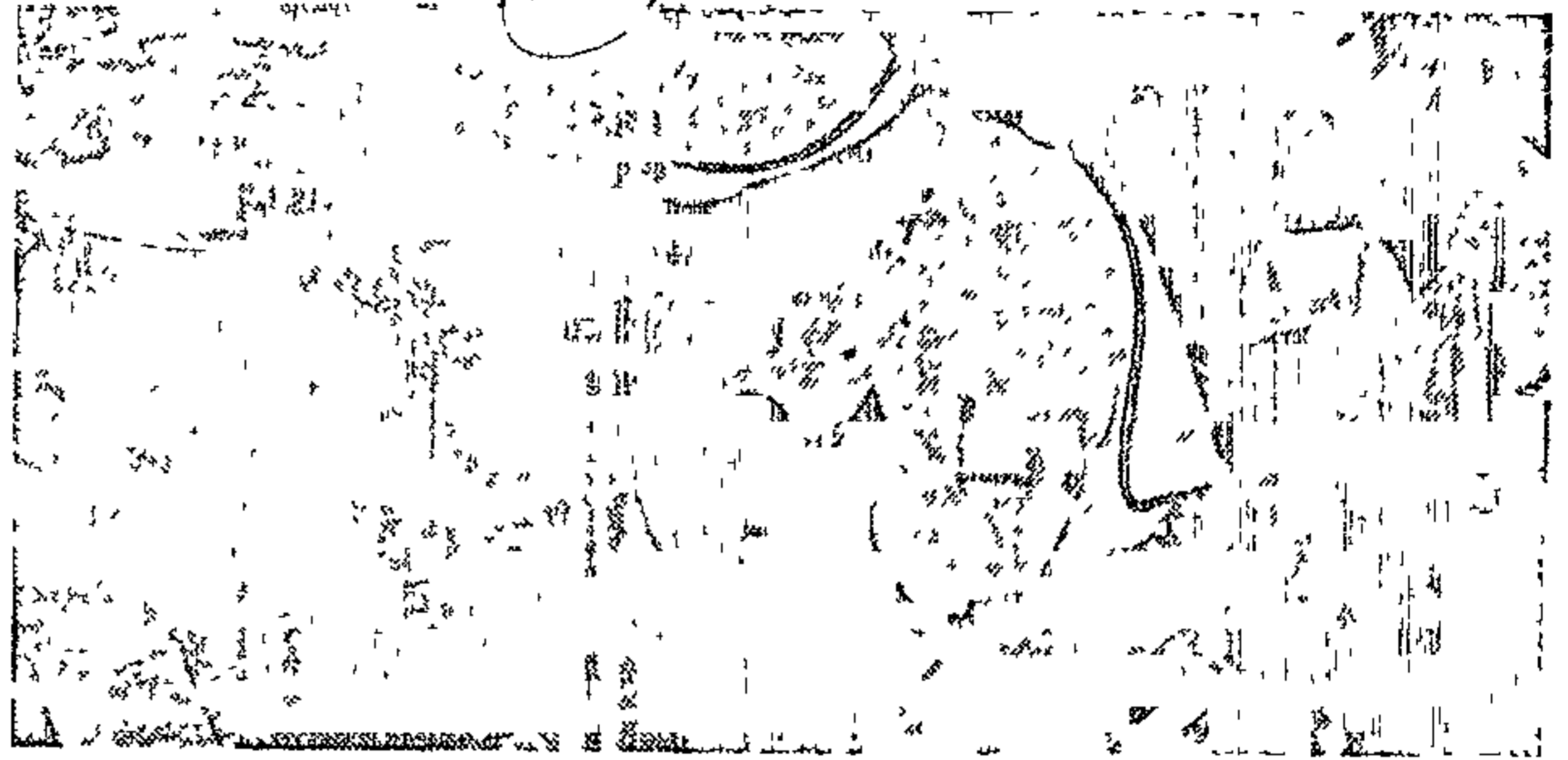
STAR 25/6/75 (211)

Mozambique's mine labour supply — one of the most significant links between Mozambique and South Africa — is in no immediate danger, according to Mr John Barratt, director of the South African Institute of International Affairs

"In future mine labour could become a serious bone of contention," Mr Barratt said "But at this point the interdependence between the two countries in this field could hardly be greater"

He pointed out that the exodus of thousands of productive Whites from Mozambique had been economically disruptive and that Mozambique was in no position at this stage to relinquish the major source of foreign exchange which mine labour represented.

Nor could the South African mining industry, which was suffering from a serious labour shortage, afford to jeopardise its labour supply from Mo-



African mine workers at West Driefontein. Labour supply from Mozambique is no immediate danger.

zambique, Mr Barratt said.

More than 90 000 Mozambique mineworkers at present working on South African mines account for R40-million a year in foreign exchange by virtue of their 60 percent deferred pay alone.

At least that was the case before the latest pay increase when mineworkers earned an average of about R2,50 a shift.

What is more, the deferred pay is transferred to Mozambique in gold at its official value of R200 a fine ounce. At the present free market price of well over R160 a fine ounce, South Africa is effectively paying Mozambique more than three times the true deferred pay

This effective overpayment stems from the

provisions of a long-standing convention on mine labour drawn up between the South African Government and the Portuguese rulers of Mozambique

Now, that Mozambique is independent, it could be said that the convention becomes invalid and must be renegotiated. The Chamber of Mines, however, is in no hurry to do so

## Prepared

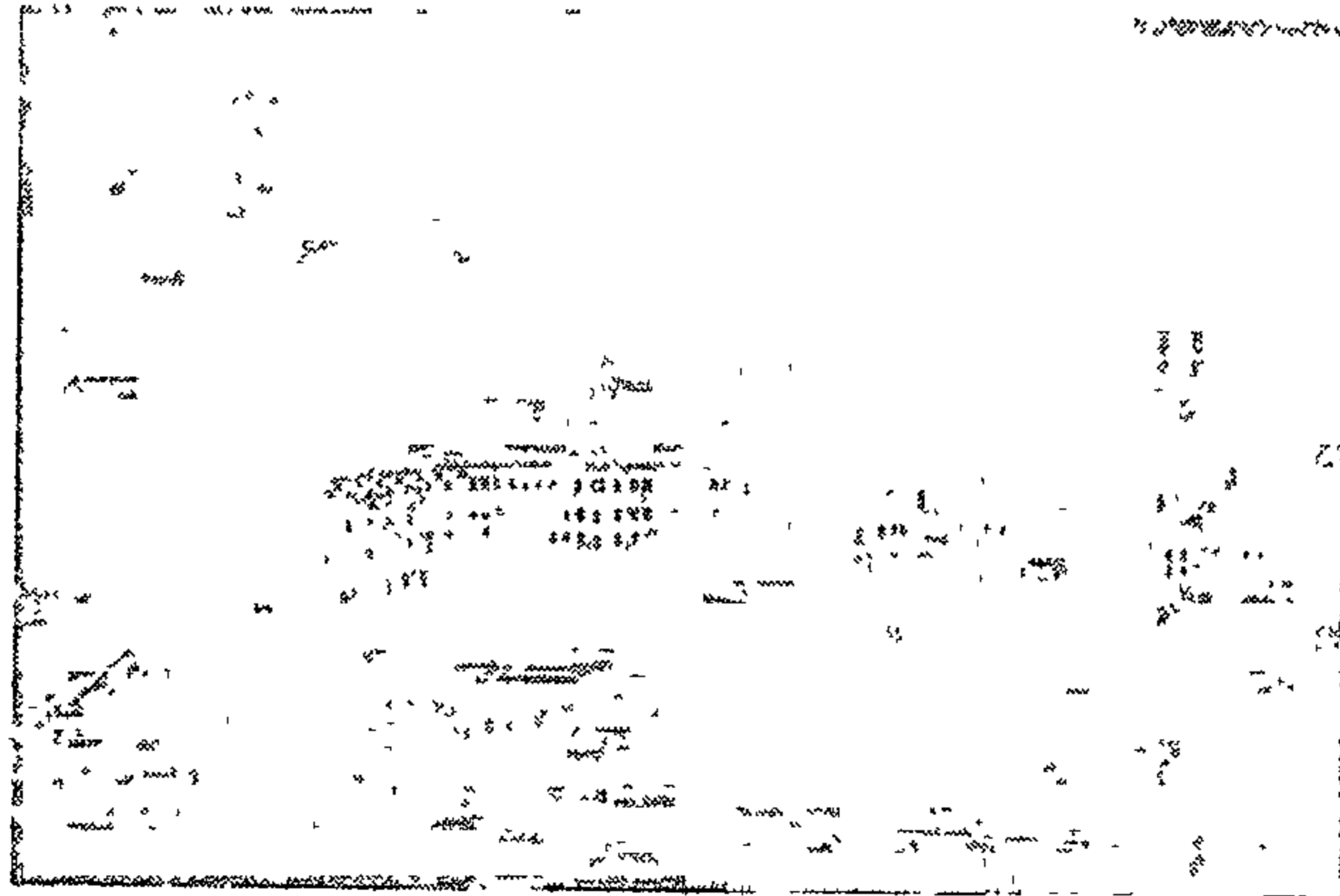
are not pressing early renegotiation of Africa's mine labour arrangements with Mozambique," said Mr Tony Fleischer, head of the chamber's recruitment organisation

"We shall honour the terms of the existing convention, but we are prepared to renegotiate at any stage if called upon to do so," he said

The Frelimo president, Mi Samora Machel, was quoted recently as saying that Mozambique would discuss and review pre-independence agreements. But he added "You do not just terminate a contract and put 150 000 people out of work"

The Frelimo vice president, Mr Marcelino dos Santos, said "In principle we are against recruiting workers for South African mines because this gives support to colonialism and imperialism

"However, we must also be realistic. We cannot assume our full responsibility in relation to South Africa in a month or even a year"



A famous tourist spot at Laurence Marques, the Polana Hotel and Polana Mar.

where to take his next annual vacation. Mozambique right now is about the furthest from his mind.

As a colleague put it: "If it's stable and there aren't bullets flying around, then maybe I'd consider Mozambique a year

or two from now.

"But right now I'd rather give it a miss. I'll wait and see how it's going to shake down"



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# Miners to take strike decision

Staff Reporter

**KLERKSDORP** — A mass meeting is to be held in Klerksdorp next week to establish whether the thousands of local mineworkers are in favour of a general strike in the mining industry and a demand for five-day week.

It is believed that more than 3 000 miners will attend the meeting on Tuesday night at the J. G. Strydom Hall in Klerksdorp. Mineworkers in other towns will also attend.

## FAVOUR

A spokesman for the Mineworkers' Union in the town, Mr F. Coetzee, said yesterday that the union has already declared the matter a dispute in the mining industry, and the board of Mining Trade Unions will continue negotiations with the Chamber of Mines concerning the possibility of a five-day week.

Meanwhile, the Mineworkers' Union, which has in principle proved to be in favour of a strike after the necessary legal procedure, has withdrawn from the negotiations and decided that members should be given the opportunity to express their views at the meeting.

# Mines plea for help rejected

211

STAR 27/6/75

Labour Reporter

The 9 000-strong Underground Officials' Association has rejected a call by mining trade unions to support a strike for a five-day week in the mines.

"Until we have discussed the five-day week question with the Chamber of Mines our options remain open," Mr R J Coertze, the association's general secretary, said

"We also want a five-day week, but we believe at this stage that this is not possible for every employee in the mines"

Mr Coertze was asked to comment on an approach made by a sub-committee of the Council of Mining Unions, disclosed today in the Mine Workers' Union's publication

Underground officials could play an important role in the dispute between the unions and the chamber since in the past they had always been instructed by the employers to perform the work of the MWU in the event of a strike, the union's general secretary, Mr P J "Arrie" Paulus, wrote.

## "LOSS"

That was why the association had been called on to do only their own work in the event of a strike, Mr Paulus said

Mr Coertze said. "We have replied that we are not convinced that everybody in the industry can today work a five-day week without a serious loss to the industry, the country and, consequently, to the employee."



Plenty to discuss

While the revelry continues in newly independent Mozambique, there are vital issues prior to which will have to be settled in cold blood, through painstaking negotiation.

Three major areas concerning SA — railways, ports and mine labour — are all covered by the Mozambique Convention and its various amendments. Each merits the close attention why this agreement should not continue. It is normal for a successor state to accept the legal obligations of its predecessor. But there is a likelihood that within a few months SA and Frelimo will be sitting down to renegotiate the whole package.

From SA's point of view — as well as Frelimo's — it can't start too soon. Take

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F.M. 27/6/75

the issue of deferred wage payments. Last year the SA mining industry paid R80 m to Mozambique workers. But the Mozambique government has the option to collect R48 m of this in gold valued at the official price of \$42 an ounce.

The Mozambique government then gave the equivalent of R48 m in local currency to the workers, and pocketed the premium. At present market prices this amounts to a R150 m bonus to the Mozambique government if it is taking up the full deferred payment in gold.

For an economy which has a GNP of considerably less than R2 000 m/a this is a staggering windfall. It dwarfs the UK's much trumpeted R25 m aid agreement.

The R150 m bonus must thus have a considerable influence on talks between SA and Mozambique.

- For SA it means Mozambique labour becomes very expensive relative to other mine labour — each man is costing the industry R2 300 instead of R800. So gold shareholders — and the taxpayer indirectly through losses of revenue — are supplying foreign aid to Frelimo.

- For Mozambique it makes ties with SA even harder to break: R230 m in gold for a country short of foreign currency, and the direct employment of 112 000 miners, are benefits which cannot be tossed away without causing incalculable suffering. And this doesn't take into account ripple effects.

The gold option will probably have to be renegotiated anyway, irrespective of Mozambique independence. There's talk of the international monetary community scrapping the official gold price. If this happens, some other standard of value would have to be agreed upon for the deferred payment scheme.

Its terms are in any case extremely vague, specifying only a "price based on the public rate of exchange". Even at present, if SA wanted to be tough, it is unlikely it could be legally held to making the deferred payment at the official price of gold.

But does SA want to be tough? The leverage over Mozambique works in reverse too. Recruiting from Mozambique this year has rocketed, and the increases have been notable in absolute as well as relative terms. The reasons for this are varied (see page 1135), but the fact remains that something like 100 000 (or 27,5%) of 365 000 Black miners on our gold, copper and platinum mines plus another 10 000 or so for coal are from Mozambique.

Notwithstanding the impressive local response to drastically increased wages, we simply cannot afford to lose the Mozambicans.

It shouldn't be forgotten that about 10% of our labour force is still Malawian, and because of Dr Banda's hard line this is being phased out as contracts expire.

Nevertheless, the precise price we should pay for Mozambique labour is something that needs airing.

No doubt the eventual negotiations will tie any benefits of deferred gold payments to other issues as well, unconnected with the mining industry. In this case the question arises whether the mining industry should pay for the carrot which SA dangles in front of Frelimo and which benefits not only the mining companies but all South Africans.

In our view it should. After all the taxpayer has been willing to subsidise parts of the industry, and may well be called upon to do so again.



Mozambican miners . . . more expensive than their Malawian counterparts

# Recruitment of SA Blacks to mines improves

ARGUS  
27/6/75

**THE recruitment of Black South Africans to the mining industry is increasing. In his annual presidential address to the Chamber of Mines Mr A. W. S. Schumann said that the proportion of South Africans had increased from 22 percent at March 21 1974 to 32 percent at April 30 this year.**

It is hoped that it will be possible to increase this proportion even further, and it will therefore be necessary to compete for labour with other sectors of the economy and to provide more housing accommodation for South African workers.

'Inevitably the bulk of mining labour will remain migratory for many years to come but it is hoped that a core of stable South African employees can be built up on longer life mines.'

Referring to the strikes and disturbances on mines which resulted in a number of deaths during the year, Mr Schumann said that the great majority arose from inter-tribal clashes and not from dissatisfaction over conditions of employment. The industry was deeply con-

cerned about the intensity of violence that had arisen, he said.

A departmental committee of inquiry into these disturbances had been appointed by the Government, and the industry had itself intensified research in this area and continued to give close attention to negotiating procedures and to communication between managements and workers, added Mr Schumann.

Other points on Black labour made by Mr Schumann were:

- Deferred pay and remittance payments to home territories in 1974 totalled R57-million.
- Wages were now more than four times those paid prior to May 1973.
- A new fortnightly newspaper was to be launched for Black mine workers.



# Farmers

(211)

## deny RDM 27/6/75 labour

## monopoly

Staff Reporter

THE agricultural industry had no aim to monopolise a large section of the country's African labour force, the director of the South African Agricultural Union, Mr Chris Cilliers, said in Pretoria yesterday.

He was reacting to a reported statement by the president of the Chamber of Mines, Mr A W S. Schumann, earlier this week that he regretted White agriculture's failure to permit recruitment of unemployed Black workers for the mines

He said the chamber was particularly interested in attracting unemployed or underemployed workers from farming areas without disturbing the interests of the farmer

### ACCESS

Mr Cilliers said the mines, like all other sectors of the economy, had free access to available Black labour

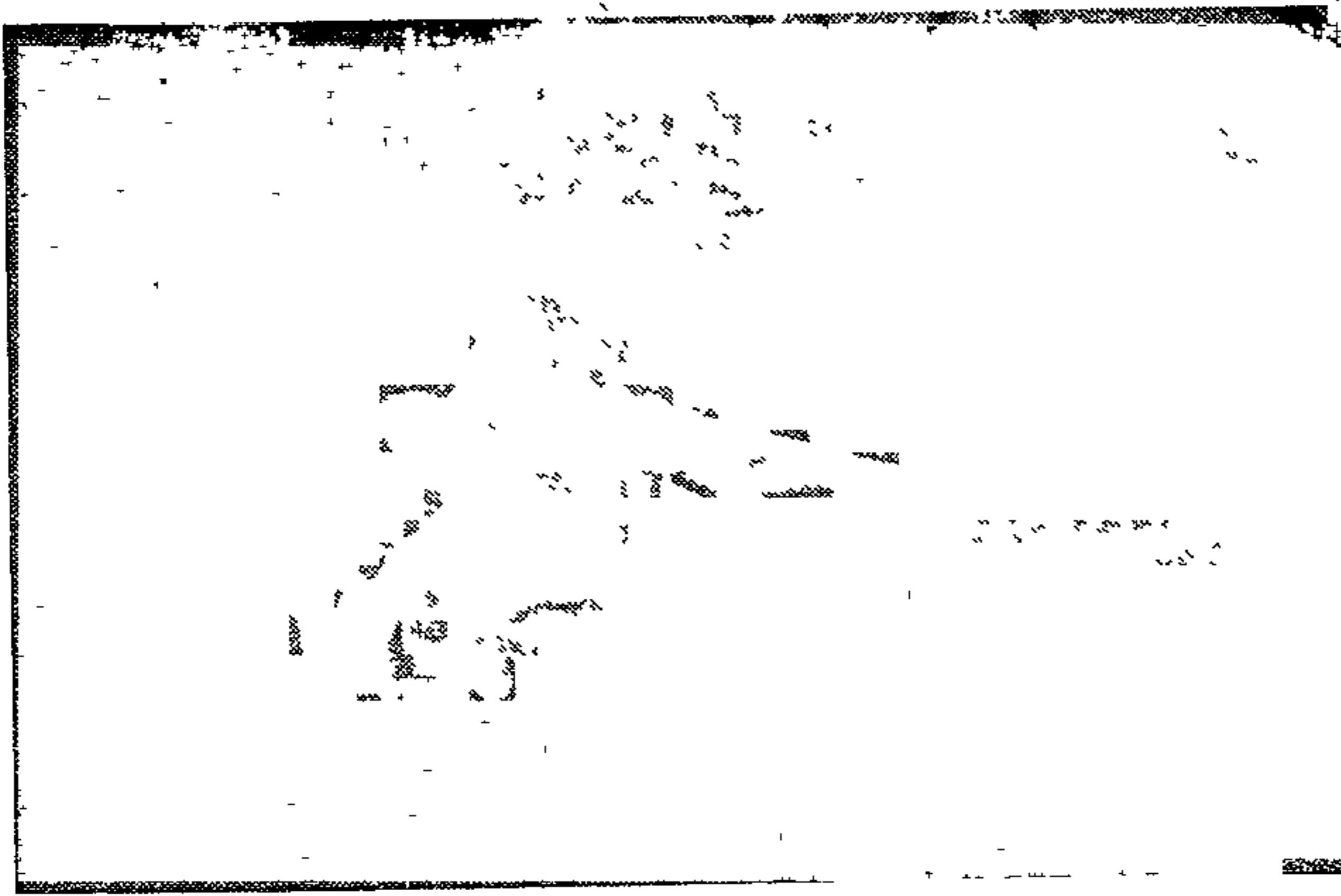
It was becoming a highly competitive situation, where wage levels and working conditions were important factors

"We certainly would object if the mines or other interests went on to the farms and started recruiting Black labour"

But if the mining industry consulted the Bantu labour boards, pin-pointed areas where there was unemployment, and recruited there, the agricultural industry could not object

For instance Black labour was scarce in the Free State, but there were other areas where there was surplus labour, he said

# 'Everybody gets hurt in a strike'



Part of the crowd of about 800 miners who rallied at Klerksdorp last night to express overwhelming support for strike action if the Mine Workers' Union failed to settle the industrial dispute over a five-day week peacefully.

## Cheering miners back 5-day week

STAR 3/7/75

**Labour Reporter**  
Mineworkers could be put out of their homes and might forfeit other benefits in the event of a strike, about 800 cheering miners heard at Klerksdorp

his members' support in the five-day week dispute with the Chamber of Mines  
Referring to the mining strikes of 1922 and 1947 — when coal miners did not belong to the MWU — Mr Paulus said "Today the coal miners are one of

the chamber) to a meeting, he said  
In the negotiations for a five-day week it had become clear that the chamber had only one thing in mind — Black advancement. The union was prepared to work alternate Saturdays for one

work of Whites' Mr Paulus said  
It was the duty of those present to see to it that the South African mining industry could accommodate fellow-Afrikaners and friends who were being threatened in South West Africa and Rhodesia  
Mr Paulus described the

The fiery leader of the Mine Workers' Union Mr P J Arrie Paulus at last night's meeting where he made it clear that he counted on the support of all White mineworkers to obtain a five-day week without concessions to Black labour — through strike action, if necessary



"In a strike, as in war, everybody gets hurt," Mr P J "Arrie" Paulus, general secretary of the Mine Workers' Union, warned at the first public test of

#### ADVANCEMENT

He would like to see the president of the Chamber of Mines climbing up the 11 storeys (at

proposals made to the chamber

"But we cannot under any circumstances allow Blacks to take over the

recent statement by the Minister of Labour that Blacks would have to vacate previously White work if Whites were threatened with unemployment during a depression as "the biggest political bluff"

His union had fought 40 years for a five-day week and would do everything possible to obtain it peacefully. But it was not going to wait another 40 years.

"I am even prepared to say we won't wait for 40 days," he said.

#### BALLOT

If the Minister of Labour refused to appoint a conciliation board, a strike ballot would be called immediately. The 30 days in which the Minister had to reach his decision had almost expired.

The next step, after a five-day week, would be a reduction in the working hours from 46½ to 40 a week. But the men would have to convince the chamber that they could maintain production.

Mine workers knew they were working the longest hours in the most unhealthy job in South Africa, Mr Paulus said.

# Agreements may be separate

#### Labour Reporter

Coal and gold mines may not get a five-day week at the same time and separate agreements may be made, according to Mr Ken du Preez, chairman of the Council of Mining Unions.

The council — unlike its strongest member, the Mine Workers' Union — has not yet reached deadlock with the Chamber of Mines.

It had a meeting with the chamber's colliery committee yesterday and is meeting the chamber's gold producers' committee today.

"The collieries and the gold mines are split for negotiating purposes and discussions are being carried on independently," Mr du Preez explained.

#### MEETS AGAIN

The council meets the collieries committee again on Tuesday.

"At that meeting, I think we shall establish positively whether there is any basis for further negotiations," Mr du Preez said.

The Mine Workers' Union is waiting for the expiry of the 30 days which the Industrial Conciliation Act allows the Minister

of Labour before appointing a conciliation board.

This expires next Wednesday but, as was pointed out at last night's meeting at Klerksdorp, a further fortnight's extension is possible.

If the conciliation board is appointed and fails to settle the dispute, the issue may be taken to arbitration or a strike ballot may be called.

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# Mines get more Black labour

STAR 3/7/75

## Labour Reporter

Mines relying on the Chamber of Mines for recruitment of their underground Black labour force have filled nine-tenths of their needs.

About a third of the Black workers on these mines are now South Africans, compared with less than a quarter early last year.

The latest improvements raised the over-all force to 368 500 by June 20. About 291 000 of these men work underground.

### SIGNIFICANT

Mr E A M Holmes, assistant head of the chamber's labour organisation, said it was significant that the recruitment figures had improved in spite of the traditional drop normally experienced in April, May and June.

He pointed out that the latest pay increases —

which raised the minimum underground wage by about 37 percent to R2,20 a shift — could not have affected recruitment substantially so far but were bound to do so in the future.

But it was difficult to make any predictions because of several new factors.

But a larger proportion of the recruits had the option of shorter contracts, and the improved pay might induce some workers to stay at home longer between contracts.

About 33 000 Malawians remain on the mines following Malawi's recruitment ban in April last year.



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# Mines' labour cut-off 'unlikely'

ARGUS  
4/7/75

IT was unlikely that any foreign government besides Malawi would cut off supplies of labour to South Africa's mines, Dr. W. J. de Villiers, managing director of General Mining and Finance Corporation Limited, said in Bellville today.

Speaking at the conference on interdependence between countries in Southern and Equatorial Africa, he said that in spite of constant pressure from the Organisation of African Unity (OAU), labour supplying African Governments could not afford to have these workers unemployed.

The Malawian labour contingent on South African mines had dropped by about 30 percent in the past 12 months. This obviously had had detrimental effects on the mining industry in general, but it would be equally disadvantageous for Malawi.

The South African labour supply picture for the foreseeable future suggested that labour would continue to be required from non-South African sources.

In regard to Mozambique, the mining industry remained confident that the flow of Mozambique labour would not be interfered with after independence.

The rejection of Black advancement in the mining industry — not only by the ultra-conservative Mine Workers' Union but also by some of the leading "mechanics" unions — could cost the gold mining industry R250-million a year.

That is the crux of a statement released by the Chamber of Mines after the announcement by the Council of Mining Unions yesterday that they would declare a dispute over the five-day week issue.

STAR 4/7/75

Negotiations broke down because "neither the industry nor the country could stand the losses involved in meeting the demands of mining unions," the chamber stated.

**CHANGES**

The industry's technical experts had made it clear that the only way to minimise the huge loss was to change work practices to reduce the number of blasts lost each month and to improve the efficiency of the blasts obtained.

The Mine Workers' Union had been asked to permit "a strictly limited number" of Black workers under a Black team leader to enter working places in which blasting took place during a previous shift two hours before White miners arrived underground.

The object was to get preliminary rock transporting operations started without wasting time waiting for White miners to arrive. It was to be subject to a White miner being on call.

"This would not reduce the number of White miners required in any way," the chamber said.

**REJECTED**

The union rejected this and demanded the engagement of additional Whites to supervise Blacks during the two-hour period.

The only other significant change requested was to extend existing charging-up procedures to permit one additional Black charging-up crew to work under the general supervision of each White miner. This too was refused.

The chamber's proposals to the other unions called for the number of (Black) artisan aides per fitter and electrician on surface to be increased from one to two. The chamber did not ask for an increase in the number of artisan aides underground (two per fitter or electrician).

The proposals included small increases in the number of stripping and assembly operations that could be performed by ar-

**NO COMPROMISE**

Artisan unions refused to discuss changes of this kind.

In a "final bid for compromise" the chamber proposed a scheme under which men would have one or two Saturdays off in four, for considerably less change in work practice.

"The unions were not prepared to agree to any meaningful change in work practice involving Black labour and the compromise attempt failed," the chamber said.



In its statement, the Chamber of Mines said the R250-million a year loss would result from a five-day week from Monday to Friday, despite the fact that unions were prepared to work the same number of weekly hours.

Although the unions were also prepared to agree to change leave arrangements, the chamber claimed that technical experts had found the only way to minimise the loss would be to make changes in "work practice".

This would help to reduce the number of underground blasts each month and would improve the efficiency of the blasts.

The chamber listed its major proposals made to the mining unions:

- To permit "a strictly limited number" of Blacks under a Black team leader to enter working places where blasting had taken place during a previous shift, two hours before White miners arrived underground. This would enable preliminary rock clearing. The union have demanded that additional White miners be employed to supervise this operation.

- To allow an additional Black charging-up crew to work under general supervision of each White miner. This had been refused.

- To permit Black workers to increase the number of stripping and assembly operations they are allowed to do.

# Five-day week too costly— Chamber

By CLIVE EMDON  
Labour Correspondent

RJM  
4/7/75

**T**HE CHAMBER of Mines claimed last night the five-day week demand by White mining unions would cost the country R250-million a year.

Neither the industry nor the country could stand such a loss, which would be caused by the reduction of underground blasts, on which production depended, as a result of a lost day in the working week.

The Chamber's statement came after the decision yesterday by the Council of Mining Unions to declare an industrial dispute as a result of a deadlock on the five-day week issue.

The council represents 18 000 White miners, artisans and production staff on gold mines. In declaring a dispute it is applying for the Minister of Labour to appoint a Conciliation Board in an attempt to break the deadlock.

One of the council's members, the Mine Workers' Union, declared a dispute on the same issue on June 9.

And on Wednesday night 2 000 mineworkers called for strike action.

The Industrial Conciliation Act procedures are devised as a "cooling off" process, but if negotiation fail a legal strike may be held.

The chairman of the Council of Mine Unions, Mr Ken du Preez, said yesterday he would meet the collieries' committee of the Chamber of Mines on Monday and Tuesday, and it was "more than likely" that a dispute would also be declared by coalminers and production unions over the five-day demand.

## Hours

Mr Du Preez said the mining houses had discussed what they described as "changing of work practice" involving job fragmentation and the bringing in of Black labour.

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# Strikes on mines are not illegal yet—Govt

Labour Reporter

STAR 4/7/75

The Industrial Conciliation Act does not rule out a lawful strike on South African gold and coal mines, the Secretary for Labour, Mr Ben Lindeque, said today.

Mr Paulus has pointed out that the officials could play an important role in the dispute since, in the past, they had always been instructed to perform the work of the Mine Workers' Union in the event of a strike.

(See Page 23)

He said neither gold nor coal mines were regarded as essential services in terms of the Act.

"But the Government is entitled to extend the provisions of the Act to make the supply and distribution of fuels required for essential services fall within the activities for which compulsory arbitration is provided," Mr Lindeque said.

If that provision was to be invoked, he said no lawful strike was possible.

Mr Lindeque was asked to comment on the remark by the general secretary of the Mine Workers' Union, Mr P J "Arrie" Paulus, that "today the coal miners are one of our mightiest weapons"

The dispute over the five-day week declared by the Council of Mining Unions yesterday, is confined to the gold mines so far.

The council is to meet the chamber's collieries committee again on Monday for further discussions on a five-day week in the coal mines.

## MEETING

The 9 000-strong Underground Officials' Association held its monthly meeting today following a call from mining trade unions that the officials should support them in the event of a strike.

The initial reply, last week, by Mr R J Coertze, general secretary of the association, was: "We also want a five-day week, but we believe at this stage that this is not possible for every employee in the mines."



# More labour flows from Mozambique

RDM 5/7/75

Own Correspondent

CAPE TOWN. — The flow of Mozambique labour to South African mines would not be affected by independence, Dr W. J. de Villiers, managing director of General Mining and Finance Corporation, said yesterday.

He told the congress on economic interdependence in Southern and Equatorial Africa in Bellville that the flow of mine labour from Mozambique was increasing so fast that on some mines Shangaans are making up for losses caused by the Malawian ban on labour.

Many of the new arrivals

on the mines were very young—presumably youths who would previously have been "scooped up into the Portuguese Army"

He added. "This causes problems, because few of these workers have had any industrial experience. Mine training centres are stretched to the limit.

"Frehmo's reasonable approach to this highly-sensitive matter is obviously motivated by their immense economic problems"

Dr De Villiers said that apart from Malawi, it was unlikely that any other foreign government would

cut off supplies of labour to mines in South Africa

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# More SA Blacks move to mines

*Business Argus 5/7/78*

BY the end of next year half the Black labour force on the country's gold mines will come from South Africa, forecasts the Chamber of Mines.

The Republic now provides about 35 percent of the mines manpower, against a previous equal mixture of 25 percent from South Africa, Malawi, Mozambique and combined areas of Botswana, Lesotho and Swaziland a year ago.

The total number of Black workers in the mines amounts to 368 500 of which 27 percent are from Mozambique and nine percent from the combined territories, including Rhodesia.

Recruiting, generally, has been remarkable for the time of the year and

has broken all records. Traditionally, the second quarter of the year is usually slow.

However, June was a bad recruiting month from Mozambique — due mainly to the closure of the border with South Africa. The inflow is expected to continue now that the border has been re-opened.

At the International Association of Economics and Commerce Students' congress in Bellville this week, Mr W. J. de Villiers, managing director of General Mining and Finance, said the country's mining industry labour supply outlook for the foreseeable future suggests that labour will continue to be required from non-South African sources.



# Mine union's demands could cost country R250m

Sun Trib  
6/7/75

Financial Editor

A "make or break" situation exists in South African gold mines where a flashpoint situation has been reached between the Chamber of Mines and the powerful Mineworkers' Union.

The situation which has been simmering for months centres around a five day working week that White mineworkers are seeking.

Fleury Arrie Paulus, secretary of the Mineworkers' Union, is adamant that White mineworkers are entitled to work for five days each week — and no more.

Latest development in the labour dispute is that the entire Council of Mining Unions has declared a labour dispute — a technical term which sets in motion a series of events designed to hammer out an agreement at official level and which Arrie Paulus declared for his union on June 9.

## Result

If the Chamber of Mines bows to the union's demands, it would result in a cost to the country of R250 million a year.

At the moment a conciliation board is being set up at the instruction of the Minister of Labour and on which the chamber and the unions will be represented.

If no agreement can be reached the unions will call a strike ballot and if more than 50 per cent of union members are in favour of a strike, the unions have the authority to call a legal strike — a move that would cripple all mining industry.

Obviously the chamber is hoping to avoid a move of this nature but it is having to deal with a progressively angry union movement.

Paulus says the ques-

tion of a five day week has been discussed "since before I was born" (he is 40). He says that in 1935 at the mineworkers' annual congress there was a resolution passed to "go all-out" for a five day week.

The dispute involves the introduction of Blacks into traditionally White job areas. The chamber maintains that in order to work a five day week White miners will have to permit Blacks to do some of the traditional White mining functions.

But Arrie Paulus has said that once this practice starts "who knows where it will end?"

711

# Coalminers call for strike ballot

RDM  
7/7/75

By JOHAN BUYS

**STRIKE FEVER** is running high in the Eastern Transvaal coalfields

Although the door between the Chamber of Mines and the powerful Mine Workers' Union is still open for negotiations on its five-day-week demand, coalminers called for an immediate strike ballot at a union meeting at Witbank on Saturday night.

Mr Arrie Paulus, the union general secretary, told the miners the union's strike fund, started in 1947, was strong enough

to see miners through a strike.

"You will not be forced to go back begging for a job this time like the miners in 1947, when their families had to go hungry," he told a packed hall.

"Our negotiations with the Chamber of Mines for a five-day week started well, but ended in failure.

We have now declared a dispute and within the next week or so the Minister of Labour must appoint a conciliation board.

"If we still cannot come to an agreement, the next

step is arbitration, and if this fails, the calling of a strike ballot."

He denied claims that the five-day week would cost the country R250-million a year in lost production. The MWU had given an undertaking that the lost hours would be worked during the week and there would be no loss of production.

"The Chamber of Mines is holding the claim up to try and show the public the mineworker is behaving irresponsibly. This is nonsense," he said.

"We will do everything possible from our side to find a peaceful solution, but I want to repeat that we will fight for what we want."

He appealed to all mineworkers to stand united should a strike be called.

Those who refused to take part in the strike would be suspended from the union, he said.

Referring to Black labour in the mining industry, Mr Paulus said: "We must see to it that White jobs in the mining industry stay White. We have already seen what is happening in the building industry."

Mr Paulus said if the Government wanted to declare the coalmining industry an "essential service" in order to avoid strikes, coalminers would be "oppressed into the ground" and would never be able to fight for other benefits again.

"If this happens, you must stay away from work until the Government abandons this plan," he said.



# Mines in 5-day deadlock

RDM  
8/7/75

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By CLIVE EMDON  
Labour Correspondent

THE White mining unions and the Chamber of Mines technical committee for collieries which met yesterday, made "absolutely no advance" in solving their deadlock and a dispute is likely to be announced tomorrow. Mr. T. S. Neethling, general secretary of the Amalgamated Engineering Union, said last night.

"I can tell you that if they don't change their attitude a dispute will most certainly be declared on Wednesday."

Once a dispute is declared there is a period of forced negotiation. If this does not resolve the deadlock, labour can proceed with legal strike action.

Last night Mr. Neethling said "our people are so determined that if deadlock continues I'm sure there will be a strike."

He spoke of the Chamber "misleading the public" on the unions' five-day-week demand and of the mistrust which had built up between the unions and the Chamber over its demands for more skilled work for Blacks.

# New bid to end dispute in the mines

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STAR 8/7/75

## Labour Reporter

Fresh negotiations between the Chamber of Mines and the Mine Workers' Union are about to begin after yesterday's appointment of a conciliation board.

This means that at least 30 days must elapse before a strike ballot can be called over the dispute on the union's demand for a five-day week in gold and coal mines.

Meanwhile the Council of Mining Unions, representing all trade unions in the mining industry, made no progress in technical talks about a five-day week in the coal mines, according to its chairman, Mr Ken du Preez.

Another meeting between the council and the chamber's collieries committee is being arranged, probably for tomorrow.

If the parties remain deadlocked, the council may follow the example of the Mine Workers' Union and ask the Minister of Labour for a conciliation board.

The council has already decided to take this step for the gold mines but has not notified the Minister of Labour.

The appointment of a conciliation board at the request of the Mine Workers' Union was confirmed today by the Department of Labour.

In practice the chairman is usually a senior official of the department, said a department spokesman.

The conciliation board

has 30 days in which to settle the dispute, but can extend this period if both parties agree.

If the deadlock persists and arbitration is not agreed to, the board has to report to the Minister of Labour after 30 days unless an extension is called for.

Then the union can call for a strike ballot.

If the majority of its members vote in favour of a strike the union is free to call a lawful strike.



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# Paulus on 'essential service' position

Labour Reporter

The Mine Workers' Union general secretary, Mr P J "Arrie" Paulus, said today his union would not go back to work if coal mines were declared essential services in the event of a strike.

No lawful strike is permitted in an essential service.

Mr Paulus said: "If that has to happen, then we shall not go back to work."

On Friday the Secretary for Labour, Mr Ben Lindeque, told The Star that neither gold nor coal mines were regarded as essential services in terms of the Industrial Conciliation Act.

But he added: "But the Government is entitled to extend the provisions of the Act to make the supply and distribution of fuels required for essential services fall within the activities for which compulsory arbitration is provided."

## NOT CLEAR

Today Mr Lindeque said: "It is not clear from the wording of the Act whether it could be extended to the actual mining of coal."

The Act referred only to the supply and distribution of fuel for essential services.

"We are not pursuing the matter because it is of no relevance at this stage," Mr Lindeque said.

The Mine Workers' Union has declared a dispute over its demands for a five-day week on gold and coal mines.

A similar dispute on gold mines only has been declared by the Council of Mining Unions which meets the Chamber of Mines again this afternoon for technical discussions about a five-day week on coal mines.

"I think we shall know this afternoon whether both gold and coal mines are involved in the dispute," Mr Ken du Preez, the chairman of the council, said today.

# MINING UNIONS

## IN DEADLOCK

ARGUS  
9/7/75

## OVER 5-DAY WEEK

The Argus Correspondent

**JOHANNESBURG.** — All trade unions in the mining industry reached deadlock today in their negotiations with the Chamber of Mines for a five-day week in the gold and coal mining industry.

All trade unions in the mining industry are now in dispute with the Chamber of Mines over their demands for a five day week, said Mr. Ken du Preez, chairman of the Council of Mining Unions after the council's final meeting today with the chamber's collieries committee.

'We are now declaring a dispute and asking the Minister of Labour for the appointment of a conciliation board,' he added.

Asked whether today's decision meant that all unions had adopted the stand of the Mine Workers Union, Mr. du Preez said 'There is no difference in the approach of the council and that of the Mine Workers Union which belongs to the council.'

About 18 000 trade union men are affected by the move. According to the latest available figures there are 16 202 union men on the chamber's gold mines and 1 912 on its coal mines.

The Mine Workers Union, which declared a dispute a month ago — accounts for an estimated 10 000 of the union men employed by mines which are members of the chamber.

Mr. Du Preez gave the chamber's demand for changes in labour practice as the reason for the breakdown in negotiations.

Asked whether the council might be prepared to allow such changes if the chamber offered advantages in addition to a five day week, Mr. du Preez said:

'No matter what the chamber offers, the unions cannot agree to any further changes in labor practice. Any further changes would eliminate Whites from the industry.'

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DR HERTZOG

# Hertzog claims mine union under attack

*Daily Dispatch 9/7/75*

JOHANNESBURG — The Government "will use any means it can" to help the Chamber of Mines break the Mine Workers Union in its five-day week demand — unless (white) public opinion turns against the chamber's demands, Dr Albert Hertzog said yesterday.

He said the Chamber of Mines' counter demands that the unions permit greater use of skilled black labour, "is simply a crude way to make industry black, so they can run it on cheap labour."

The veteran politician, a former Minister of Health and Posts, who now leads the Rightwing Herstigste Nasionale Party, is known to have close liaison with and wide support from mine-workers. He has had links with the Mine Workers Union since the 1930s.

He said the Government should have stepped into the current dispute between the mining unions and the chamber "a long time ago" and "stopped the industry from being blackened."

"No more skilled black labour is needed, or should be allowed. There are masses of white people who are not being trained," he said.

It was a fallacy that whites were being moved up into more senior jobs "There is no special training going on."

"It is for the government to see this and to act. But this Government is not impartial, and will use any means to assist the Chamber of Mines to break the Mine Dr Hertzog said

the chamber will lose support of the public on a grand scale," he said. — DDC

(211)

# Support for 5-day week

RDM  
10/7/75

By CLIVE EMDON

THE Underground Officials' Association, representing 9,000 of the 14,000 non-union Whites employed underground on gold and coal mines, also want a five-day week — but will not support a strike by White mineworkers on the issue.

This was said by the general secretary and manager of the association, Mr. R. J. Coertze, in an interview last night.

He said "We also want a five-day week, but don't believe everyone can have it. We realise it is going to cost money."

He said that "if a confrontation comes about in the industry and the unions declare a strike, we would not support it."

He said it was clear that the 11,000 White surface officials in the industry could work a five-day week without loss of production, and he estimated that about half of the underground officials could also.

"But we do accept that a large number of underground officials — those who work at the rockface" (about 4,500 of his mem-

bers) "could not work a five-day week on a Monday-to-Friday basis."

"We don't accept this thing blindly," he said, "and we are hoping for something similar that on the Railways and in the Post Office."

He spoke of the possible introduction of a five-day cycle of working days as an alternative for men who would have to maintain a six-day week.

In the latest edition of Die Mynwerker, official journal of the Mine Workers' Union, the general secretary of the union, Mr. Arrie Paulus, said underground officials could play a major role in ensuring that the five-day week was introduced.

In the past, the mines had instructed them "to do the work of miners during strikes, thereby making strikes less effective."



gauged agriculture plans to launch a recruitment organisation — second only to that of the Chamber of Mines — to ensure adequate supplies of Black farm labour.

This was announced in Pretoria today by the director of the South Africa Agricultural Union, Mr. C. J. P. Cilliers.

Mr. Cilliers believes there is ample Black labour available for the needs of all South African employers.

"But the Black workers will have to be motivated and drawn by better wages and working conditions," he told The Star.

He denied there was

● Two primary industries — mining and agriculture — have become the prime competitors for South Africa's Black labour resources.

The Chamber of Mines has made it clear that it is not permitted to recruit all the Black labour it believes to be available in White farming areas.

The Star's Labour Reporter, SIEGFRIED HANNIG, approached the South African Agricultural Union for its view of the changing labour situation brought about by the shortage of mine labour and the need to employ more South African Blacks on the mines.

any substantial unemployment and underemployment among Blacks in White farming areas.

"White farms are being run with an indispensable nucleus of Black workers who are fully employed

throughout the year and who live on farms with their families," he said

"A survey conducted about four years ago showed that this nucleus fell short of requirements by about 140 000 workers

"That is why farmers are being granted loans of up to R2 000 per housing unit at one percent interest to improve living conditions and to attract more workers"

"We are also taking full

advantage of the Government's scheme for service training of Blacks in White areas. One of the eight industrial training centres now being built and equipped by government cost is due to be opened at Potchefstroom in January for the exclusive use of organised agriculture.

"We hope another — for the timber growing regions of the Eastern Transvaal or Natal — will be allocated to us in time to be opened in March," Mr Cilliers said.

### From the homelands

Mr Cilliers emphasised that there was no seasonal Black labour on White farms

"All our seasonal labour has to be recruited from the homelands or from White areas. That is why we are planning to establish a central recruitment organisation similar to that of the mining industry," he said.

The plan was to co-ordinate labour requirements for harvesting or shearing throughout the country, to recruit the necessary labour and to provide basic training for the recruits

Mr Cilliers pointed out that such a recruiting service already provides labour for woolgrowers.

The next step was to extend the scheme to forestry and maize harvesting, he said.

"As far as we are concerned, unemployed workers in White areas — whether these be farming areas or urban areas — can be recruited by any employer.

### Poaching is out

"The only thing we object to is recruitment on White farms or in White farming areas where there is already an acute labour shortage, in which case there would not be any unemployed labour," Mr Cilliers said.

"We cannot allow recruitment on farms — just as we shall not try to poach workers from mine compounds."

Mr Cilliers pointed out that Black workers in White farming areas were free to migrate to Black homelands. They did so to an increasing extent, he said, and from the homelands they could seek work wherever they wanted.

TAR  
10/7/75

## The same boat

"Organised agriculture recognises the need for more Black South Africans to work on the mines," Mr Cilliers said.

"Mining and agriculture are in the same boat now. Both of us are trying to find sufficient labour within South Africa and I believe there are enough workers for all employers

"Let us hope that the immediate pressures will not jeopardise the existing friendly relationship and co-operation between agriculture and mining"

● **FOOTNOTE.** The head of the Chamber of Mines recruitment organisation, Mr Tony Fleischer, commented: "We welcome competition — as long as it is fair competition — and we do not wish to harm the farming sector.

"But we can show that there is underemployment, perhaps not on farms but certainly in White farming areas which are closed to us because of limitations on the issue of labour agents' licences"



**PRETORIA.**—The Government may take steps to mediate behind the scenes in an effort to resolve the threat of a confrontation between the mining industry and mine-workers over a five-day working week.

The Minister of Labour, Mr. Marais Viljoen, and the Minister of Mines, Dr. P. G. J. Koorhof, are known to be taking a watchful interest in every move as the dispute escalates.

Both Ministers are keeping themselves fully informed on developments, in spite of being on leave after the parliamentary session.

Mr. Viljoen has so far taken the usual step of appointing a conciliation board in terms of established legal collective bargaining practice, but there is a growing feeling that the issue is so important for the country that the Government cannot sit back and watch the present deadlock end in a strike.

### Earnings

It is already clear that the mining industry is so important a foreign exchange earner for the country that South Africa would suffer a severe financial reverse if a strike were called.

The Chamber of Mines has itself claimed that the country cannot afford a five-day working week for miners, because it would cost South Africa R250 million a year. The mine-workers, on their side, have dismissed this claim.

It was learnt from official sources today that the Government is not empowered to short-circuit the dispute by ordering a compulsory arbitration, but efforts through the respective Ministers to use their influence on the parties involved is not being ruled out.

### Breakdown

The Government's increased anxiety over the confrontation comes as the trade unions in the mining industry reached a breakdown point in their negotiations with the Chamber of Mines yesterday.

This produced a situation where all trade unions in the mining industry had reached a position of dispute with the Chamber.

In addition to the conciliation board appointed to help resolve the Mine-

workers' Union dispute with the Chamber, the Council of Mining Unions is now also asking for a conciliation board to be appointed.







# Blacks scared of work plan

(211)

Labour Reporter

A White mine official foresees "a tremendous problem" under a Monday-to-Friday working week owing to the thousands of Blacks in the mine compounds.

The first reference to this problem — which featured prominently in previous negotiations but has been kept out of the current debate — comes from an unidentified official at President Brand gold mine.

He calls on the Mine Workers' Union to reconsider the employers' suggestion of a five-day week involving free Mondays, Tuesdays etc. instead of Saturdays only.

## AFRAID

Many Black mineworkers were afraid of what would happen if all of them were off every Saturday, the official wrote in a letter published in today's issue of the union's organ, the Mineworker.

He made no reference to the possibility of increased weekend violence, but suggested that Blacks might object to a five-day week because this could mean a lower income for them.

He also pointed out that Basothos on Free State gold mines might want to go home over long weekends and return late, as many had done last Republic Day which fell on a Saturday.

The official also raised the question of Welkom being crammed by Blacks on Saturdays, so that "we can scarcely move" in shopping centres.

## Chamber 'scaring public'

The Chamber of Mines and the newspapers are "trying to scare the public with predictions of an economic catastrophe," says Mr P J "Arrie" Paulus, general secretary of the Mine Workers' Union.

The chamber is using "certain sections of the Press" to put the mine-workers' case for a five-day week in a bad light, he writes in the latest edition of his official organ, the Mineworker.

His union believed there would be no loss in production, only initial growing pains, he said in response to the chamber's claim that the gold mines would lose R250-million in production annually under a five-day week.

An experiment at Vaal Reefs gold mine in May last year had shown that 15 percent more ore could be broken per shift on a five-day week basis, Mr Paulus said.



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# 'Problem of Blacks' with 5-day week

ARGUS 11/7/75

The Argus Correspondent

JOHANNESBURG. — A White mine official foresees 'a tremendous problem' under a Monday-to-Friday working week because of the thousands of Blacks in the mine compounds.

The first reference to this problem — which featured prominently in previous negotiations but has been kept out of the

current debate — comes from an unidentified official at the President Brand gold mine. He calls on the Mine Workers' Union to recon-

sider the employers' suggestion of a five-day week involving free Mondays, Tuesday, etc, instead of Saturdays only.

Many Black mineworkers were afraid of what would happen if all of them were off every Saturday, the official wrote in a letter published in the union's organ, The Mineworker, today.

### LESS MONEY

He made no reference to the possibility of increased weekend violence, but suggested that Blacks might object to a five-day week because this could mean a lower income for them.

He also pointed out that Basotho on Free State gold mines might want to go home over long weekends and return late, as many had done last Republic Day, which fell on a Saturday.

The official also raised the question of Welkom being crammed with Blacks on Saturdays, so that 'we can scarcely move' in shopping centres.

Meanwhile, reports Sapa, the mineworkers of the Western Transvaal are prepared to strike to get a five-day working week if this proves to be necessary, according to a report in Die Transvaler.

Mr D. A. Nel, Deputy Mayor of Fochville, a shaft representative on the Mine Workers' Union, said 'All the men want to know is when we will get a five-day week. They are impatient and it is going to be difficult to keep them in check.'

'It is not only the members of our union either, but artisans and officials as well. Even management is impatient,' he added.

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# We'll handle mine crisis — Horwood

W/E ARGUS 12/7/75

**LONDON.** — The South African Minister of Finance, Senator O. P. F. Horwood, expressed his confidence here yesterday at the Government's ability to handle the South African White miners' deadlock over a five-day working week by using the existing negotiating machinery.

Senator Horwood who is halfway through a two-week tour of meetings with Government officials, bankers, industrialists and

business executives in five countries, said he would personally be very interested to see how the situation developed within 'the next day or so.'

He told British and South African journalists: 'I don't think anything very grave is going to emerge. I think we are going to tackle this very soon.'

Meanwhile, it is reported in Johannesburg that miners are claiming that a five-day week had been proved in an experiment to be successful. An

appeal to the Prime Minister, Mr Vorster, to use his personal influence to prevent a miners' strike, is also on the cards.

Writing in the Mine-worker, the official journal of the Mineworkers' Union, Mr Arrie Paulus, General secretary of the union, said an experiment in which a five-day week had been introduced at the Vaal Reefs mine in May last year had been a complete success and had resulted in a 15 percent increase in the tonnage of ore broken.



# Editor of paper is fined

ARGUS  
14/7/75

(211)

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2) 245

The Argus Bureau

PRETORIA. — The editor of the Herstigte Nasionale Party mouthpiece, Die Afrikaner, Mr. Beaumont Schoeman, was today fined R100 (or 10 days) for publishing false information about prisons.

Pretoria magistrate, Mr. W. J. van den Bergh convicted Schoeman and the company who publishes the newspaper, Stryders Bepers, under the Prisons Act for publishing an article on February 14 alleging that Black prisoners were to be put on stand-by to work on the gold mines.

Mr. van den Bergh fined Stryders R100.

In the February 14 edition of Die Afrikaner, an alleged Prisons Department circular, which it was claimed, was issued from headquarters in Pretoria.

The magistrate said that Major C. Delport of the Prisons Department said no such circular was sent out to prisons, and the article was completely false.

The magistrate said it had not been shown that reasonable steps had been taken to verify the truth of the information. The defence had led no evidence.

## HEADLINE

Under the headline 'Black prisoners to mines' the newspaper claimed that the circular instructed prisons to make plans for the employment in gold mines of Black prisoners who had been sentenced to less than one year's jail, or who had less than one year of their sentences to serve.

It was claimed there were two reasons for the steps — the boycott by Mozambique and Malawi miners was more serious than generally known and White miners might strike. Die Afrikaner claimed that Black miners currently working would be pushed into the positions of the Whites in the event of a strike and Black prisoners would fill their places.

## FOR GOOD

Obviously, Die Afrikaner alleged, the mine bosses wanted to push Whites out for good.

# MINERS

## fear a Black

(211)

## jobs takeover

### Labour Correspondent

WHITE trade unionists, supporting the five-day week demand from the Chamber of Mines yesterday, said they were not against Black job advancement, but would not agree to the Chamber's proposal that supervisory powers be removed from trained White artisans.

Mr Barney Bower, of the Boilermakers' Society, and Mr Ben Nichalson, of the Electrical Workers' Association, whose unions have nearly 6 000 members on mines, said neither union was prepared to make further concessions to the Chamber of Mines on Black artisan aides.

### BENEFIT

Mr Bower said the Boilermakers' Society was the first mining union to favour Black job advancement.

"We benefited from it. But now the Chamber of Mines wants more and more.

"We are not against Black job advancement, but are standing against the complete elimination of Whites from the industry."

The latest concession asked for by the Chamber was to allow aides to do general welding work and radial drilling on the gold mines, and to work on jobs "tacked by qualified boilermakers"

On the coal mines they would mark and cut plates and work on the instalment of these — all jobs done by qualified artisans.

### WORRY

Mr Nichalson said electricians were worried that unqualified aides would be allowed to work without supervision.

"Accidents are increasing because of the indiscriminate use of aides."

Meanwhile the Chamber of Mines disclosed yesterday that White mineworkers are earning on average R700 a month while Black mineworkers are earning R90 a month and get free housing and board.

### STRIKE

The general secretary of the Mineworkers' Union, Mr Arrie Paulus, said at the weekend his members were determined to get a 5-day week even if that had to strike.

"A strike would cost the country millions which we cannot afford," he told mineworkers in the coalfields in northern Natal.

His union was not against the advancement of Blacks, "but we are opposed to the removal of Whites from the industry."

He said the mining industry was the only industry in which a 6-day week still applied.

● White and Black mine workers on the coal and goldfields work a 48½-hour week — five 8½-hour shifts Monday to Friday and one 7½-hour shift on a Saturday.



# Improved labour supply boosts mining profits

Derek Tommey

**INVESTORS** in gold shares can feel reasonably satisfied with the first batch of the June gold mining quarterly reports issued today. They show that in spite of a decline in the gold price during the quarter, several mines were still able to increase their profits.

This was due to the continued improvement in the supply of non-White labour to the mines. This has resulted in increased milling rates and a reduction in unit costs and, at some mines, in higher gold production in spite of a drop in the grade of ore milled.

The improvement in the mines' non-White labour position continued throughout the quarter, which augers well for increased production in the present quarter.

The average gold price received by the industry was substantially lower than in the March quarter. In the case of the Anglo American group mines it averaged 159 dollars against 169 dollars in the previous quarter. However, there were some sharp variations from one mine to the next.

The average gold price received by Vaal Reef's last quarter was 154 dollars an ounce. Nevertheless, because of a better labour supply, this mine was able to increase its profits from R12.2-million to R15.4-million.

Altogether, mines in the Anglo American group were able to increase their tonnage milled by 11 per cent, resulting in a 2.6 per cent rise in working revenue from R249-million to R256-million.

Against this, higher costs, mainly due to increased wages, lead to a drop in the group's total working profit from gold from R146-million to R140-million.

Apart from Vaal Reef, the other features in the Anglo American group quarterlies was Western Deep Level which increased its profit from R11.5-million to R14.5-million, as a result of a higher tonnage milled, lower unit costs and increased gold production.

# Mine deadlock is

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Cape Times Correspondent

Cape Times 17/7/75  
**OVER**

JOHANNESBURG. — The deadlock between the Chamber of Mines and the Mine Workers Union over the five-day week has been resolved at the intervention of the Minister of Mines, Dr Koornhof.

In terms of a compromise agreement, the chamber has undertaken to introduce a five-day, Monday to Friday, week for most of the members of the 14 000-member union. As soon as mines "have a reasonable opportunity to prepare for it".

The chamber has still to conclude arrangements with officials' associations and other unions before it can specify a firm introduction date.

In a joint press statement released last night by the chamber and the union it was stated that the deadlock had been resolved at a new round of informal talks.

The talks were initiated by Dr Koornhof, who attended throughout, accompanied by Mr T L Gibbs, the Government Mining Engineer, and Mr N Orsmond, the Senior Deputy Government Mining Engineer.

The chamber will now resume talks with other

unions which are members of the Council of Mining Unions.

The statement said: "It has been accepted that the mining industry is a seven-day-a-week industry, where certain operations go on 24 hours a day.

"Rockbreakers and general miners will be regarded as five-day week workers, but provision will be made for overtime work on Saturdays."

It has been agreed that miners will work two out of four Saturdays from the date of the introduction of the five-day week until July 16, 1976. From then on if they are required to do so, they will work Saturdays on a voluntary basis.



## JOHANNESBURG — The five-day week deadlock between the Chamber of Mines and the Mine Workers' Union has been settled following the intervention of the Minister of Mines, Dr. Piet Koornhof.

Under a compromise agreement, the chamber has undertaken to introduce a Monday-to-Friday week for most of the 14 000-member Mine Workers' Union.

This will be done as soon as mines "have a reasonable opportunity to prepare for it."

The chamber has still to conclude arrangements with staff associations and other unions before it can announce a firm starting date.

A joint statement by the chamber and the union last night said the deadlock had been settled at a new round of informal talks.

They were initiated by the Minister, who attended throughout.

The chamber will now resume talks with other unions on the council of Mining Unions.

The statement said: "It has been accepted that the mining industry is a seven-day-a-week industry where certain operations go on 24 hours a day."

### Overtime

"Rockbreakers and general miners will be regarded as five-day week (Monday to Friday) workers, but provision will be made for Saturday overtime."

It has been agreed that miners will work two out of four Saturdays from the introduction of the five-day week until July 16, 1976. From then, if required, they will work Saturdays voluntarily.

Some employees, particularly shift workers, will have to work a six-day week—some including Sundays—but it was agreed that their position will be negotiated.

The statement said that to minimise loss of production, the union had agreed that a member holding a blasting certificate would instruct a competent and experienced Black team leader to enter a blasted face two hours before the arrival of the contractor in charge.

This was to allow rock clearing without wasting time.

### Regulations

Other principal changes include an amendment to the Mines and Works Regulations permitting White miners to instruct suitably trained Blacks to charge up (before blasting) two development ends simultaneously.

The permitted length of stoping face which may be charged up under the supervision of a White miner will be increased.

Other changes involve leave arrangements.

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A sigh of relief went through the mining industry today after the personal intervention of the Minister of Mines, Dr Koornhof, averted what was widely regarded as the most serious labour confrontation since the 1922 rebellion.

The biggest obstacle has been overcome, but the five-day week dispute has only been resolved as far as the Mine Workers' Union and the gold mines are concerned.

The Council of Mining Unions, which represents all seven mining unions, declared a similar dispute today on coal and gold mines.

And the Mine Workers' Union met the Chamber of Mines for further settlement talks — on the five-day week on the coal mines — in Johannesburg today at the first sitting of the conciliation board appointed to resolve the dispute.

Nevertheless, commentators agree that compromises for the coal mines and for the other unions are within reach now the key mining union has achieved a settlement for the gold mines.

"It is obvious chances for a settlement with the other unions have been considerably enhanced," said Mr Ken du Preez, chairman of the Council of Mining Unions, before he went on to declare the council's dispute with the chamber.

CHEERING

About 2 000 cheering miners at Welkom were the first to hear the news of the compromise between the Chamber of Mines and the Mine Workers' Union which represents more than 10 000 of the 18 000 union men on the chamber's gold and coal mines.

The announcement came from the union's fiery general secretary, Mr P J "Arrie" Paulus.

A joint announcement released later through Sapa said the deadlock over a five-day week for members of the MWU on the gold mines had been resolved.

The general secretary of the 9 000-strong Underground Officials Association, Mr R J Coertze, said: "We are very grateful that the dispute — the most serious clash experienced for many years — has been settled amicably as far as the gold mines are concerned.

"I have no doubt suitable arrangements can be made for our members as well."

"And it is encouraging that the union considered

to be the most conservative in the country saw its way clear to change its traditional policy in line with this principle."

The president of the chamber, Mr R S Lawrence said today: "I am pleased we have come to a mutually acceptable arrangement which will materially assist in minimising the production losses expected to result from a five-day week."

(See Page 5)



MINI AGREEMENT F.M. 18/7/75

Concessions

211

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Both sides in the negotiations and concessions that led to a five-day settlement between Arrie Paulus' workers and the Chamber. These concessions will almost certainly lead to the resolution of the remaining disputes on both gold and coal mining.

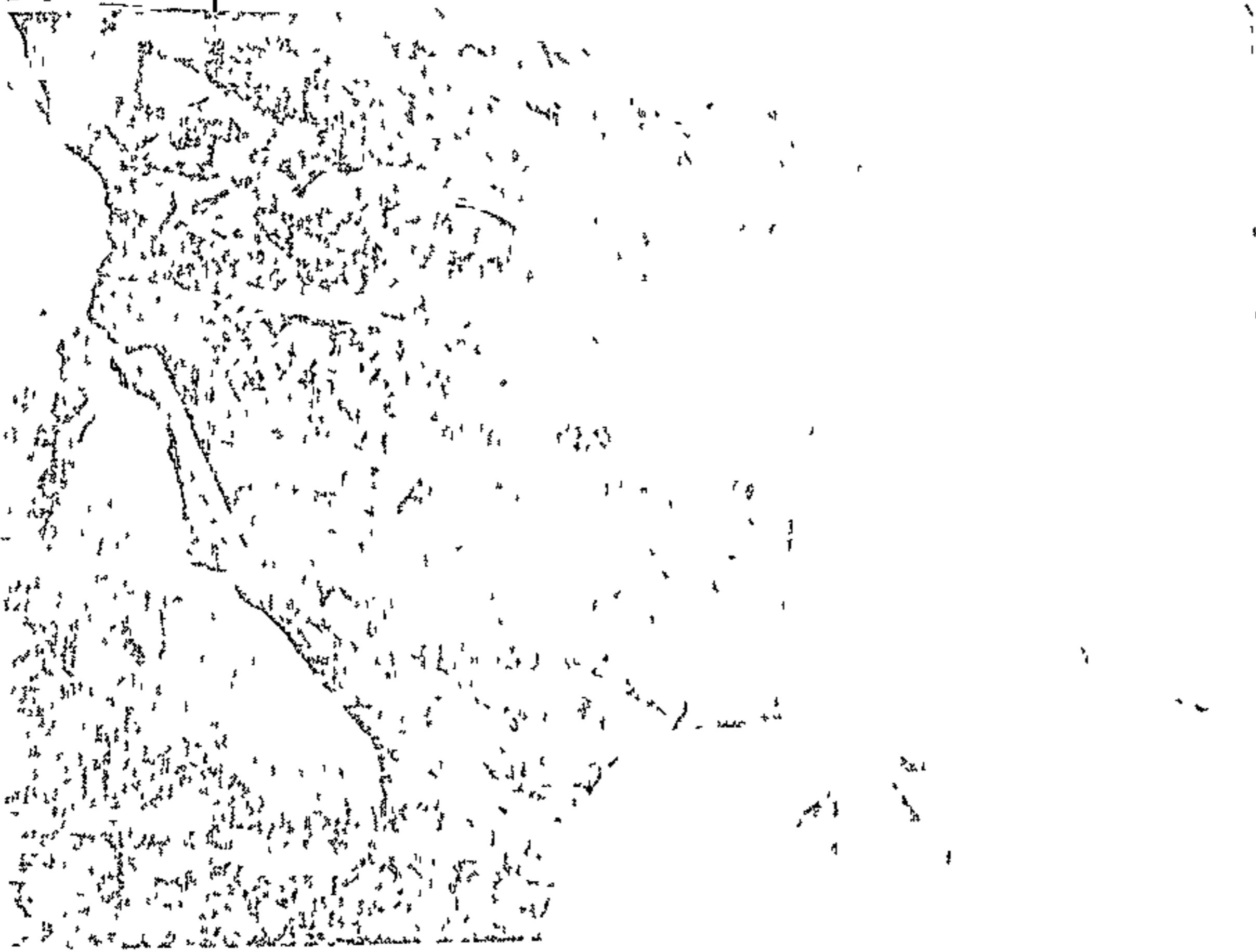
The country thus will be spared the agony of a strike in its most crucial industry and for that Dr. Piet Koornhof, Minister of Mines, is to be given a large share of the credit. It was Koornhof's instigation and participation in the "informal talks" that brought the two sides together.

The nature of the compromise is that miners agree to work at least two out of every four Saturdays — on an overtime basis (which in the complicated wording of the contract amounts to roughly time and one-quarter pay) while certain concessions on the use of Black labour have been accepted.

The latter consist of letting Blacks enter a blasted area two hours before the arrival of the White contractor in charge. This is the key work rule change that the Chamber had requested. At present, Blacks cannot be in work without the White miner actually being present underground.

Blacks will now also participate more fully in the charging-up procedures and there will be a lengthening of the stoppage face that may be charged-up under the supervision of a White miner.

The Chamber has given the assurance that the five-day week will not result in fewer White jobs on the mines.



Miners' Arrie Paulus . . . a concession here, a concession there

Paulus

FM 25/7/75 (211)

Arrie Paulus, for the past eight years general secretary of the Mine Workers Union, has been very much in the news lately. Last week he concluded an agreement with the Chamber of Mines for a five day week — subject to certain conditions — in SA's gold mines. To find out what the changes mean for the industry, the FM this week interviewed Paulus in his Johannesburg offices.

**FM: What changes will the five-day week introduce underground?**

There will not be many. We had already agreed that Bantus may enter unblasted faces two hours before the arrival of a White miner, who must visit them within two hours, examine them, and make safe.

What we have now agreed to is that a White miner may send in four different Bantu teams at the same time — into working places two hours before the arrival of the contractor in charge. The White miner must then visit all of these places within 60 minutes and convince himself that everything is safe. In other words the White miner is still in charge of that working place.

That's all — except that where there is no general miner available we agree that they can use a contractor, who will get an additional R2 plus two hours overtime when he does this work. The maximum hours a man can work underground is now extended to 54, from 48 including travelling time.

**Can a miner now instruct Blacks to precede him underground on the next shift?**

No. The general miner will physically go down two hours before the arrival of the contractor. In other words there will be a White miner underground and at a certain point, not on the station — what we call a waiting place. These boys must wait there until he arrives and he will instruct them to enter the working place.

**Will as much blasting take place in a week under the new system?**

If we don't work Saturdays, there will be four less blasts. But that can be made up by using longer steel or drilling more — because you're going to increase our working time by at least one and a half hours per day.

**Production will not fall under the new agreement?**

Production will increase. But if production falls the income of the miner will fall. Although he gets a guaranteed basic salary, he also gets piece work — and this is a substantial amount, in some cases four times what he gets on basic salary. If there is a fall in production his



standard of living will go down. And if you're a miner and earn, on contract, say, R500 a month, you will try your best to earn R550. So you're always trying to increase your production. That's why I'm convinced production will increase and not fall.

**You had said money wasn't an issue in the dispute. Yet White miners now stand to make up to R200 more per month. Isn't money an issue?**

Up to now, no. We don't want money. We want a five day week. Monday through Friday. And we don't want to work on a Saturday.

**But you are going to work on Saturdays...**

Oh yes. We are going to work voluntarily on Saturdays. Nobody can be forced. In other words, if the miner works on Saturdays he stands to gain. Or, if they are going to make use of contractors to see in these boys, he's going to gain.

**Didn't you commit your union to supplying a quota of White miners to work on Saturdays?**

We agreed that from July 16 until next year, for the bridging period, we are prepared to work one Saturday on, one Saturday off.

**And after this period?**

We said any miner can volunteer to work every Saturday, two, one or three — it depends on himself.

**Have you not won little, given your original demands?**

As a matter of fact we gave very little

The only concession we made was that after a White miner has supervised the Black to charge up, a Bantu may be left unattended in a development end. The White miner may then go to another development end and start charging up there. But these ends must be only ten minutes walk apart. At other points Blacks can go down early anytime.

Look, the Mines and Works Act says anyone can take Blacks to a working place. The only thing we've said is that the person must hold a blasting ticket and be a member of the Mine Workers' Union. So, the Bantus can't go in unless he instructs them. That's no concession as far as I'm concerned.

**What's the long-term future of Whites underground?**

If I'm here it's secure for the next 10 years. But if someone else comes here, I don't know. Things could change in 24 hours.

**And the future for Blacks?**

As far as my union is concerned his future is that of a labourer.

**How do you justify withholding certain mining skills on the basis of colour?**

Because all gold mines, all mines, fall within our White Homeland. A Bantu can rise to be Prime Minister in his Homeland. But I can't go there and become Prime Minister. So why must he rise here in SA, in my Homeland, to the status of White miner?

**A Black miner must always be subservient to a White miner?**



Yes As long as I'm here  
Should Blacks be allowed to have their  
families with them on the mine?

I think this is wrong Because they are  
migrant labourers Their families must  
remain in their countries

What about the Black miners from  
T.A? They're not really out of their  
country, are they?

Oh yes If the Transkei gets indepen-  
dence next year, they've got their own  
country

What of Black trade unions?

I'm against them It is said the only  
reason we're against them is to get more  
for our own members That isn't true In  
the mines we're working with migrant  
labour and they can establish unions in  
their Homelands I've got nothing against  
that But I feel here they should not have  
any say — especially in the gold mines

You have said your union is not against  
Black advancement. How can that state-  
ment be true?

In their Homelands they can advance  
to anything In the northern Transvaal  
they've got Black miners in one of the  
platinum mines They can become mine  
managers there So we're not against  
Black advancement — except in the  
White Homelands

Would you advocate that Black miners  
have control over the platinum mine

located in the Black Homeland?

That's what they're doing now We  
have some control there, only to train  
them, but as soon as they get indepen-  
dence we haven't got any say The same  
will happen in all the Homelands where  
there are mines But look at Bophutha-  
Tswana they don't want to work in the  
mines Did you ever try to find out how

Paulus Whites are OK  
while I'm around

Paulus Whites are OK while I'm around

Did you ever try to find out how  
the last year? But the Chamber of Mines  
for a Black miner to work on a mine and  
don't pay a cent for it? At what  
they get to eat? Look at the mines  
No problem at all for 12  
months or more without a cent?

No

Will negotiations always result in more  
money for the union in return for more  
concessions on Black work rules?

Where is it going to end? When there  
are no Whites underground The  
Chamber of Mines can afford to pay my  
members R1 000 if we're always going to  
grant concessions, because they won't  
have to pay it forever But if we agree  
that Blacks can work on their own with-  
out supervision, how much longer will  
there be Whites underground to earn the  
R1 000 a month? There will eventually  
be Blacks

Does the Chamber want to do away with  
White miners?

Yes But I hope I'm wrong

Will they succeed?

It depends As long as I'm here — and  
they don't brainwash me — they won't

F.M. 25/7/75

### Mines' peace

211

It must be readily apparent that the recently-concluded negotiations between the Chamber of Mines and the Mine Workers Union represents a catalyst for a series of sensitive and ultimately costly issues for the gold mining industry. However, in isolation, the new agreement — affecting some 9 000 White miners — does not present itself as a significantly expensive package.

In essence, the yet to-be implemented arrangement calls for a reduction in the basic work week to five days (46 hours in total versus  $48\frac{1}{2}$  hours spread over  $5\frac{1}{2}$  days). This, of course, increases the daily underground shift by about 50 minutes and is of arguable value but it also poses an opportunity for overtime work on Saturdays.

On the basis that the industry is presently operating on a wage of about R450 per month for a miner's basic hours of 46 hours per week, probably average upwards of R25 per day, the monthly cost of a miner working five days a week would be around R25 per miner. Coupled with the various incentive schemes the daily cost per miner reaches to about R20 which, on the basis of two Saturdays worked per month, pushes the industry cost of using a full complement of White miners to about R900 000 per month.

In terms of total monthly tonnage milled averaging just over 6m t/month in the June quarter, the additional cost resulting from this new agreement adds fractionally less than 15c/t to total unit costs which now range anywhere between R10/t R25/t.

Obviously, the 15c/t estimate is only an average figure and will vary based on

the labour complement to tonnage milled ratio at each mine. However, even if the added charge runs to double my estimate, the addition to existing costs will not be significant.

As in the past, however, the better grade and higher tonnage mines — East Drie, W Drie, Harmony, Vaal Reefs and FS Geduld — will be better insulated against the cost adversities.

David Wolf



LABOUR TUSSLE

FM. 25/7/75

Export=import

211

While Rhodesian farmers struggle to get labour, Wenela continues to recruit 650-700 mineworkers a month (798 in May) for SA

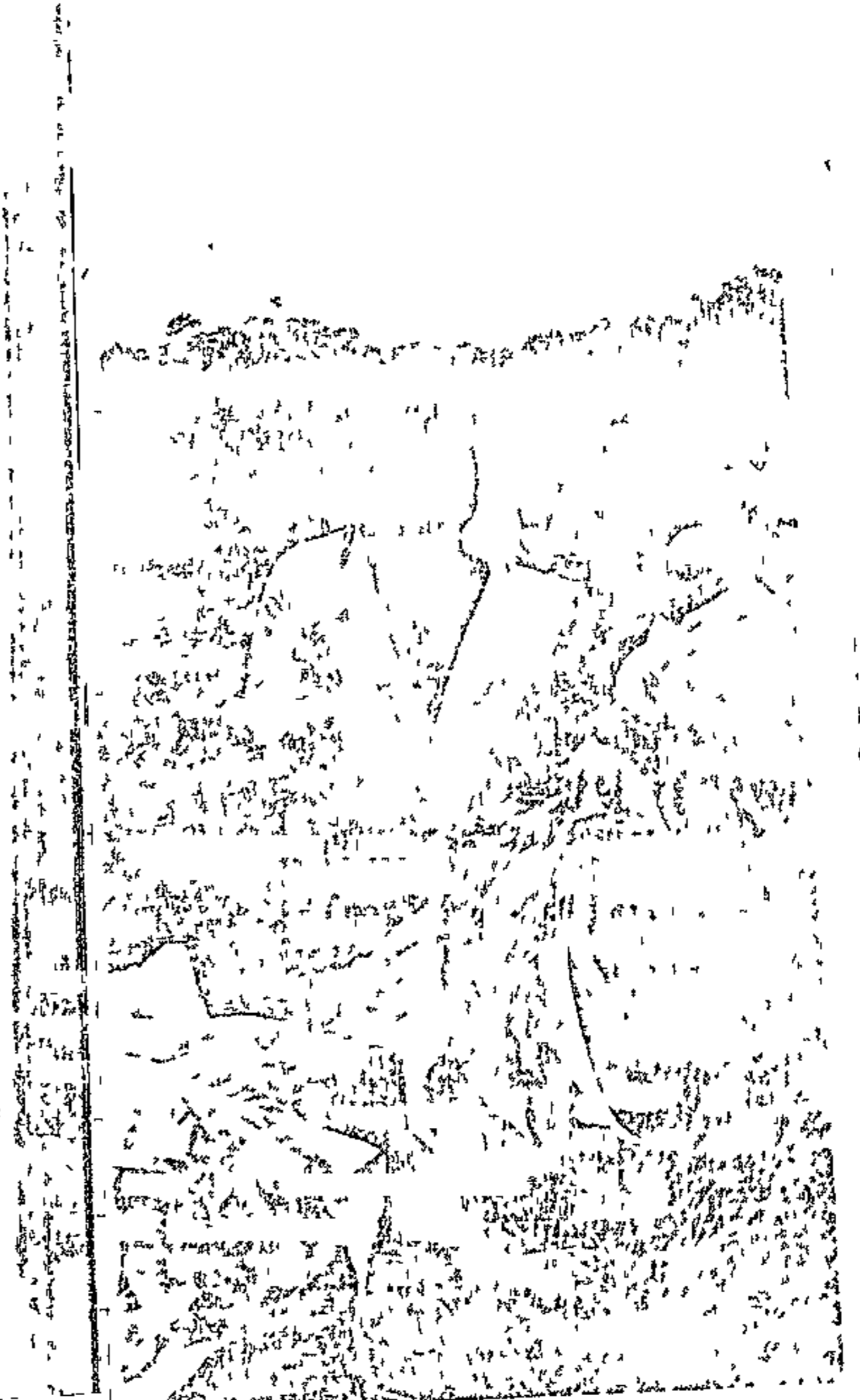
By the year-end, the 3 500 Rhodesian mineworkers already in SA will be joined by about 6 500 others

Rhodesia African Labour Supply Commission chairman H H Penman complains that locals "don't like working on farms" and that tobacco and cotton growers struggle to recruit foreigners, especially since the April cut-off of Malawian contract labour

"Not a single (two-year) contract labourer has been received from Malawi since April 16 last year," says Penman in his annual report for year ending December 31 1974

"For the moment we are maintaining the Commission's machinery with a skeleton staff, but I don't know how long we can continue this holding operation"

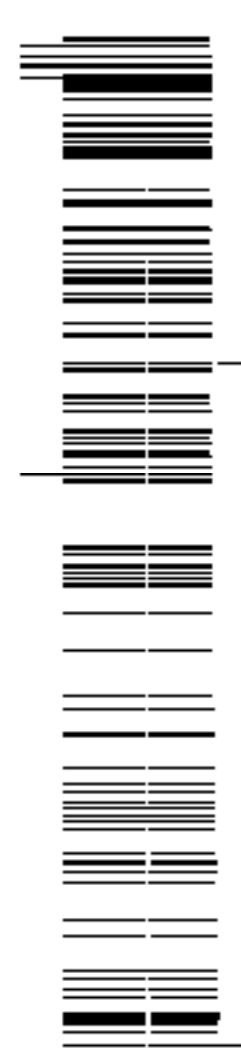
Malawi migration figures show a net loss of 990 for last year, while this year's January-April figures show a net loss of 810, compared to 160 in the same period 1974 Mozambique net migration figures are also down, from 760 net gain in January-April 1974, to 20 in January-April 1975.



Tobacco crop pickers need more pay

Says Penman "I don't know the reason but Rhodesian Africans just don't like working on farms. It's not because of the wages or conditions either

Really? One would have thought that an average cash wage of R\$13 a month half the average domestic servant's wage - had something to do with it



# Blacks gain in new mines deal

(211)

2 TAR  
17/7/75

## Labour Reporter

The surprise settlement of the dispute between the Chamber of Mines and the Mine Workers' Union amounts to a trade-off of Black advancement against a Monday-to-Friday working week and other benefits.

The chamber said changes in labour practice were necessary to minimise expected gold production losses of R250-million a year through a five-day week.

The compromise permits a five-day week "for most members of the Mine Workers' Union" as soon as mines have had a "reasonable opportunity to prepare".

In addition it allows substantial Black advancement which comes close to what the chamber had demanded.

## INSTRUCT

The Mine Workers' Union-backed down on its previous refusal to allow a holder of a blasting certificate to instruct a competent Black team leader to enter a blasted face two hours before the arrival of the contractor (miner) in charge.

The other principal change provides for White miners to be permitted to instruct suitably trained Blacks to charge up two development ends simultaneously.

The joint statement which affects gold mining only stated:

"It has been accepted that the mining industry is a seven-days-a-week industry where certain operations go on 24 hours a day.

## OVERTIME

"Rockbreakers and general miners will be regarded as five-day week (Monday to Friday) workers, but provision

will be made for overtime work on Saturdays

"It has been agreed that miners will work two out of four Saturdays from the date of the introduction of the five-day week until 16th July 1976, from which date, if so required, they will work Saturdays on a voluntary basis.

"Some employees, particularly shift workers, will have to work six days a week — some including Sundays — but it is agreed that their position will be the subject of future negotiations."



# Costs of 5-day week should not be excessive

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JARGUS 17/7/75 Mac Thain

**JOHANNESBURG.** — Although the five-day week settlement for the gold miners announced last night could raise working expenditure on the mines to some extent, first impressions gained from other aspects of the agreement is that these will tend to offset the increased costs.

In the five-day week dispute both sides put up a not-unexpected display of brinkmanship with the now traditional last minute ending for neither side would have welcomed Government intervention. In practice miners and artisans and managements get along together well and productivity has been improving steadily over the past year, though not spectacularly.

This is likely to continue and the implementation of the five-day week principle combined with the concessions on mining procedures should go smoothly. There could be teething troubles affecting some aspects of ore production, but these are likely to be more than offset by the steadily improving flow of Black workers to the industry.

## Finance

Analysing the latest quarterly reports from the gold mines, it seems that profit prospects for the rest of the year could be of the same order as in the June quarter — unless a sustained improvement

in the bullion price comes about to boost them

Working costs will continue to rise until the overall domestic inflationary spiral is curbed but it could be less pronounced than in the June period, when the hoists in White and Black wages had to be absorbed.

# Miners' 5-day week: 'all will benefit'

ARGUS ~~211~~ 17/7/75 (211)

JOHANNESBURG. — The Minister of Mines, Dr P. G. J. Koornhof, said here he believed that both Black and White mine workers would benefit by the agreement reached between the Chamber of Mines and the Mineworkers' Union on the introduction of a five-day week for most workers on the gold mines.

Commenting on the announcement of the agreement, Dr Koornhof said that in the long run it might even lead to increased production on the mines. It would also make the mining industry more attractive as a career.

Dr Koornhof said South Africa could be proud of the sense of responsibility displayed by both the Chamber of Mines and the Mineworkers' Union.

A joint statement issued by the Chamber of Mines and the Mineworkers' Union announcing the settlement of the dispute between them said most miners will have the five-day week they have been seeking.

The statement said the deadlock between the Chamber and the miners' union over the five-day week on the gold mines were resolved at a new round of informal talks initiated by the Minister of Mines, Dr Koornhof, who attended the talks, accompanied by Mr T. L. Gibbs, the Government Mining

Engineer, and Mr N. Ormond, Senior Deputy Government Mining Engineer. The chamber will now seek resumed talks with the other unions that are members of the Council of Mining Unions.

The chamber undertook to introduce a five-day Monday to Friday week for most miners as soon as mines had a reasonable opportunity to prepare.

It was agreed that miners would work two out of four Saturdays from the date of the introduction of the five-day week until July 16, 1976, from which date, if so required, they will work Saturdays on a voluntary basis.

The chamber gave assurance that it had no intention of using the occasion of the introduction of a five-day week as an opportunity to reduce the number of jobs on mines. The union in turn gave an assurance that it would not seek to use the introduction of a five-day week as an opportunity to

create additional employment on existing mines.

At Welkom last night 2,000 miners cheered Mr Arrie Paulus, general secretary of the Mineworkers' Union, when he announced that miners had been granted a five-day working week.

Mr Paulus said the five-day week will be applied on a voluntary basis for the next three months. — Sapa and Argus Correspondent



# Miners: New dispute

CAPE TIMES 18/7/75

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JOHANNESBURG — The newly-appointed Mines Conciliation Board met here for the first time yesterday to try to thrash out a new deal for coal miners. The meeting was held hours after the dispute which threatened to close South Africa's gold mines had been received through the intervention of the Minister of Mines, Dr Piet Koornhof.

# Now coal bosses argue 5-day week

RJM  
18/7/75

Staff Reporter

THE NEWLY appointed mines conciliation board met in Johannesburg for the first time yesterday to try to thrash out a new deal for coal miners.

The meeting was held only hours after the five-day week dispute which threatened to close South Africa's gold mines had been resolved through the personal intervention of the Minister of Mines, Dr Piet Koornhof.

The six-man Mine Workers' Union delegation to the meeting was headed by the union's fiery general secretary, Mr P. J. "Arrie" Paulus.

They met six representatives of the Chamber of Mines for 30 minutes at the Department of Labour's offices in Bree Street.

After the meeting, Mr Paulus said he was pleased with the progress that had been made but that no final decision had been reached.



MR PAULUS  
... pleased

He agreed that the agreement for a five-day week for gold miners had strengthened the position of coal miners considerably.

"But, of course, the managements of the collieries are putting up the same argument that the gold mine bosses did — that they're facing a hell of a loss if a five-day week is introduced," Mr Paulus said.

He declined to give de-

tails of what had been discussed but said that further meetings of the conciliation board would be held soon.

In another mine report, Sapa reports that the number of Basotho mine-workers recruited to the South African Gold Mines during May this year increased by more than 20 per cent over the figure for the corresponding month last year, according to statistics released yesterday by the office of the Mine Labour Organisations

Figures show that 6 673 Basotho miners were recruited in May this year, compared with 5 464 in May, 1974

The statistics also show that the total number of Basotho men actually employed in the gold mines during May this year was more than 4 000 higher than the figure for May last year. The figures were 79 611, compared with 75 487.



# New deal is huge boost to earnings

RDM  
18/7/75

By JOHN IMRIE

**THE** five-day week settlement on the gold mines could be worth R200 a month extra to some miners who opt to work full overtime, making it potentially the biggest pay deal in South African history.

This was confirmed yesterday by the Mine Workers' Union general secretary, Mr "Arrie" Paulus.

There are some "ifs" and "buts" about the figure, but it could mean an average monthly pay packet of R900 under the new deal.

Present White miners' earnings average R700 a month.

The increase could be achieved in two ways:

● Working voluntarily on Saturdays at an overtime rate of five per cent monthly basic pay would earn the average miner R25 a Saturday, and if he is on contract work he might expect his contract earnings to amount to at least another R25 a Saturday, making R200 a month.

● Alternatively, if he sticks to a five-day week but puts in two hours a day overtime at about R2,50 an hour and collects another R6 a day agreed to for overseeing three gangs of African miners, this would amount to at least R200.

Because there are legal limitations on the amount of overtime which can be done underground, a miner will have to choose between working on Saturdays or putting in a longer weekday — he cannot do both.

Add subsidised housing, an extra month's salary when they go on leave and the sporting and other facilities available to them, and the White gold miners emerge materially better off than any other group of workers in South Africa.

However, the potential benefits from the five-day week deal are conditional and things could turn out differently.

## Restrict

For one thing, Saturday work at overtime rates may not be available to all miners as some mines may find it more practical to restrict their mining activities strictly to a Monday to Friday basis.

For another, a contract miner will presumably have to earn from contract work in five days what he is now earning in six before he can count Saturday contract income as additional.

This means he will have to achieve a considerable production increase.

It is hoped that the easing of restrictions on Black miners will boost production and so enable him to do this, but just how much extra production will be gained from the concessions is still guesswork.

The mining houses themselves do not know yet just what kind of deal they have bought — and the deal is not yet completed as arrangements still have to be negotiated for the Blacks, for the artisans and for the officials on the gold mines.

Much will depend on how efficiently different mines adapt their schedules and working practices and how the men, Black and White, take to the changes.

For the industry to achieve the increased production needed to compen-

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## Big pay deal

RDM 18/7/75

off \* Present minimum basic pay is R432 but the average basic is about R462, taking into account, long-service payments, and in terms of the new deal a R30 a month, full attendance payment is being consolidated into basic pay which will bring the average basic up to about R492

### FROM PAGE ONE

ate for a five-day week, the degree to which the miners will be prepared to work on Saturdays will be critical

It is felt that initially most will opt for Saturday work where they are given the choice but that enthusiasm may later tail

RJM 18/7/75

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# Five - day week impact

By EDWIN ARNOLD  
Mining Editor

IT IS impossible at this stage to assess what cost impact the five-day week will have on the gold mines and the extent of the output fall. Negotiations with other White unions are going on, and the Chamber of Mines is not releasing any cost estimates for what is a complex deal.

Given that a five-day week was socially inevitable for the mines, the chamber believes it has achieved a satisfactory solution with the Mineworkers Union

Details of the deal should be known within a few weeks

Implementation of the package on the mines could come between a month and two months, according to industry sources

The principal unknowns are

- How much Saturday overtime will be worked by the White miners
- How much harder and more effectively the Black miners will be prepared to work normally and on overtime
- How much shaft flexibility there will be on the individual mines
- How effectively mine managements can organise production under the new system
- The crucially important level of the Black labour force on the mines

Answers to these questions will only come with time

## SHIFTS

When the full agreement comes in after one year the mines will be working 22 shifts a month against 26 now

In the first year the White miners will work two out of every four Saturday shifts and can volunteer for

the other two. Thus the mines will have 24 shifts a month in the first year.

What counts is the number of blasts a month a mine achieves

The industry is averaging around 11 to 13 blasts a 26-day month. Blasting depends on how quickly the broken ore can be cleaned out from the narrow stopes. By allowing the Blacks to start clearing two hours earlier each day, one could still achieve 13 good full blasts in 22 shifts

Much will depend,

however, on how quickly this greater productivity is achieved. On deep, hot mines, for example, exhaustion might set in quickly with two extra hours for the Blacks who do the physical work

## SUFFER

Output will certainly suffer initially, but it will vary from mine to mine

Total working costs will go up, but by how much is anybody's guess

One guess from a consultant engineer yesterday was that the industry's profits would be about unchanged if three out of four Saturdays were worked. That guess assumes a sideways current gold price and current cost trends

From an investment angle, the five-day week must be another — though still unquantifiable — bear point for the cost-squeezed mines



# I've got high hopes—mine union chief

5-TAR 18/7/75

(211)

## Labour Reporter

High hopes for a swift settlement of the coal mine dispute were held out today by the leader of the Mine Workers' Union, Mr P J "Arrie" Paulus.

But, he said, it would take several months to introduce the five-day week in gold mines.

Two other major questions arising from his union's settlement of the five-day week dispute in the gold mines remain unanswered for the time being.

These are the true cost of the five-day week and the impact on the 350 000 Black mine workers.

## DEADLOCK

In a major step forward, the conciliation board appointed to resolve the deadlock between the Chamber of Mines and the Mine Workers' Union adjourned for two months after its first meeting yesterday.

The move followed agreement by the two parties to resume negotiations on a five-day week for the coal mines.

"I am confident the dispute will be a thing of the past within the next few weeks," said Mr Paulus.

He was asked about the likely delay in introducing a partial five-day week (two Saturdays of in four).

He said it had been agreed that the introduction would take place within three months of settlement of the dispute with the other mining unions.

The Council of Mining Unions, which yesterday declared a dispute on behalf of the other mining unions, met today to review its position following

the breakthrough by its strongest member, the Mine Workers' Union.

A spokesman for the Chamber of Mines was asked about the cost to the mining industry of the five-day week and additional benefits to employees arising from it.

He said: "It is too soon to make any detailed analysis of the cost involved."

He pointed out that arrangements for other employees, including union men, officials and Black mine workers, had yet to be completed.

"The impact of the five-day week on Black mine-workers is the subject of detailed investigation," the spokesman said.

(See Page 25)

Cape Times 18/7/75  
**More miners**

MASERU — The number of Basotho mineworkers recruited to the South African gold mines during May this year increased by more than 20 percent over the figure for last year, according to statistics released here yesterday by the office of the mine labour organizations  
— Sapa

1) 165  
2) 211

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# Koornhof tells of mine crisis struggle

2-TAR 18/7/75

John Patten, Political Correspondent

An ecstatic Minister of Mines, Dr Koornhof, has told The Star in an interview of the events that led to the dramatic settlement of the five-day-week dispute between mineworkers and employers.

Dr Koornhof gave all the credit for the breakthrough to negotiators of the Chamber of Mines and the Mineworkers Union but it was clear that the Minister himself took the initiative and played the key mediating role.

"It was a real struggle. We were at it for 10 solid days to arrive at equitable and acceptable solutions," he said.

"It was a wonderful experience, but the most difficult thing I have had to deal with in all my life."

### ON LEAVE

The confrontation in one of South Africa's most vital industries reached a crisis point earlier this month, while Dr Koornhof was on leave in Natal.

"I was frightened and I warned that talk of a strike could get out of hand," he said.

He telephoned Mr Paulus of the Mineworkers Union and Mr Lawrence of the Chamber of Mines and asked whether they did not consider it advisable to meet around a table — "just a few of us, informally, and off-the-record, to chat about it nicely."

Both sides agreed and the talks began.

### PRIDE

Dr Koornhof said of the five-day-week agreement: "I think South Africa can be very proud that the dispute has been solved in the way it was. It heralds a new era in mining and has given the industry a

big boost. From the employee's point of view, it makes mining attractive. One now has the feeling we are dealing with a modern industry capable of adapting to difficult circumstances."

The new arrangement was in the interests of both the White and non-White workers.

Dr Koornhof concluded: "This was much better than a holiday. I think it is very thrilling. It was a pleasure."

RDM 19/7/75

# When mines and miners shout 'snap'

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AFTER ALMOST a year of argument, both the Chamber of Mines and the White miners urged on by Dr Koornhof, suddenly and simultaneously this week shouted "snap" to a deal on a five-day week.

The hitherto unbending, intractable White miners at last unlocked two doors which have long barred the way to increased productivity, while the Chamber took a calculated risk.

The Mine Workers' Union (MWU) for its part won the right to a five-day week and the possibility of considerably increased earnings for its members, while the Chamber bought the expectation of increased productivity.

To define it more closely, the Chamber was buying more time in which to complete the daily underground mining operations so that hopefully more blasts can be achieved and thus more rock broken and so more gold can be recovered every 24 hours.

It works something like this. Each face should in theory be blasted once a day, which in the theoretical ideal would produce 26 blasts in a month of 26 shifts, but the reality is different, because the actual number of blasts achieved industry-wide is thought to average somewhere between 11 and 13.

The reason why so many blasts are lost is usually because there is often not enough time in a shift to complete the cleaning up after the previous night's blast and to drill and charge up for the next round.

The time factor is often so critical that virtually any holdup — and holdups, be it a machine breakdown, a failure in ventilation or anything else, occur all the time — means the work cannot be completed by the time the mine has to be vacated.

The biggest time-wasting factors have been the White miners' insistence that Blacks, who arrive underground anything up to two hours ahead of them, cannot start work without the White miner being present, and the union's insistence that a White miner must be present all the time when the Blacks charge up for blasting.

This will now be changed, the MWU having agreed that a White miner can go underground two hours early for two hours' overtime pay, and start the Black miners working, thus gaining a potential two hours of work.

Another hour might be gained in development with the union's decision to, in effect, allow a White miner, who may be responsible for, say, four areas, to supervise two charging-up gangs at the same time instead of only one.

This means that instead of spending perhaps 30 minutes with a gang until it has completed charging, and then moving on to start up the next gang, a total of 120 minutes, the White miner can now station himself where he can watch two gangs at the same time — thus virtually halving the time of the whole operation.

All this time won should enable the clearing out work to be done more efficiently, snags to be overcome and, hopefully, more blasts to be completed.

The Chamber's experts have, no doubt, done their homework and have some idea of what to expect. One estimate is that to make up production and cover the increased costs of the new deal, the miners might have to work roughly three Saturdays out of four.

But gold mines differ physically and in design, and what applies to one may not work in another mine, some mines, for example, may not have sufficient shaft capacity to get all the extra ore which may be mined to the surface in five or even six days.

These are problems which the industry obviously believes its engineers and managers can solve.

If the terms for a five-day week do turn out to prove pricey — and the full deal involving Blacks, officials and artisans is not yet completed — there is the consolation thought that any delay would probably only have made them higher.



# New move in 5-day week for coal miners

RDM 19/7/75

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Staff Reporter

NEGOTIATIONS for a five-day week for coalminers have been removed, at least temporarily, from the conciliation board appointed by the Minister of Labour.

Instead, the Collieries Committee of the Chamber of Mines and the Mine Workers' Union will begin informal talks on Wednesday to try and reach common ground on a five-day week formula for the coal mines.

This was disclosed yesterday by the MWU gener-

al secretary, Mr P. J. Paulus

South Africa is heavily dependent on the maintenance of its coal supplies and so a satisfactory solution which will maintain coal output is vital to the country.

The shelving of the conciliation board obtained by the miners suggests that the Chamber of Mines might seek similar peace talks with the artisan unions which have applied for a conciliation board to resolve their own case for a five-day week on both the gold and coal mines.

# Gold costs must rise

Sen Times (Bus Times) 20/7/75

By ADAM PAYNE

Mining Editor

REVENUES are expected to be maintained — or almost maintained — with the introduction of the five-day week on the gold mines. But costs must increase because of extra overtime payments.

Fortunately, tax formulas ensure that the Government bears a large share of increased costs as they reduce the ratio of profits to revenue.

That, summarises the expected impact of the greatest revolution yet in work practices on the mines — entailing a working week competitive with industry, the better use of African labour, and increased mechanisation.

Dr Piet Koornhof, Tommy Gibbs (the Government Mining Engineer) and Neville Orsmond, his colleague, in informal discussion brought the Chamber and the Mine Workers' Union to agreement. This seemed an impossible task a month ago.

The agreement is verbal, and has still to be put into final legal, written form.

The Chamber yielded

slightly on some of its points concerning the better use of Black workers to offset the working time loss, the union modified its opposition to the changes in work practices involving the use of Blacks.

A five-day week was inevitable, although it had been resisted by the Chamber of Mines for years because of the feared loss of production.

However, the agreement to change work practices means that a great effort will be made to maintain production.

The nub of the situation is that the industry hopes the changes in work practices will minimise any losses in output caused by the shorter week.

To achieve these changes, the miners have had to be granted overtime pay for Saturday work and other concessions that will cost more.

Some older labour-intensive mines, such as SA Lands and Grootvlei, with long lines of communication and outdated equipment, must be adversely affected by the shorter week.

Modern, more mechanised, mines with spare storage and hoisting capacity should be able to maintain production.

One unresolved question is what measures can be taken to motivate African workers in the drive to increase productivity.

I am assured that when the Africans work five days instead of six they will not suffer any loss of income.

In the year before the agreement becomes fully effective, mines will work only two Saturdays a month with full complements.

Most mines should meet their targets on this basis, but as a "belt and braces" precaution, it was agreed that voluntary work could be arranged on the other

two Saturdays at overtime rates.

It is doubtful whether many mines will have to call on the Whites and their Black teams to work on this voluntary basis.

If they do so, there should be little difficulty in getting teams to accompany their White supervisors underground, since the Africans are on the mines for one purpose — to earn money. Any opportunity to increase earnings is eagerly seized.

Talk in Hollard Street that the Chamber had tri-

umphed in the negotiations and opposing reports that it was a grand win for the mineworkers are both incorrect.

After Dr Koornhof used his persuasive powers, a

typical compromise was reached, with both sides yielding a little, and everyone gaining by the removal of a great problem which had overshadowed the industry.



Tommy Gibbs, Talking informally.



# Whites are OK if I'm around — Arrie

● Arrie Paulus, general secretary of the Mine Workers' Union, last week concluded an agreement with the Chamber of Mines for a five-day week on South Africa's gold mines. Here are some of the blunt answers he gave to questions put to him this week by the **FINANCIAL MAIL**.

RJM  
26/7/75



ARRIE PAULUS

**What's the long-term future of Whites underground?**

If I'm here it's secure for the next 10 years. But if someone else comes here, I don't know. Things could change in 24 hours. **And the future for Blacks?**

As far as my union is concerned his future is that of a labourer.

**How do you justify withholding certain mining skills on the basis of colour?**

Because all gold mines, fall within our White Homeland. A Bantu can rise to be Prime Minister in his Homeland.

But I can't go there and become Prime Minister. So why must he rise here in SA, in my Homeland, to the status of White miner?

**A Black miner must always be subservient to a White miner?**

Yes. As long as I'm here. **Should Blacks be allowed to have their families with them on the mine?**

I think this is wrong. Because they are migrant labourers. Their families must remain in their countries.

**But what about the Black miners from SA? They're not really out of their country, are they?**

Oh yes. If the Transkei gets independence next year, they've got their own country.

**What of Black trade unions?**

I'm against them. It is said the only reason we're against them is to get more for our own members.

That isn't true. In the mines we're working with migrant labour and they can establish unions in their Homelands.

I've got nothing against that. But I feel here they should not have any say — especially in the gold mines.

**You have said your union is not against Black advancement. How can that statement be true?**

In their Homelands they can advance to anything. In the northern Transvaal they've got Black miners in one of the platinum mines.

They can become mine managers there. So we're not against Black advancement — except in the White Homelands.

**Would you advocate that Black miners have control over the platinum mine located in the Black Homeland?**

That's what they're doing now. We have some control there, only to train them, but as soon as they get independence we haven't got any say.

The same will happen in all the Homelands where there are mines. But look at BophuthaTswana; they don't want to work in the mines.

**Did you ever try to find out how many Tswanas work in the mines in the Rustenburg area? Nobody wants to work in the mines. Because they sit in the sun and get money.**

**Should Blacks get more pay?**

Hell, they got enough over the last year. What they earn now is a good wage for a Black. They live in compounds and don't pay a cent.

**You must look at what they get to eat. Look at their rooms**

**No problem that he must live for 12 months or more without his family?**

No. **What changes will the five-day week introduce underground?**

There will not be many. We had already agreed that Bantus may enter un-blasted faces two hours before the arrival of a White miner, who must visit them within two hours, examine them, and make safe.

What we have now agreed to is that a White miner may send in four different Bantu teams at the same time — into working places two hours before the arrival of the contractor in charge.

The White miner must then visit all of these places within 60 minutes and convince himself that everything is safe. In other words the White miner is

still in charge of that working place.

That's all — except that where there is no general miner available we agree that they can use a contractor, who will get an additional R2 plus two hours overtime when he does this work.

**Can a miner now instruct Blacks to precede him underground on the next shift?**

No. The general miner will physically go down two hours before the arrival of the contractor. In other words there will be a White miner underground and at a certain point, not on the station — what we call a waiting place.

These boys must wait there until he arrives and he will instruct them to enter the working place. **Have you not won little, given your original demands?**

As a matter of fact we gave very little. The only concession we made was that after a White miner has supervised the Black to charge up, a Bantu may be left unattended in a development end.

The White miner may then go to another development end and start charging up there.

But these ends must be only ten minutes walk apart. At other points Blacks can go down early anytime.

Look, the Mines and Works Act says ANYONE can take Blacks to a working place.

The only thing we've said is that the person must hold a blasting ticket and be a member of the Mine Workers' Union. So the Bantus can't go in unless he instructs them. That's no concession as far as I'm concerned.

**Will negotiations always result in more money for the union in return for more concessions on R.M. work rules?**

Where is it going to end? When there are no Whites underground. The Chamber of Mines can afford to pay my members R1 000 — we're always going to grant concessions, because they won't have to pay it for ever.

But if we agree the Blacks can work on their own without supervision how much longer will there be Whites underground? They earn the R1 000 a month. There will eventually be Blacks.

**Does the Chamber want to do away with White miners?**

Yes. But I hope I'm wrong.

**Will they succeed?**

It depends. As long as I'm here — and they don't brainwash me — they won't.





Rana Daily Mail 29/7/75

## crawled to safety

**'Mail' Africa Bureau**  
**MASERU.** — A Lesotho trade union leader who was negotiating with the Trade Union Council of South Africa still has a bullet in his leg after surviving an attempt on his life.

Mr Caswell Pitso Mokeki, organising secretary of the Lesotho Mineworkers Union, was shot four times at point blank range at his home outside Maseru recently.

With two bullets in his chest and two more in his

legs he crawled 50 m to a neighbour who took him to hospital. The blanketed gunman escaped and no arrest has been made.

The gunman questioned Mr Mokeki about his "international correspondence on labour matters", then pulled the trigger before he could answer, Mr Mokeki said yesterday.

The shooting happened the day after Mr Mokeki's correspondence to international labour groups had been stolen from his house.



The loneliness of the long-distance job seeker

LESOTHO

F.M. 1/8/75

## Behind the poverty

Observers of the impoverished mountain kingdom of Lesotho frequently point to the following stumbling blocks in its path to economic success:

- The hazardous political consequences of Chief Jonathan's seizure of power in 1970, when the results of an election were clearly running against him. Turmoil in the hinterland — and Jonathan's consequent repressive measures — scared off much foreign aid and investment.
- The dilatory policy of government towards the private sector. The recent sacking of the nationalisation-minded Joel Moitse as Minister of Commerce, Industry & Tourism has not yet stilled the (predominantly White) Lesotho businessman's fear for his future, and
- The competition for investment from the BIC, with its tax and other concessions in the Bantustans, and vigorous public relations campaigns abroad.

These factors certainly play their part in keeping Lesotho "the poorest of our Homelands". However, they are negligible in comparison with the true historical origin of Lesotho's poverty: the country's sheer economic thralldom to South Africa. An important new survey of living conditions in Lesotho\* starkly reveals the facts.

Full of useful facts, it is published under the auspices of Prof Michael Ward, head of the Department of Statistics of the University of Botswana, Lesotho and Swaziland, and is a poverty datum line (PDL) survey of the average

Maseru and rural Lesotho household

The researchers found that in 1972/73 60% of Maseru households were "unable to satisfy their basic needs". This percentage is unlikely to have changed much, indicating that in January this year at least 60% of the households in the capital (averaging 4,3 persons) were earning less than R61,90 — the PDL figure at that time. The rural figure is higher still (R75,19 in January), reflecting larger average households (five persons) and generally higher prices in the countryside.

How many rural Basotho are poverty-stricken — earning less than the PDL figure — is impossible to assess. But it is from this sector that SA largely draws its labour for the gold mines and collieries, and Black wages on the mines (a minimum of R57,20 for underground work) are currently below household needs

Related to this is Lesotho's serious soil erosion due to inadequate land use over the years because of the absence of around 150 000 able-bodied men in any year (75-79 000 on the mines); and the pattern of rural poverty accordingly appears irreversible

The researchers go further. Pointing out that "the PDL assumes a balanced and rational expenditure pattern and therefore does not convey a realistic idea of the way the money is actually spent", they argue that in Maseru a household requires 195% of the PDL to satisfy basic needs "adequately". This works out to R107 a month — and there isn't the money, and there aren't the jobs, so the migratory labour system continues to flourish

Summing up, Marres and Van der

Wiel argue that employers of migrant labourers should pay wages at the "effective minimum level" (150% of the PDL), for rural labourers this means (as at December 1974) R105 a month. The big employers — the mines — are not remotely near this, and there is no supervision of the private sector's wage practices

"Lesotho's policy", note the authors, "could be to step into the migrant labour market, acting as a union. In such a case the PDL and effective minimum level could certainly play a vital role in the negotiations for a rightful remuneration of Lesotho's labour export"

This kind of thinking is very prevalent in Lesotho today, and helps to account for the current chill in relationships between Maseru and Pretoria. And the grinding economic facts of life in the territory intimate no early thaw.

\**Poverty Eats My Blanket*, Pieter J Th Marres & Arie C A van der Wiel (available from the Government Printer, Maseru)

① 211  
② 165

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Mines  
'no' to  
festival  
break

STAR 7/8/75

Labour Reporter

It would cost the mining industry about R8-million to close down next Thursday for the Afrikaans language festival holiday.

That was disclosed by the Chamber of Mines today following its decision yesterday to turn down representations by the Council of Mining Unions to grant this holiday to mineworkers.

Only non-production employees of the industry will get the day off.

A spokesman for the chamber said the mines closed down only on four public holidays — Christmas Day, Good Friday, the Day of the Covenant and Republic Day.

The chairman of the Council of Mining Unions, Mr Ken du Preez, said he knew of no other industry which did not observe next week's language holiday.

All shops, except privileged goods shops (such as some selling food and reading matter), will be closed.



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(211)

# Coalminers renew talks for 5-day-week

RDM 8/8/75

Labour Correspondent

THE MINE Workers Union, representing 1 600 white coal mine workers, is to meet the collieries committee of the Chamber of Mines today in a renewed attempt to resolve their demand for a 5-day week.

Other mining unions represented by the Council of Mining Unions, will meet the Chamber of Mines next week in negotiations for a 5-day week for nearly 7 000 white artisans and production workers in both gold and coal mines.

Last month, the Chamber reached agreement with the Mine Workers

Union — after the Minister of Mines intervened. He agreed to a 5-day week for 9 500 gold miners, making large-scale pay concessions in return for relaxation of controls on the use of skilled African labour.

The mines were given time to prepare for the introduction of the 5-day week.

The Chamber has said the introduction of a 5-day week on the coal mines would cost the industry R26-million. This would be needed in outlay on industrial machinery for collieries feeding the domestic market and power stations.



**Mines**  
*STAR*  
**talks** 12/8/75  
**reopen**

**Labour Reporter**

The Chamber of Mines and the Council of Mining Unions have agreed to resume negotiations after their deadlock on the five-day week issue

After a short meeting yesterday — the first for about a month — the council's chairman, Mr Ken du Preez, said.

Both sides want to expedite negotiations in an endeavour to reach an early agreement.

The chamber and the artisan unions are to have talks aimed at tackling the different problems of the individual unions, next Monday.



(211)

# 20 000 White miners waiting to speak up

Labour Correspondent

ANOTHER 20 000 White mine officials in the gold and coal industries are waiting on the sidelines for their own five-day-week negotiations.

The Chamber of Mines is still negotiating with unions representing 10 000 White artisans and 2 000 coal miners

The president of the Underground Officials Association, Mr R. F. W. McIver, confirmed yesterday that his association and those representing mine surface officials and technical officials were still waiting to settle their own five-day-week demands

"We have had some discussions," he said, "but we are waiting for the Chamber to finish its discussions with the unions first"

Mr Ken du Preez, president of the Council of Mining Unions, said yesterday preparatory talks had been held on Monday, and further talks with the Chamber would be held on Monday next week

"Our main task is to resolve the differences between the artisan unions and the Chamber," he said "An intense effort will be made to do this on Monday"

"The artisan unions have stated that they can maintain maintenance on the mines without making

the job concessions to Blacks that the Chamber is asking for."

He said the main artisan unions involved in the talks were the Amalgamated Engineering Union, representing 4 285 mine employees, the Electrical Workers Association, 2,760, and the Boilermakers' Society, 1 876

Meanwhile the Mine Workers Union, representing 1 600 White coal miners is still due to continue talks with the Chamber's collieries committee for its five-day-week demands

Last month the Chamber reached agreement with this union on a five-day week for 9 500 White gold miners, making large-scale pay concessions in return for a relaxation of controls on skilled Black labour. The mines have been given time to prepare for the introduction of the five-day week

In Johannesburg last night, the Minister of Mines, Dr Piet Koornhof, warned that excessive pay increases and inflation could threaten South Africa's mineral exports

He told the Junior Afrikaanse Sakekamer that pay normally accounted for 90 per cent of production costs of minerals

If there were excessive increases in wages and prices, South African minerals and mineral products could become too expensive to compete on world markets.

Mineral processing would become one of the most rewarding investment fields, he said.

South Africa had a number of important competitive advantages — including being less dependent on costly oil as a source of energy than most other countries

And the country was in a position to rapidly expand the industry



(1) 24  
(2) 211

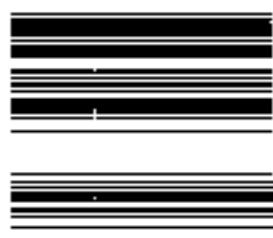
## PAPER FOR BLACK MINERS

To improve communication between the 350 000 Black miners and employees of the mining industry, and the Chamber of Mines, a fortnightly newspaper will shortly be launched "It will be a bright tabloid making bold use of pictures, and written in English," a Chamber of Mines spokesman said

A White journalist, Mr Michael Irwin, has been appointed editor, and his staff will include three Black reporters who will travel widely to pick up items of interest, mainly on the goldfields

The new paper will replace a monthly pictorial magazine for Black mineworkers which has been in existence for many years "Our aim is to provide a bridge between mining employers and their Black employees to ensure that the workers are kept informed on developments and changes, to improve their *esprit-de-corps*, and to provide entertainment," said the spokesman

S.A. DIGEST 15/8/75  
P. 5



# MINERS' UNRESOLVED DISPUTE (211)

F.M. 22/8/75

There is still a declared, but unresolved, dispute in the mining industry.

Ken du Preez, Chairman of the Council of Mining Unions, originally applied for a Conciliation Board to hear arguments over a five day week on the gold and coal fields on July 17. But because the Council's application was not correctly presented, the formal declaration of a dispute was not lodged with the Minister of Labour until some two weeks later. This means a Conciliation Board must now be appointed by the Minister within the next two weeks. However, the odds are that a settlement will be reached

before that

Of course the major dispute within the industry was resolved over a month ago when Arrie Paulus's Mineworkers Union came to terms with the Chamber of Mines on the same question. But the Council, of which the MWU is one member, declared the second dispute for those seven miners' unions not covered by the MWU agreement.

The following chart provides a thumbnail sketch of the Council's membership, showing each union's strength on the gold and coal mines. The Council was formed in 1971.

Union	Membership	Secretary
Amalgamated Engineering Union	4 285	T S Neething
Amalgamated Society of Woodworkers	366	H B Bull
Amalgamated Union of Building Trade Workers	591	E Scott
Iron Moulders Society of SA	7	B Barnard
Minie Workers Union	10 030	A S Paulus
SA Boilermakers, Iron & Steel workers, Shipbuilders & Welders Union	1 876	T P Murray
SA Electrical Workers Association	2 760	B Nicholson
SA Engine Drivers, Firemen & Operators Association	518	K W du Preez



F.M. 22/8/75 (211)

**BEN MOUTON**

In originally discussing the litigation between the Mine Workers' Union and its former legal advisor, Ben Mouton (*FM* May 16), mention was made of commissions being taken on MWU loans. It has been pointed out that Mr Mouton did not receive commission from the MWU, John Grundlingh or any other person, and that he did not give evidence to this effect.

Should the *FM* report have been read in this way it is regretted.

# A testing ground for SA

**THE mining industry has become one of the first testing grounds for race relations in South Africa as a whole.**

Many problems in the mining industry are the problems of South Africa, only not quite so large. If mining cannot solve the smaller-scale problems, can South Africa solve the larger ones?

Labour, for example, is manifest in an acute form in the mining industry. All 352 000 African miners are migrants, some from reserves in South Africa, the rest from neighbouring Black states. Can the industry handle this problem?

Other common problems are:

- Workers' representation: African miners are not within sight of trade unionism and their works committees are even more rudimentary than the works committees in factories.

- Wage gap. In 1968 it was 17:1, by 1969 it had widened to 20:1. Today, as a result of five successive wage increases to African miners, the gap is 8:1. It may widen again as a result of the new five-day week introduced in mining.

- Colour bar. White mining unions obstructed the advancement of African miners into skilled jobs.

The four problems — migrant labour, trade unionism, the wage gap and the employment colour bar — are at the heart of South Africa's general race problem. Behind its usual bland exterior, the mining industry is wrestling desperately with these issues.

A new chapter in mining labour relations opened in September, 1973, when a riot occurred at the Western Deep Levels gold mine. No fewer than 30 labour disputes occurred on gold, coal and platinum mines during the next 18 months, involving 80 000 Black miners, and resulting in the death of 114 and the injury of 528.

## Sent home

This was not the only toll the mining industry counted: about 11 000 miners were sent home, many at their own request, causing a loss of output. There was extensive damage to mine property — and to race relations — and to relations between South Africa and the Black miners' countries of origin.

The Trade Union Council of South Africa has produced a report on the disturbances in which it isolates key factors as underlying the unrest:

"Hopelessly inadequate" communications between mine management and Black miners, new expectations of miners which were not matched by better wages and opportunities, lack of social amenities on some mines, causing boredom and frustration, race prejudice among White officials.

Most of these conditions have prevailed in mining for years. The new element is the climate of rising expectations among Blacks, created by developments such as the decolonisation of Mozambique and Angola, the recent Black wages revolution in South Africa.

basic pay of a White underground miner is just over R400 a month, but the average White miner's pay, according to the industry, is R700 a month.

If, under the new five-day week negotiated by the White miners' unions, White miners volunteer to work four extra shifts a month (on Saturdays), they will be able to boost their average monthly earnings to R900. Whether Black miners will also get a further pay boost now is not clear.

The shifting pattern of the mining industry's labour supply is also causing concern.

A few months ago the industry was down to 72 per cent of its Black labour complement. Now with 352 000 miners, it is up to 91 per cent.

## Killed

But whereas, early in 1974, as many as 130 000 Malawians worked in South African mines, now there are only 19 000.

President Banda of Malawi seized on an air crash in April 1974 — in which returning Malawian miners were killed — as an excuse to suspend recruitment.

It was believed at

first that he was positioning himself to demand higher wages for Malawian miners, but the ban on recruitment persists. How Malawi is providing alternative employment for the miners is not known, yet recruitment is still not allowed.

The mining industry believes over-dependence on foreign labour is "dangerous" and has intensified its recruitment of South African Black labour, raising it from 80 000 in 1974 to 120 000 today. Rhodesians are also being recruited — 4 000 so far.

In 1930 South African miners comprised 60 per cent of the Black labour force. By the end of 1974 this figure had dropped to 21 per cent, now it is up again — to 33 per cent.

Recruitment in Mozambique increased from 86 605 at the end of 1974 to 100 227 today, in spite of the Frelimo take-over. The labour supply from Botswana, Lesotho and Swaziland is up, too, from 90 000 at the end of 1974 to 109 000.

The recruiting position, except in Malawi, is therefore fairly satisfactory. Malawi

shown, however, just how sensitive a factor foreign labour has become.

The problem is intractable enough when it involves South African migrants, it is well-nigh insuperable when the migrants are foreigners. Thus bedevils the whole question of settled family life, trade unionism and skilled jobs.

There are 352 000 Black and about 35 000 White miners, of whom 9 000 are members of the Mine Workers' Union and 9 000 members of other unions, such as the Electrical Workers, Boilermakers, Woodworkers and Amalgamated Engineers unions. The remaining 17 000 Whites are officials.

The Mine Workers' Union has taken the lead in opposing African trade unionism and African advancement on the mines.

Black miners are represented by tribal representatives and elected from representatives, and superimposed on this traditional system is a whole series of works committees being tried out as the industry gropes its way towards a more sophisticated system — within the restraints of the migratory labour system and Government policy.

A major step was taken in African advancement in 1973 when the industry secured the assent of the Mine Workers' Union and of the artisan unions to the introduction of a system of Black aides for White artisans. Further negotiations are still taking place on the tasks these aides may

perform; but the recent negotiations over the five-day week saw the mining unions in an anti-Black advancement mood again.

**Fears**

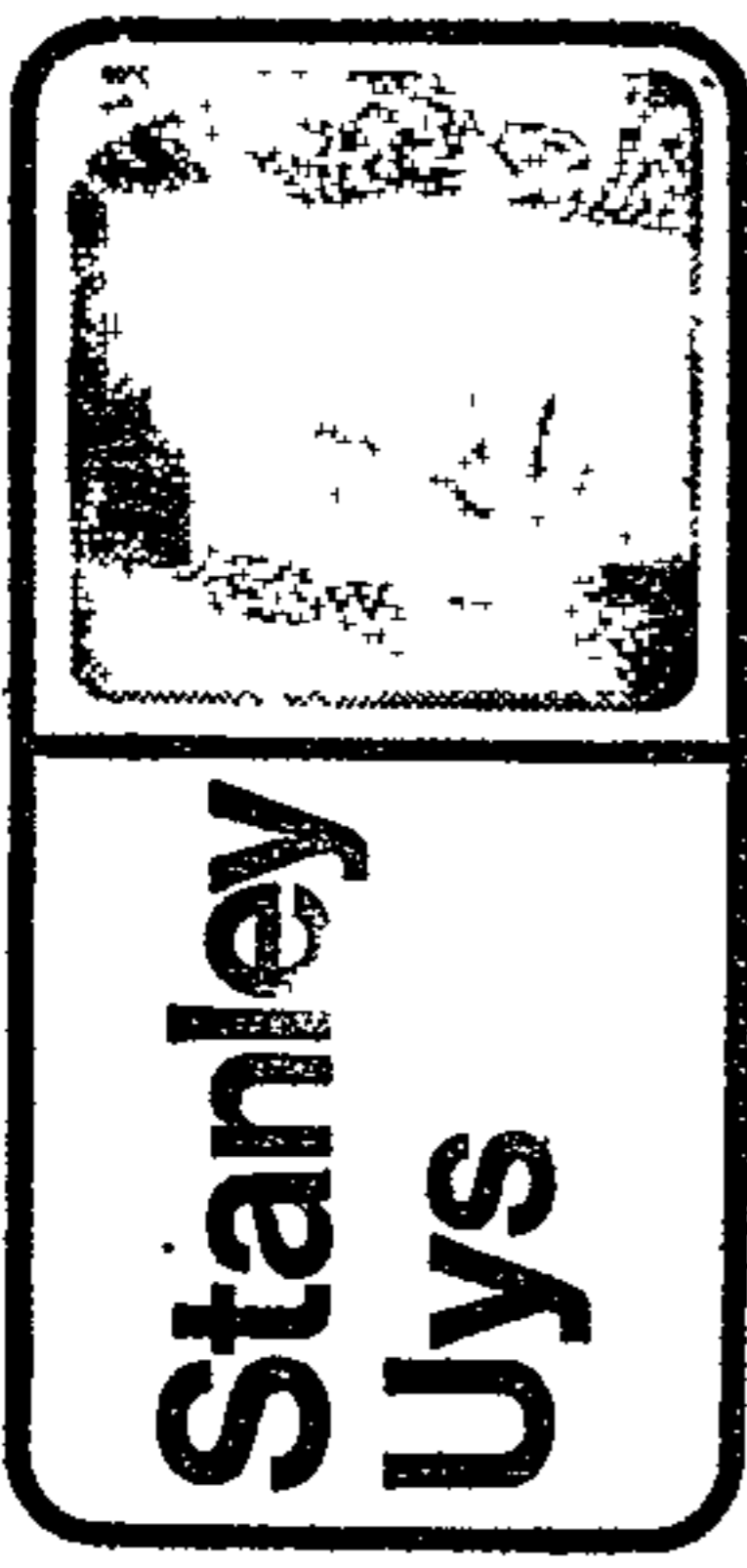
During the negotiations on the five-day week, the MWU general secretary, Mr Arrie Paulus, voiced the fears of the union that the industry was conspiring to phase out White miners.

In a revealing interview with the Financial Mail, Mr Paulus said Black miners should always be subservient to White miners, the Black miner only had a future as a labourer, the migratory labour system should be maintained, Black miners should not be given trade unions, and Black miners did not need another wage increase.

It was hairy stuff, but then Mr Paulus showed a streak of fatalism — for as long as he "was around", he said, the future of White miners would be secure for the next 10 years, meanwhile, he suggested, the industry could afford to pay White miners up to R1 000 a month.

There, in microcosm in the mining industry, are some of South Africa's major race problems. As the producer of 43 per cent of South Africa's foreign exchange earnings, the gold mining industry needs urgently to find solutions to its problems.

If, in the process, it can show South Africa how to solve its larger national problems, everybody will be much relieved — and eternally grateful!



JUN. TIMES 24/8/75



# Mines go for new image to attract Blacks

By CLIVE EMDON  
Labour Correspondent

SOUTH AFRICA'S gold and coal mining industries are trying to change their image as an employer of Black labour through a high-powered publicity programme — by making wages competitive with industry and by improving underground working conditions.

Mr Anthony Fleischer, general manager of the Mines Labour Organisation, which claims to be the largest employment agency in Africa, hiring 300 000 men a year, says

● To attract South African Blacks to the industry, the "image" of mining as a "peasant" occupation in a strongly derogative sense, had to be changed.

● Wages had to become competitive with industry — due to the rise in the gold price, a start had been made, and the underground starting rate of R2,20 a shift was now four times what it was in early 1973.

● The industry had launched a R150-million research programme, part of which would be directed to improving the underground mining environment. The programme also included greater use of mechanisation which could lead to new employment

opportunities for trained Blacks.

Writing in the bi-annual Mining Survey, published by the Chamber of Mines, Mr Fleischer says that with the return of South African Blacks to the industry, a top 10 per cent of those holding key supervisory or production jobs should be housed with their families on the mines.

This group would provide "for the stability that is required for smooth industrial relations".

He said the bulk of the remaining labour force "will remain migratory for some years to come".

A central record system for retaining contact with trained men was being built up and a computerised record system logging workers' skills and experience is also to be introduced.

He said the mines were also considering introducing television systems to mine hostels for entertainment and educational purposes.

A newspaper aimed at the top 10 per cent of the Black labour force had been introduced as had a monthly newsreel covering events on the mines and to provide a link with happenings in the homelands and other rural areas.

# Mines seek to change image

MERCURY 29/8/75

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Mercury Correspondent

**JOHANNESBURG** — South Africa's gold and coal mining industries are trying to change their image as an employer of Black labour through a high-powered publicity programme, by making wages competitive with industry, and by improving underground working conditions.

Mr. Anthony Fleischer, general manager of the Mine Labour Organisation which claims to be the largest employment agency in Africa, hiring 300 000 men a year, says:

"To attract South African Blacks to the industry, the 'image' of mining as a 'pleasant' occupation in a strongly derogative sense, has to be changed."

Wages had to become competitive with industry — due to the rise in the gold price. A start had been made, and the underground starting rate of R2,20 a shift was now four times higher than it was in early 1973.

## RESEARCH

"The industry has launched a R150 million research programme, part of which will be directed to improving the underground mining environment for working in. The programme also included greater use of mechanisation, which could lead to new employment opportunities for trained Blacks."

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the return of South African Blacks to the industry, a top 10 per cent of those holding key supervisory or production jobs should be housed with their families on the mines.

This group would provide "for the stability that is required for smooth industrial relations."

He said the bulk of the remaining labour force "will remain migratory for some years to come."

He added that a central record system, for retaining contact with trained men was being built up. A fully computerised record system logging workers' skills and experience is also to be introduced.

The mines were also considering introducing television to mine hostels.



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## IMF MEETING FM. 29/8/75 Gold and Frelimo

A minor yet nonetheless intriguing angle likely to arise from next week's IMF meeting will be the effect that any decision on gold has on the Mozambique Convention

Under this Convention, deferred pay of Mozambican miners in SA is remitted to Lourenco Marques in the form of gold at its official price, which Frelimo can then sell on the free market at a profit. The profit, it has been estimated, could amount to anything up to R100m-R150m a year.

One man's profit is, of course, another man's loss — in this case the mining companies'. Were it not for the gold clause of the Convention, the mines could sell the LM gold through the

Reserve Bank for the full free market price

Where the IMF comes into the picture is through its regulation of the official gold price. At present the price is \$42/07. But on Sunday the IMF's Interim Committee will meet in Washington where one of the items on the agenda is likely to be a proposal to abolish the official price altogether

If that happens, countries with official gold stocks will have to decide on a new way to value them. Probably most will follow France, which earlier this year started valuing its gold at a market-related price. Certainly, this is what SA is likely to do

And if SA values its official gold stocks at a market-related price, it will almost certainly have to change the mechanism through which it buys gold from the mines

The present arrangement is to pay the mines the official price when the gold is delivered and the balance after the gold has been sold at the free market price in Zurich and London. Under any new

arrangement the mines would probably be paid the full market price (or at least a market-related price) as and when they deliver the gold to Pretoria

But what about the gold that goes to Mozambique? There are several options:

- 1) SA could re-negotiate the Convention. After all, the original agreement was with Portugal, not Frelimo
- 2) It could justifiably claim that the official price mentioned in the convention was now the same thing as the market price (which indeed, from the SA Treasury's point of view, it would be). In that case Mozambique would lose its windfall
- 3) It could opt for 2, but either the Chamber of Mines or the taxpayer (or both) could (wholly or partially) make up Mozambique's loss by paying it a direct subsidy. From the Chamber's point of view, this could well be the price it has to pay for continuing to be allowed to recruit Mozambican miners. From the taxpayers' point of view, it could be the price of continued good-neighbourliness.
- 4) SA could carry on roughly as before by specifically inserting a \$42 price into the relevant clause of the Convention. In this case the Reserve Bank could buy the LM gold from the mines at \$42 and the balance at the free market price. Or it could buy all gold from the mines at the market price and then, in respect of any gold sent to LM, debit them with the difference between the market price and \$42. Or it could arrange for the Chamber itself to sell the LM gold at \$42 to Mozambique, the balance being sold to Church Square at the market price.

Of course, any arrangement by which Mozambique received an explicit hand-out in return for allowing the mines to continue to recruit there, might immediately result in similar demands from other countries where recruiting takes place, like Lesotho or Botswana. If such demands were granted, mining profits would be cut sharply.

Choosing the right course will therefore be an extremely ticklish exercise in which détente will be put to the test

# Basotho miners

RDM 3/9/75

MASERU. — There was a 45 per cent increase in the recruitment of Lesotho mineworkers by South African gold mines in July this year, according to statistics released in Maseru yesterday by the Mine Labour Organisation.

The recruitment figures for July were 7'014, compared to 4'825 in July last year.

The number of Basotho employed on the gold mines during July this year was 83'340, compared with 74'341 in July last year. — Sapa

① 211

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(211)



# Mines near two labour milestones

STAR 4/9/75

## Labour Reporter

South African mines are fast approaching two major milestones — the end of Malawi labour and the possible re-negotiation of the Mozambique labour convention.

By the end of last month the Malawian labour force had shrunk from its former 130 000 to a mere 14 400.

If the current departure rate of 1 200 men a week is maintained, no Malawians will be left on the mines in 14 weeks.

Malawi suspended South African mine-labour recruitment in April last year, after 74 homeward-bound Malawian mineworkers died in an air crash in Botswana.

Last September, the Ma-

lawi Congress Party called for a permanent halt to contract labour supplies. President Banda asked for time to discuss the matter "with others concerned," but no conclusive decision has been announced.

Observers believe more light may be thrown on the situation when the Congress Party holds its annual meeting later this month.

The expected abolition of the official gold price raises a question mark over the Mozambique

labour convention under which 100 000 Mozambique citizens work on South African mines

The convention lays down that their deferred pay, which amounts to 60 percent of their earnings, must be paid to Mozambique in gold at its official value

## CURRENT WAGE

Since the official value of 42.22 dollars an ounce is less than a third of the current free-market price, that means that Mozambique is receiving gold worth more than three times the deferred pay.

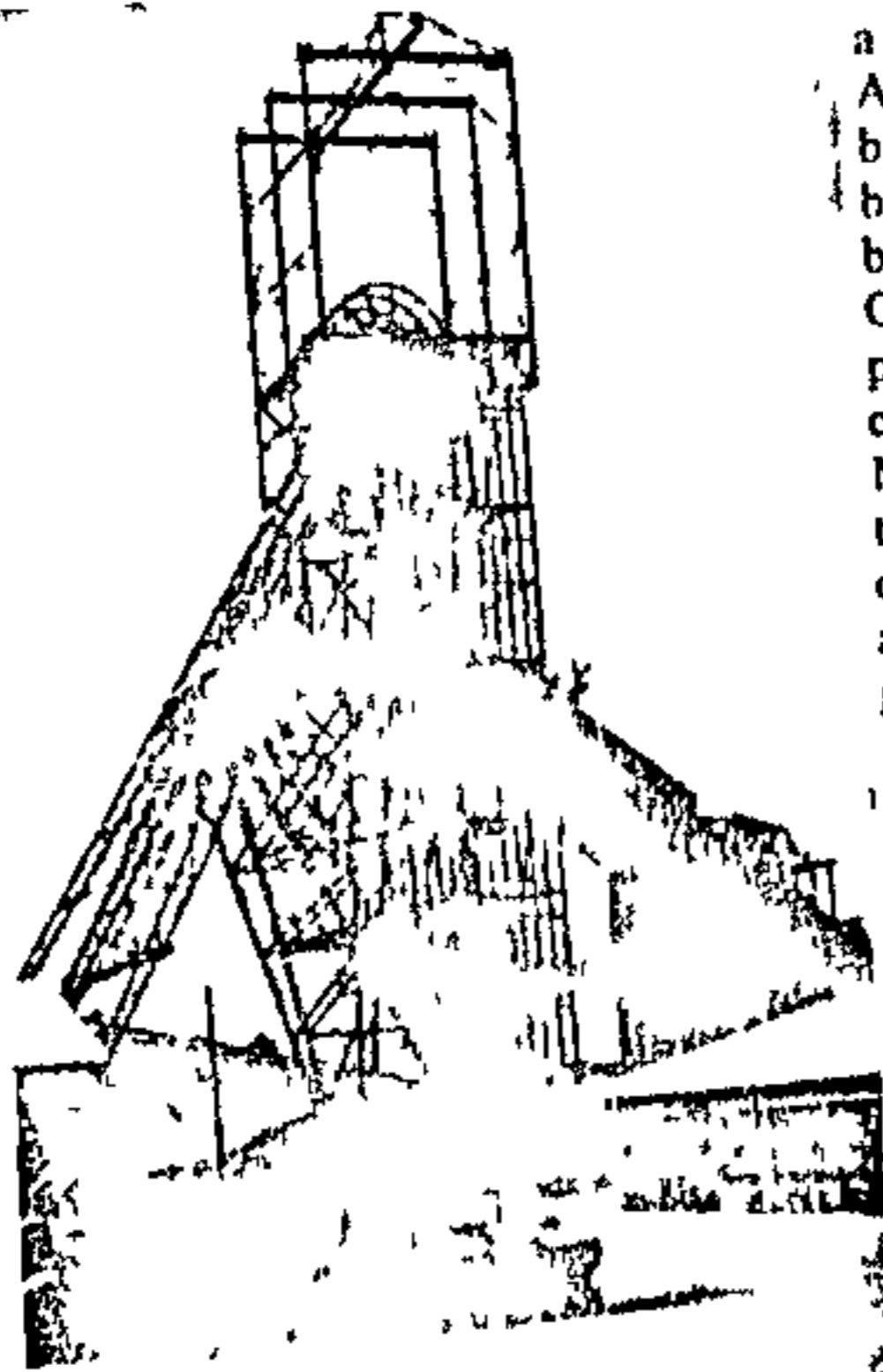
At the current average wage of R83.20 a Black mineworker, 100 000 Mozambique mineworkers earned almost R60-million in deferred pay a year.

If the official price is abandoned, will the South African Government continue to pay at this rate?

How would South Africa justify such preferential treatment to other foreign suppliers of mine labour?

The answer would probably lie in a review of the convention.

features



# GOLD MINES: Anglo the Culprit?

Over the past couple of years there have been a number of committees set up in various SRCs to expose the "shameful horror" of the South African gold mines. These committees usually directed their fire at that most capitalist of all firms Anglo-American with the same proud feeling that David had when searching for stones to blot out Goliath.

One major problem with these committees is that few people on them have worked on a gold mine. This is because a type of CATCH - 22 situation exists whereby if you work on a mine the chances are that you like it there and thus won't feel strongly about the conditions whereas if you feel strongly about the conditions the chances are that since you are not an Engineer Miner you won't be working on a mine.

There is thus a large area where conditions are unknown since PRO people don't release them and tourists don't see them and consequently nobody worries about it. The aim of this article is to enlighten some people as to what exactly happens on Gold mines and who the culprits if any, are.

To get the layout, the mines in the Carltonville area that are of any importance are as follows. Western Deep levels Kloof West Driefontein East Driefontein Ibanon Doornfontein, Western Areas and one other whose name I forget. The two richest are East and West Driefontein followed by Western deep levels. It is important to note that of these mines Anglo American owns four (Western deeps, Doornfontein, Western Areas and one other) the rest being owned by Goldfields of South Africa. It is important to grasp this point - Anglo American does not have the richest mine in South Africa and does not have a mining monopoly in Carltonville.

So much for the actual mines

If a black rises to the position of a five star 'boss boy' he can get R130 Anglo American now calls its boss boys 'team leaders', but this has not been taken up by other mines. All blacks get food and accommodation. On Goldfields mines the black compound has five to a room and concrete or iron bunks. Anglo American Mines have iron bunks. Accommodation for whites, in the single quarters comes at R50-00 per month for room and all meals. If a white is married, he gets a house at a rent of R30-00 per month with 1000 gallons of water free per month as well as a thousand units of electricity.

To discuss the actual mining, imagine if you cut a very thick slice of bread and put butter in the middle, making a sandwich. Now tilt the bread at 45 degrees. Make it a million times bigger put it in the ground and if the butter were gold (with rising prices this could well be so) then you've got the Carltonville Goldfields. The gold reel is about six inches thick and to get it out you remove a large slice of rock, crush it, process it and then melt it. The slice that you remove underground forms a gallery about four feet high supported by stacks of logs. This is called a stope (the gallery not the logs).

It is hard to explain why, but there are two types of mining. One type involves blasting as many stopes at a time as possible and consequently a large amount of rock blasted while the other type involves blasting two stopes only and blasting back towards the shaft.

Any economist will tell you that the former is more productive while any miner will tell you that the latter is far safer. Anglo American works on the safer "two stopes" principle, while Gold Fields does not. You can thus see that the more gold less safe principle applies here.

This, ultimately, is the rotten kernel of Gold mining. Human life is weighed against getting gold out. A developer (a person who blasts tunnels) is paid on an incentive basis rather than a fixed rate. If he blasts seventy feet a day, he will get a bonus for every foot over the minimum footage. The same applies for shaft sinkers. The result is that speed means money, but it also means carelessness and sometimes unnecessary deaths. Not only this but quite often it does not mean the death of the developer himself but of his work gang. I have personally seen a miner mark out the rock to be drilled and then retire to safety while the rock was 'talking' (a sound made by increasing rock pressure) above the heads of his work party.

Don't get the idea that all miners are like this. But some are.

The safety regulations on the mine are very rigid but a mine is a very big place and consequently the regulations can be ignored without too much fear of being caught. For example after a blast, a developer should wait one hour to let the dust settle. Some don't - they send in the work gang to hose down after thirty minutes. Ultimately some of the gang will get typhus - a disease of the lungs.

If the stoper was caught doing this, he would lose his job - but then again, it is very hard to catch him.

There is a very callous attitude towards death on the mines. "Some kaffir walked into a power line" or "some silly bugger fell down the shaft". Admittedly, the regulations and emphasis on safety are so strict that a person who is killed has more often

An ambulance ... level crossing. A train hit it and killed the passengers and the attendant. When I asked what happened, I was told "The train and the ambulance had a race to the level crossing, man. The result was a tie."

Finally, one would hope that someone is trying to improve things - to push up wages, to make compounds better to really enforce safety regulations.

Someone is. Apart from various people on the mines themselves, one company is really trying. That company is Anglo American. Of all the mining houses it alone seems to be really making an effort in this direction.

Don't get the idea that I say this because I particularly like that company. In reality it is really the best rat in a bunch of rats and I am not connected to them in any way. The fact that they are trying cannot be disputed and as such, the various Davids could do no better than to look for different giants than the most popular one.

JAIN DUBH

(2) 2/10  
(3) 2/11



## MINING

### Artisans wary

Contrary to expectations, the five-day week agreement on the gold mines, reached on July 16 between the Chamber of Mines and Arrie Paulus's Mine Workers' Union (MWU), hasn't led to swift settlement on other work disputes in the industry. Paulus has still not settled on the coal fields and the eight-member Council of Mining Unions is still bickering over both coal and gold.

This delay has put back the starting date for the five-day week, as 90 days for implementation are allowed after settlement with *all* parties.

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F.M. 19/9/75  
as the union is a member of the Council. Pretoria had said it should be excluded as a separate board has been convened for its dispute. The matter was apparently resolved by allowing for the MWU's inclusion.

Nevertheless, Council of Mining Unions chairman Ken du Preez is not optimistic of a quick settlement. His unions now have a list of the Chamber's proposals which are currently being circulated to the rank and file and he will get a report back before September 28. Du Preez does not think, however, the current proposals stand much chance of acceptance.

The nub of the dispute is that the Chamber is asking substantially



Mine artisan . . . keeping an eye on his job prospects

However, both the Chamber and the MWU are confident that a five-day settlement at the 48 collieries is just around the corner. Technical details are apparently the stumbling block, with SAR facing logistic problems of rescheduling train times and finding additional storage area on the mines to cope with the expected increase in Monday to Friday production.

A more vexing issue has been the work rule concessions sought from artisan members of the Council of Mining Unions. A conciliation board to handle the dispute should be convened this week.

The Council lodged an application with the Department of Labour for the setting up of a conciliation board on August 13. Given the 30 day provision for convening the board, the Minister is already late.

One of the snags in the Council's application was its insistence that the MWU should be included in the hearings

increased work rôles for "artisan aides". It feels this is essential if production is to be maintained during a five- rather than six-day week. The Council's artisans balk at this as they feel such concessions threaten their long-term positions.

Among concessions the Chamber is seeking are:

- Permission for an aide to be switched to a different shift to complete jobs assigned on a previous shift. At present an artisan can instruct his aide to carry out specific tasks only under his supervision,
- Permission for an artisan who is either sick or on leave to give instructions to his aide for a period of up to one month. The present limit is one week,
- Permission to enlarge the definition of aides from "Bantu" to "non-White".

And so it goes. The endless headaches which stem from defining work tasks on the basis of colour.

# Mine Blacks

ltw 24/9/75  
can save

## R30-m a year

A total of 127 000 South African Blacks were working on gold mines and if they saved only a quarter of their annual income they could take R30-million a year back to the homelands.

This is revealed in Mining Sun, a new tabloid newspaper which is to be distributed by the Chamber of Mines in the Trans-

vaal, Free State, Natal, Swaziland, Lesotho and the homelands.

The newspaper, which will have an initial circulation of 30 000, will be sold at 2c a copy at 47 gold mines, 40 collieries and at platinum and asbestos mines. It will also be on sale at mine labour recruitment offices.

Aim of the newspaper is to promote more meaningful communication with the mining industry's 350 000 Black employees.

### REPLACED

"The massive Malawian labour force on South African gold mines has been substantially replaced by big increases in the number of men from South Africa, Botswana, Lesotho, Swaziland and Mozambique," says a front page article.

Since Malawi stopped renewal of contracts last year, more and more South African Blacks had stepped into the vacancies.

There had also been an increase in the number of mineworkers from Mozambique, Rhodesia, Botswana, Swaziland and Lesotho. Only Angola had shown a slight decline in the number of recruits.

Recruitment offices across the country reported record increases. The number engaged in South Africa up to the end of August was 118 000, compared with 68 000 a year ago.

(211)

Quality  
29/9

70  
720  
I



# Mining and the rand

## QUESTIONS AND ANSWERS

FM. 26/9/75

**R S "Bill" Lawrence became President of the Chamber of Mines in June. The deputy chairman of Rand Mines, Lawrence has a largely administrative background, and becomes President during a period of expansion . . . and some uncertainty for the industry.**

**FM: What was your reaction to devaluation?**

In our house, Rand Mines, we are primarily producers of export minerals (gold, coal and chromite). I think all of us were happy that there will now be more rands than before. But there is the other side of the coin — inflation — which is going to try us very sorely unless we are able to take steps to minimise its effects.

**Is this devaluation good for the industry?**

Well, to the extent that anything that improves your earnings is good, it is. But it's not a thing a country can go on doing for any length of time

**If increased earnings are a plus what are the negatives in the devaluation?**

The increased costs of imported capital is certainly a negative factor. Fortunately we're not as dependent upon imports of mining equipment as we were. **How will this affect the industry's capital investment programme?**

No two mines are alike. The mines that could support themselves happily on a gold price of \$50/oz will earn that much more.

The mines that were in trouble at \$135/oz will now live at \$160/oz — which was the rand equivalent after devaluation. Certain mines will unquestionably look at their capital programmes very carefully now.

Others will now say "We've got this much more, we've got the green light, we can go ahead" With mines varying from a needed gold price of around \$190 down to \$42 for profitability, capital programmes depend on individual circumstances

**What are the long-term prospects of the industry with a gold price at \$135 or below?**

Well, there is a price which will not support life and a price which will vary from mine to mine depending on its age, grade, capital, equipment, etc. At a \$135/oz there were some mines which would seriously have to consider their future operations, both as to scale and grade and other factors.

**Given that the mines suddenly stand to gain R500m in extra earnings, does this give the unions a stronger hand in demanding more wages?**

I would expect the unions to be responsible and heed the requests that have been made for reason in wage demands. At this time I have no reason

to think otherwise. We do our negotiations with them annually and we're not due for another negotiation until early next year.

**Does the devaluation give the industry an added imperative to increase productivity?**

Well, everything we buy — from the services of people, to equipment, and food for our people — is under pressure. And they're all caught up in the spiral. We've got to support every possible measure that will slow this spiral down, and in the process we've got to see to our own housekeeping, within the industry and within each productive unit. We may well have used unskilled labour in a wasteful fashion in the past, this is one of the things we're looking at. We may also have been wasteful in the use of stores and material.

**What else should government do to contain inflation?**

We wholeheartedly support the government appeal.

**Should such measures as a wage freeze be made mandatory by force of law?**

Experience elsewhere in the world has shown that this doesn't work. The best thing — if it can possibly be made to work — is voluntary restraint on prices, profits and wages.

**If, for example, we have higher food prices soon — which will affect Blacks specifically those who are South African — will this give further impetus for increases in Black wages?**

It might well do so. When we consider Black wages we first of all consider the ideal of giving a fair day's pay for a fair day's work. I'm sure in circumstances where we have runaway inflation we would take into consideration a further element

**Does the industry presently pay a "fair day's pay"?**

On balance I would say it does. **How do we stand on the five-day week?**

There's not a lot I can tell you. We're in negotiation with the unions; we've made progress. But it's at the stage where I wouldn't be helping the negotiations if I were to say anything. Other than that we, as an industry, have long ago accepted the concept of a five-day week. We're now seeking a route that is acceptable to both parties.

In the case of gold, we said that it should be an arrangement that would cause the least possible loss of production. This is why we asked for concessions from the unions, trying to cut the loss in production.

The coal mines are different in as much as they can't accept a loss of production. In the national interest production must be maintained at present levels. Negotiations continue and I'm hopeful that we'll find a solution both parties can live with

**How much of the lower gold production is attributable to shortage of Black labour?**

A fair amount of the drop is attributable to a shortage of labour, although some mines have no shortage of labour and these are not suffering in production. **What percentage of labour requirements have you now reached?**

As an industry, we have now a fraction over 90% of our underground requirements.

**These are the revised requirements, presumably. What percentage are we in terms of last year's requirements?**

Well, as you know, we decided that we could cope with 90% of what we had previously set as our requirements. So it would be 90% of 90%.

**What is the labour situation at present, especially for the new mines?**

We think we know where the Black labour is that would come to the mining industry. We would simply go there and seek it, given a reasonable lead time.

There is no shortage of White labour



I would expect the unions to be responsible



at this moment — except in one or two artisan occupations. As you know we require upwards of 400 000 Black workers in the industry as currently constituted. We're aiming to get half from SA (embracing the Homelands) This is not to say that we don't see increasing problems in getting additional quantities of unskilled labour.

**How is the recruiting campaign for SA Blacks proceeding?**

We're very pleased with the way it's going We're also getting great encouragement from the rest of our traditional recruiting areas Mozambique and Lesotho are both stronger now than last year.

**What about recruiting from the urban areas?**

We're satisfied with the start we've made. We've drawn about 4 500 from the urban areas. Of course you can't tell when the saturation point is reached. And this may be the peak offtake from the urban areas We've had more success in the urban areas than I'd expected

**Have you reached any agreement with the SAAU for recruiting on the farms?**

We're talking with them on a very friendly basis We would obviously do nothing that would disrupt agriculture. They have indicated a desire to help if its possible.

**Can the migrant labour system be phased**

**out over the next 10 years?**

No, I think that's absolutely impossible

**Should it be phased out?**

How else do you run the industries that require migratory labour? Why do people come and what do they do if they don't come? Far from battenning on the unskilled labour of Southern Africa I think we're rendering a service in giving them cash wages that they wouldn't otherwise earn in their own countries. This is why they come.

**Do you find the migratory system a particularly nagging problem?**

I do find it a problem. It's anything but ideal. But the partners — the employer and the employee — need each other.

**Unions often accuse the Chamber of making them the scapegoat in preventing Black advancement. What is the Chamber doing to train Blacks for management positions?**

It's not doing very much The Chamber is moving at the pace of the local set-up. We have Blacks in junior personnel management positions. We have them as senior instructors in the training schools

But certainly not in management as the White man would talk about management

**Should the Chamber be doing more in this respect?**

I think it perhaps ought to be doing more. But you've got to acknowledge that it's one thing to train people and another to be able to employ them. You've got to have an integrated approach, which is first to train them and then to utilise their training. To train a Black engineer, for instance, you just wouldn't have a hope under current circumstances of employing him as a mining engineer

**In terms of your study of mine violence, do you find any correlation between the deadend of Black aspirations and violence?**

We've had as many causes of unrest as we have incidents It covers the whole of the field. And to say that the placing of a ceiling on their aspirations is a main cause of violence is to talk absolute nonsense. There is no discernible pattern at the moment

**Given that, what response does the industry make to prevent further violence?**

To educate them (the Blacks) and communicate with them This is our main drive now — effective communication with our people. Effectively finding out what they think, effectively telling them what we think Educating them — and I don't say this in any paternalistic fashion — to live and work together in a community.



The other day I went to buy a new suit  
And with the cost of everything these  
days I was pretty scared that a decent  
suit was going to cost a pretty penny

I'd like to try on that suit over there please  
Here you are sir  
Must say I like it Fits beautifully Just  
needs the trousers shortened  
Our tailors will do that with pleasure  
sir

Suppose it's as expensive as it looks?  
Not at all sir Only R79 95  
Only R79 95? I raised my eyebrows in  
surprise But I always thought Levisons  
was such an expensive shop  
Sir at Levisons we've got suits to fit  
just about every pocket The most expensive  
imported labels — handmade Chester  
Barrie for instance as well as all the best

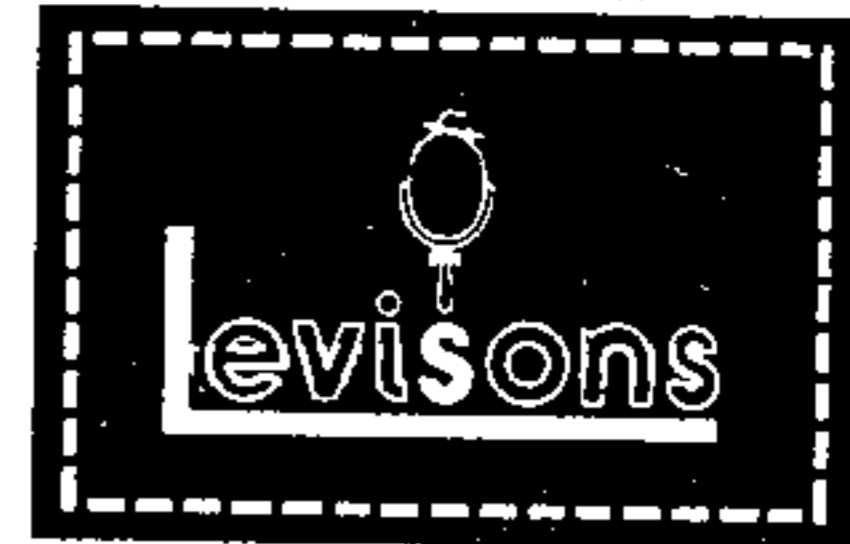
South African makes

And what about credit facilities?

At Levisons it's our policy to give credit  
where credit is due

Well I think it's fantastic The suit might  
cost R79 95 but it looks like a million  
dollars

**IF IT'S IN FASHION  
IT'S IN LEVISON'S**



Johannesburg Eloff St Fox St Sandton City Cape Town Bellville

Gordon & Kuper 1039/L/R



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# Malawi miners to return?

Malawi, which suspended the recruitment of mine workers for South Africa in April 1974, may soon lift the ban.

The ruling Malawian Congress Party has recommended that the Malawian Labour Minister contact his South African counterpart, Mr Viljoen, with a

view to restarting the flow of labour.

But Mr Tony Fleischer, general manager of the Chamber of Mines Labour Organisation, said although the mines would like some Malawians back, particularly the experienced men, they would not be able to take back any-

thing like the previous numbers.

The number of Malawians employed on South African mines had dropped to about 12 000, compared with 65 000 at the beginning of the year and 130 000 at the peak.

Mr Fleischer said it was unlikely that the mines would be able to absorb

more than about 25 000 Malawians if recruiting began again.

Since an air crash in April last year which killed 74 Malawian miners, no recruitment has been allowed in Malawi. All Malawians working on South African mines have come on their own.



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**THE ANGLO AMERICAN CORPORATION :**  
**THE REPORT OF THE WAGES COMMISSION**  
**OF THE STUDENTS' REPRESENTATIVE COUNCIL**  
**OF THE UNIVERSITY OF CAPE TOWN**

**SEPTEMBER ' 76**

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## INTRODUCTION

Towards the end of 1973 the **WAGES COMMISSION** of the University of Cape Town undertook a study of the gold mining industry entitled "**A Mining Survey**". The survey attempted to provide an outline of the history and conditions prevailing on the mines as background to the deaths of 12 Black miners at the **Western Deep Levels Mine** on Tuesday the 11th September' 73. The survey came to the attention of the **Anglo American Corporation (AAC)** who, in March 1975, invited the Wages Commission to visit the corporation. The Wages Commission accepted, and on the 18th and 19th of August, 1975 three representatives met with various members of the management of **AAC** in Johannesburg.

We were unable to verify any of the information given to us because it was not possible to visit any of the corporation mines. We had, furthermore, no opportunity to discover the basis upon which data was computed. (Such as the minimum living level, salaries in kind etc). The material that has been presented should, therefore, be interpreted with extreme care. Where no other source is cited all information was provided by **AAC** head-office staff. A satisfactory analysis of the data would require not only an insight into the history of the **AAC** and the industry as a whole, but also a grasp of the political economy of South Africa. This lies outside the scope of this report, which aims, then, simply to present the information received during the visit. Where data and comments have been added for clarification, they have been relegated to footnotes.



## GOLD DIVISION

### WAGES :

From 1st June '75, Black underground Miners received between R2,20 per shift (for a novice) and R6.80 (for a top grade operative) Of approximately 93,500 Black underground miners, 71,367 were on this pay scale, the remainder being made up of miners not yet on the permanent wage scale (i.e. still "in the pipeline"). A worker may not work <sup>more than</sup> a maximum of 26 shifts per month, for which he receives a minimum of R57,20. The Mean wage for Black underground labour is R84,00. By comparison the minimum underground wage on Botswana is approximately R48,00 per month while in Swaziland it is approximately R40,00. The minimum wage per month for White miners in South Africa is R480,00.

Surface workers are paid according to a different pay scale which begins at R1,40 per shift. Despite this wage differential, **AAC** maintains it has no difficulty in filling its quota for surface labour. The Mean Wage for Black surface labour is R48,00. **AAC** employs approximately 22,500 Black surface workers

The minimum Living Level was calculated for **AAC** by a Marketing Research Agency to be R66,50 per month for workers from rural areas. (1) In order to reach the Minimum Living Level workers would have to send R43,25 per month to their "homes" in the rural areas (2) Wages in kind (including medical expenses, food, accommodation and subsidised clothing) were valued at between R27 and R30 per month (3) (4)

### EMPLOYMENT

At present **AAC** employs approximately 153,000 Black and 17,000 White employees on its mines in South Africa and Namibia

### GOLD DIVISION

**116,000 Black** ..... ( 36 percent from S.A. )  
**12,000 White**

### COAL DIVISION

**25,000 Black** ..... ( 49 percent from S.A. )  
**1,800 White**

### DIAMOND DIVISION

**12,500 Black** ..... ( 54 percent from S.A. )  
**3,400 White**

When the employment for the first 7 months of 1974 are compared with the first 7 months of 1975, the numerical increase in Labour from Botswana,

Lesotho and Swaziland was 37 percent, while the increase in labour from South Africa was 71 percent.

## **RECRUITING**

AAC maintains that it experience no shortage of labour at present, either Black or White.

### **Black recruiting :**

Black miners are given the choice of returning to their previous mine when they are recruited, unless it has its quota filled, in which case they are sent elsewhere (5). The ban on recruiting in Malawi in April 1974 has had the effect of creating a shortage of approximately 10 percent in the industry, but AAC has maintained its complement by increasing the numbers of workers from other areas (6). Only 6,000 Malawians remain and will have returned home by the end of the year. It was maintained that the reason behind the ban was the desire on the part of Malawi to use the extra labour on local development and in agriculture and forestry in particular

### **White recruiting :**

Owing to a shortage of labour, the Chamber of Mines launched a campaign to recruit White labour in Britain early in 1975, but met with little success (7). It was mentioned that only one White skilled worker in three recruited by the mines in Britain remained with the industry. The Department of Mines assists with the recruitment of White miners via mining attaches stationed abroad. (8)

## **DEFERRED PAY**

There are two forms of deferred pay; one voluntary, one compulsory. Voluntary deferrment is kept by the industry for the miners until they return to their homes at the end of their contracts. Interest accruing to the voluntarily deferred pay is not paid to the individual depositors as the Chamber of Mines felt it would be too costly to administer each sum separately. The interest is paid into the deferred pay interest fund which was established in 1918 and donates the proceeds to "general welfare work." It is administered by two government officials and 3 from the Native Recruiting Company. On the 31st December '73 the total investment in the fund was R10,257,289. Interest accruing to the fund during 1973 was R376,381. There were 117,389 individual depositors who deposited an average of R87,03.

The compulsory deferrment exists for miners from two countries - Malawi and Mocambique. The Malawian scheme allows 60 percent of pay to be deferred after the first six months while the Mocambiquan deferrment, which was set up in terms of the Mocambique Convention, requires that 60 percent



AAC is attempting to move away from a single upward/downward communication channel.

Western Deep Level Mine was chosen as an experiment in the Works Committee system (although not a legally defined Works Committee). The Works Committees are structured according to job category. Every 10-15 men of one skill elect one representative onto a committee of between 20 and 26. One member of this committee is elected onto a "general communication council" which is called the "Big 50" (it is made up of 48 representatives plus 2 Black personnel officers). Four men are elected onto an "Advisory Communication Council" which meets with management. The lowest committees meet every month, the "Big 50" every two months and the Advisory Communication Council "As and when necessary". Election is by a show of hands and committee members receive no extra pay.

Each of the two shafts employs an organiser who trains the committees outside working hours. He is also responsible for the induction of new workers. Supervisors, being a different job category, are elected onto separate committees from those of the men they supervise.

At meetings a secretary - normally the committee organiser - notes in a book the remarks, grievances and suggestions of the workers which is then sent to the departmental personnel officer.

It was felt that the committees had been fairly successful as the workers had put considerable effort into them and presented well-reasoned problems and issues. These had included general problems related to the work situation, leave, hostel conditions and the way the committees were run. Local Management response, on the other hand, was felt to have been "not very good". Often suggestions and problems relating to work were merely dismissed as "rubbish", other were simply neglected. One of the main problems was that even when suggestions were accepted, there was no feedback to the committees. Other issues, particularly relating to wages, although reaching the Advisory Communication Council cannot be dealt with even within the corporation, as they were decided by the industry as a whole.

Under riot conditions the system is abandoned by management and workers alike. Neither appear to place much trust in the committees.

Although the committees had been in existence it would appear that they were of little use to management in appreciating workers' grievances as management were taken by surprise by the riots that took place on the mine. This was perceived by management as a lack of awareness on the part of workers of the role of the

/ 5 - committees as a channel for grievances.

committees as a channel for grievances. Workers had only been briefed of the committees existence and function at the time of induction, together with a host of other instructions.

The other channel of upward communication is via informers. Although the system is disapproved of by Head Office, its existence was acknowledged. Informers operate directly with the compound managers and other officials, while others go to the police. The committee system has been considered successful and will be implemented throughout the AAC, but only after further monitoring of a pilot scheme consisting of one gold and one coal mine. The committee will not be ethnically segregated and will have a written constitution with a clause guaranteeing against victimisation, which is seen as a danger by workers.

## **HOUSING**

Over the next 6-7 years AAC intends spending R250 m. on housing. Considerable attention is being given to the improvement of conditions. Instead of housing men in single closed compounds smaller, more open units, built in small U's to house 600 men each, are being devised.

At present only approximately one and a half percent of all Black miners are housed with their families on mine property, despite the fact that mines may legally house three percent of all their Black labour in married quarters. For Black workers with permanent urban residence rights the mines may build as many married quarters in the townships as they wish, but as very few workers in this category are recruited onto the mines, the provision has little practical effect.

Management quoted from a survey that we were not allowed to read in order to show attitudes of Black Miners to bringing their families onto the mines. Only 30 - 40 percent were reported to have wished to bring their families with them. (This ranged from Swazis of whom only six percent would consider it, while the Basotho were 90 percent in favour of doing so). The reasons given for not wanting to bring the family included fear of violence in the compounds and townships and the fear of losing the right to land in the reserves.

The survey showed that approximately 70 percent of workers would prefer to have neighbour from another tribe rather than from their own. (This ranged from the Swazi who were 100 percent in favour of different neighbours to the Basotho who were only 50 percent in favour of this). Further miscellaneous information that was quoted from the survey was the fact that the average miners family consisted of four children and that while the Shangaans were 94 percent in favour of indunas the other groups disliked them.



### **HOURS :**

A shift is measured from the time the miner clocks in at the top of the shaft and consists of the 8 and a half hours. The time taken including time from and returning to the compound is also nine and a half hours. The five day week will lengthen the working day in order to attain the same number of blasts. One of the major concessions made by the Mine Workers Union was to allow Black miners in two hours before the White miner arrives in order to commence clearing out the stope so that fewer blasts will be lost. The Black miners will be sent down at staggered times so that drillers do not arrive until the stope has been prepared. We received conflicting reports as to whether or not the Saturday will be considered overtime for Black miners as it will be for Whites (It is estimated by the mines that the 5 day week will increase the costs of the mines by between 3 and 5 percent, partly as a result of a decrease in gold mines and partly as result of the increased costs due to overtime pay) (12)

One of the major complaints of Black miners is the time taken to get to the surface particularly on night shift. The white miners often simply leave for home after 5 and a half to 6 hours at night, leaving Blacks to straggle back in small numbers. The cage operators will not raise them to the surface in such small numbers resulting in Blacks frequently having to wait four to five hours to get up. This is made worse by the fact that White miners refuse to be raised in the same cage as Blacks. It is not unheard of for Black miners to miss the last cage and have to sleep underground until the next shift.

### **MECHANISATION :**

Five years ago Labour represented 28 percent of total costs while today it is approximately 50 percent. This has led the mines to turn to mechanisation. (13) Machinery has to be developed especially for local conditions, as these are peculiar to South Africa. Three kinds of machines are being contemplated; those that make two cuts and then withdraw the rock, boring equipment and hydraulic drills. These will take 6 - 8 years to develop, and their long term impact on the demand for Labour is uncertain as yet.

### **RIOTS :**

Since September 1973 there have been 30 riots on S.A. gold and coal mines. (14) Over 130 miners have been killed between 30,000 and 50,000 have broken their contracts and gone home. The riots do not include underground strikes by small groups of Black miners which "have been becoming prevalent". There are also reports of deliberate sabotage of machinery.

/ 7 - Workers appear to have become

Workers appear to have become increasingly confident and believe the police have orders not to shoot them unless their own lives are being endangered. This is born out by reports of workers taunting the police by shouting "Shoot us Shoot us". The police now try to remain outside the compounds and simply contain any riot within company property. Miners they also appear better organised. In January or February 1975 300 miners formed up behind a building as the 60 police entered the compound, whereupon the miners on two occasions charged them and drove them out of the compound. At Vaal Reefs it is also reported that miners - anticipating the use of tear gas - arrived on the scene with wet cloths to shield their faces.

### **DISCIPLINE AND SECURITY**

This varies from mine to mine. Minor brawls are dealt with by "police boys" who send men back to their rooms. It is reported that although frowned upon by Head Office, the practice of manacling men who are disorderly or drink to fixtures continues as a means of discipline (it was suggested that this may have sparked off one of the riots). More serious offences are dealt with by the Compound Manager, who may cancel the contract of a miner with 24 Hours' notice. As the use of the police force has tended to result in miners being shot, (one of the reasons put forward for this is the suggestion that under riot conditions the police call in police reservists who tend to be "trigger-happy") AAC has built up its security force to the point where it amounts to, as one executive put it, "a private army". (15) Its dog handlers are trained by the South African Police (16) while its equipment includes a helicopter and the purchase of tear-gas vehicles is being considered. It was impossible to arrive at the exact size of the force, but it described as "very considerable". Wind socks, flown at the mines are, we were informed, to guide the security force in the directional use of tear-gas.

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## **DIAMOND DIVISION**

### **CONSOLIDATED DIAMOND MINES (C.D.M.)**

Black labour is recruited from Botswana, Namibia, Angola and South Africa. The contract is for a minimum of 6 months and a maximum of a year. The Call Card system is employed to recall workers. If a worker returns on a call card within 3-4 months (subject to negotiation) he retains his job and his pay rate. Over 90 percent return on call cards, while the overall return rate is in the order of 95 percent.

As there is no white union at the mine, Black labour has been raised to relatively skilled positions. A liaison committee (although not legally defined liaison committee) was set up at the mine after negotiations. Problems arose with the election of the committee as it occurred at the time of the Ovambo election which was subject to a SWAPO boycott. Workers thought that their ballots would be in some way connected to the Ovambo elections and thus boycotted the ballot. (In the official Ovambo election only 4 votes were registered at the mine) As a result no committee exists at present. There is a distrust of committees on the part of workers as they fear victimisation and informers. Many of the miners are SWAPO members and SWAPO meetings, to which management is reportedly invited, are held on the mines.

In the Diamond industry there is no restraint on wages from the Chamber of Mines and the minimum wage at CDM is R88,40 per month (It is not clear whether this is with or without overtime). At CDM two shifts are worked. one of 8 hours and one of 10 hours with 4 of the remaining hours used for maintenance of the equipment. The corporation is considering introducing 8 hour shifts in order to maximise the use of the plant (17)

### **DIAMOND MINES AT KIMBERLEY :**

In 1972 it became apparent that unemployment existed in Kimberley among Blacks and, prompted by a dissatisfaction with migratory labour system and the high costs of hostels, the corporation decided to move in the direction of a stable work-force. Today 38 percent of 2,600 Black workers at Kimberley live in the townships. They succeeded in attracting labour away from the Railways and Post Office as well as agriculture. There was "some trouble" with the Agricultural Union who asked AAC not to "poach" its labour. Absenteeism, which was always considered a possible problem of a stable work-force is extremely low - only 1.6 percent. De Beers have recently received permission to build 250 houses in the Kimberley township of Galeshewe. The Basotho workers, who form 33 percent of the Black workers, will be gradually phased out. No worker with over 3 years' service will not have his contract renewed, and will be employed until he reaches a pensionable age, but no new Basothoes will be employed.

At Kimberley there exist legally defined works committees, which are considered by management as the first step towards a union. They were set up at the instigation of management. The iduna system, while still existing informally, is no longer recognised.

## **PENSIONS**

The scheme, which varies slightly between the different mines, was set up on 1/1/74 "to provide migratory employees with benefits on retirement through old age or incapacity, and to provide benefits to dependents on death in Service". The scheme is non-contributory employers bearing the total cost. Normal retirement age is 60 although it may be lowered to 50 at the discretion of the employer in which case the benefit is reduced by 2 percent for every month his retirement date precedes his normal retirement date

The benefit on retirement for employees who have completed at least 8 years' working service during their last period of service not broken by more than 18 months (4 months in the case of Premier and Kimberley, except when condoned) shall be eligible for a pension of 1/60th of the final average basic guaranteed annual rate over the last two years of service for each year of working service. (In Premier and Kimberley this is subject to a R22,34 per month minimum).

If totally and permanently disabled on the company's fields or within 18 months of the last tour of duty, the employee is also given a reduced pension. If an employee is killed on the company's field, his dependants receive a lump sum of one year's basic pay, provided he is over 21. At the death of a pensioner after retirement his dependants receive a lump sum of one year's pension. All benefits are at the sole discretion of the employer. In order to deal with inflation, the benefits are increased by a percentage equivalent to the ratio that the wage increase bears to the minimum wage rate applicable prior to the increase. On 1/6/75 as a result of wage increases, benefits were raised by 29,6 percent.



## **ADDENDUM**

**At the time of going to the press the Wages Commission received from AAC additional information as follows :**

1. A guide to death and disablement benefits for Black employees injured on the mines.
2. The disciplinary code as applied to AAC gold mines
3. The suggested grievance procedure for use in all gold mines.

Unfortunately it was too late to incorporate this information.

**We also have :**

1. An outline of the pension scheme for AAC diamond division
2. A briefing manual for downward communication.

Should the reader require any of the above information we can gladly supply it. Apply to the Wages Commission C/o the SRC University of CAPE TOWN.

Cape Town - 8001

## NOTES

1. The Minimum Living Level approximates the Minimum Effective Level which is calculated by adding approximately 50 percent to the Poverty Datum Line.
2. "Homes" is placed with inverted commas as over 95 percent of Black miners on the gold mines are migrant labourers, returning home for only a few weeks every year.
3. White miners also receive salaries in kind, but information as to their value was not provided.
4. Wages paid by AAC may be considered in conjunction with wages paid in the different sectors in South Africa.

SECTOR	WHITES	AFRICANS	WORK-FORCE
Mining and quarrying	R598 (R405)	R67 (R27)	620 623 (684 054)
Manufacturing	R486 (R376)	R100 (R67)	11343 500 (1 260 100)
Construction	R472 (R376)	R95 (R67)	419 800 ( 384 700)
Electricity	R554 (R404)	R116 (R76)	31 900 (28 100)
S.A. Railways	R493 (R365)	- -	248 135 (229 659)

The figures in brackets in the table represent the average monthly wage in April 1973 compared with the average monthly wage in April 1975. During the two year period the human subsistence level for an African family on the Witwatersrand rose by 40 percent, according to the University of Port Elizabeth.

*SOURCE : Rand Daily Mail, August 1975.*

5. There has been a concerted drive by the mines to increase the proportion of Black labour from South Africa. According to the report of the Chamber of Mines AGM (85th) the proportion of S.A. Miners was 22 percent on 31st March '74 and 32 percent on April '75. *(R.D.M. 25/6/75)*  
Mr. W.J. de Villiers, Managing Director of General Mining and Finance announced that by the end of 1976 half of the Black Labour force on S.A. gold mines will come from S.A. *(Argus 5/7/75)*

Recruiting by the mines in farm areas of S.A. has met with considerable opposition from the S.A. Agricultural Union. The Deputy Minister of Bantu affairs, Mr. Cruywagen has said a meeting of representatives from Agriculture and mining has been called to discuss labour recruitment "especially having in mind that Bantu workers should not be drawn away from farms". *( Star 11/6/75 )*

In their drive for South African Black Labour, the mines are aided by the legislative framework of S.A.



"The Bantu Regulations (Bantu Areas) were issued on 18th March '68 by the Acting State President, in terms of his powers under section 25 (1) of the Bantu Administration Act. The regulations are remarkable in two respects they brought a major revolution in African labour organisation, and they delegated powers of great importance to relatively junior officials

The regulations provide for the establishment of tribal, district, and territorial labour bureaux in the "Bantu homelands". All employers who ordinarily employ Africans in the area of a tribal labour bureau are to be registered with the bureau. All Africans who are domiciled in the area of tribal labour bureau, and who are employed but dependent on employment for their livelihood, must register with the bureau as workseekers

The tribal labour office is then to classify the workseeker under one of the seventeen categories of employment listed in regulation (7). The classification of a workseeker "shall as far as practicable be made in accordance with the wishes and qualifications of such Bantu and the availability of labour in the various categories". The African may then not be employed in any other category, except with the concurrence of the tribal labour officer.

The effect of the above is to "lock" the workseeker into a particular category of work. Cases are reported in which Africans have been registered in categories to which they object. The worker may also be obliged to work in an area which is not of his own choosing, as the Director of Bantu Labour may zone the areas for which African workers may be made available."

Budlender G. "Administrative Rule of African Workers"

*Responsa Meridiana, Vol. 3. No. 2 August '75.*

6. One of the steps taken by the Chamber of Mines has been to reach agreement with the Rhodesian government to recruit up to 20,000 Black miners a year (*R.D.M. 26/6/75*) WNLA has recruited between 650 and 700 Rhodesian miners per month (798 in May) (*Financial Mail, July 25 '75*)
7. There was a reported shortage of White Labour on the Gold Mines of 300 or 1 percent of the total work force. (*RDM 30/5/75*)
8. Dr. Koornhof has announced that the number of Mining attaches is to be increased so that they will be stationed "all round the world" (*Radio broadcast 6/8/75*)

A Paulus of the Mine Workers Union has said that it is the duty of the present miners to secure the position of fellow Afrikaaners in Rhodesia and SWA who

/ 3 - were being threatened by

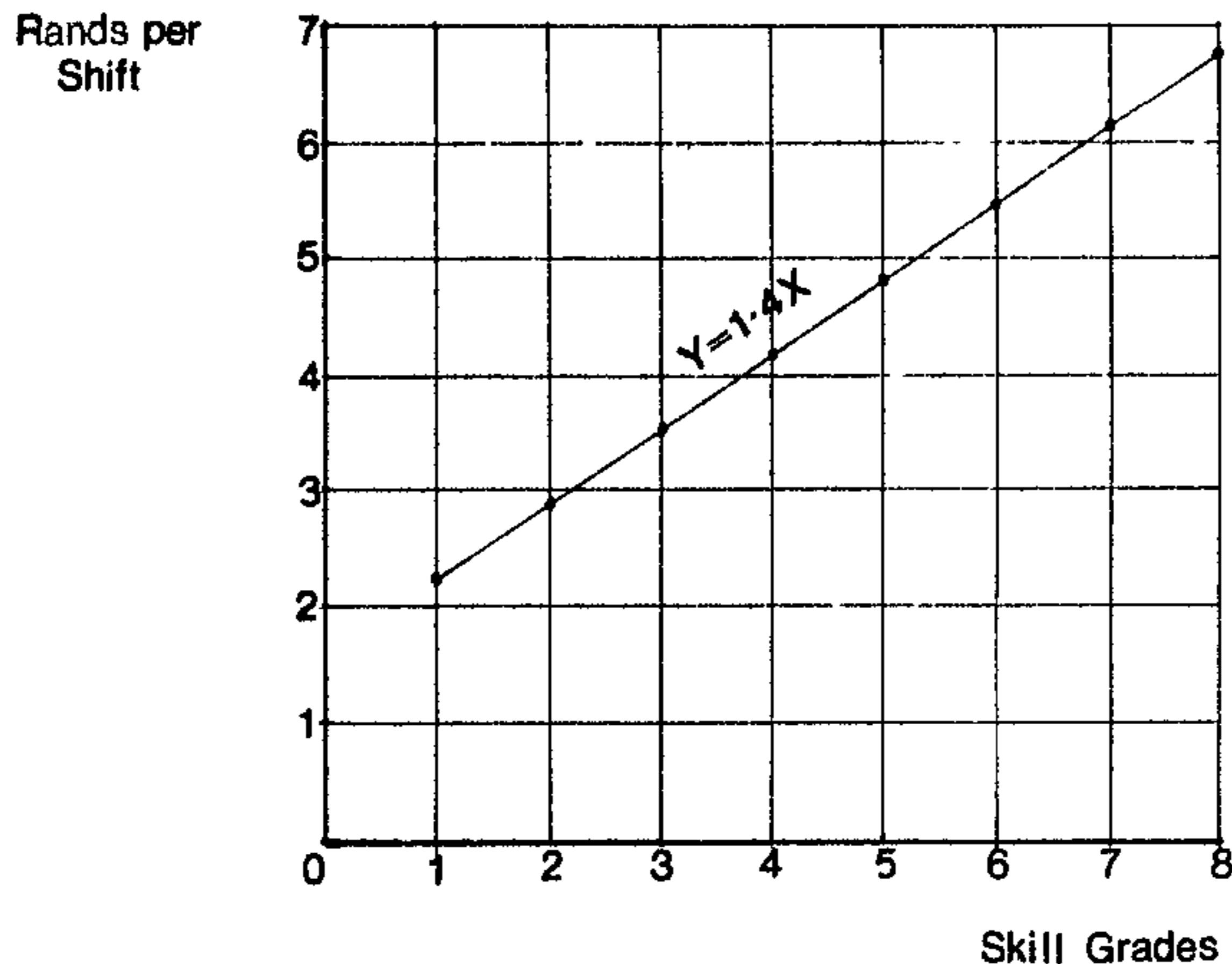
were being threatened by ensuring they could be absorbed onto the mines (Star 3/7/75)

9. In terms of the Mocambique Convention the R80 million deferred pay is transferred to the Mocambiquan government in gold at the official price of \$ 42,22 per ounce. With the international Monetary Fund recommending the abandoning of the official gold price, South Africa may revalue its gold holdings to a price closer to that ruling on the Free Market. This would mean that gold would be transferred to Mocambique at the higher price, thereby reducing the premium previously obtained by selling the gold on the Free Market. This would cost Moçambique in the region of R150 million per annum. *Financial Mail 27 July '75.*
10. One of the reasons it was implemented on an industry-wide basis was to avoid the danger that workers might "play off one employer against another and that's the last thing we want".
11. As an example of how the method operates, we were shown the graph on which permanent Black underground wages are plotted. There were eight skill grades as indicated below :

1.	12,331	
2.	11,226	Unskilled workers
3.	7,031	
4.	33,815	
5.	1,228	Semi-skilled workers
6.	571	
7.	1,770	
8.	<u>3,395</u>	Skilled workers
	<b>71,367</b>	<b>Total</b>

The graph plotted grades on the one axis and RANDS per shift on the other. As long as the slope of the graph was less than 1.5, it was considered a defensible pay slope. If the slope was less than 1.25, turnover was too high. Below is an approximation of the graph, which has a slope of 1.4





12. Tax formulas ensure that the Government bears a large share of increased costs as they reduce the ratio of profits to revenue (*Sunday Times 20/7/75*)  
When the agreement comes in fully in one year, the mines will work 22 shifts a month against 26 now. In the first year White mineworkers will work 2 Saturdays a month and can volunteer for more. The industry has been getting 11 - 13 blasts a 26 day month, but by allowing Black miners to clear two hours earlier every day, the mines could still achieve 13 full blasts in 22 shifts, but in deep, hot mining, the extra hours could exhaust the Black miners  
(*RDM 18/7/75*)
13. Mr. A.W. Schumann, President of the Chamber of Mines, announced that the value of equipment underground will be increased from R250 m. at present to R100 m. (*RDM 25/6/75*)
14. Many reasons have been put forward in an attempt to understand the violence. Dr. Francis Wilson has listed 10.
1. Drink-boredom. Many start over weekends.
  2. Competition for women, particularly in the Free State.
  3. Ethnic tensions particularly between Xhosa and Basotho
  4. Inadequate worker-management communication channels
  5. Lack of consultation with workers both by Management and by Governments.
  6. Dissatisfaction over earnings.
  7. Insecurity over jobs : particularly among Basotho fearing replacement in Kimberley.
  8. Agitators are seen as a factor by some, generally Whites
  9. Unnaturalness of compound life with its single-sex, no privacy hostels.
  10. Powerlessness - violence as a cry of frustration (*Sunday Tribune, March 9 ' 75*)

Mr. Eddie Webster adds the following reasons.

1. White prejudice in dealing with Black workers
2. Lack of opportunities for job advancement
3. The migrant labour system as a whole
4. The hazardous nature of the work - reflected in the high mortality rate of 5,500 over the past decade. *(quoted by Clive Emdon, RDM July 30 '75)*

With regard to the hazardous nature of the work it should be noted that perhaps as worrying a factor as the mortalities is the morbidity rate which was 41,1 percent on the Gold Mines of the Reef and the far West and 35,3 percent on the Orange Free State Mines. Furthermore, despite the fact that the Miners are under the full time supervision of AAC, 166 Miners that died (either in accidents not arising out of employment or due to assaults) were classified as "non-compensatable". (Anglo American Corporation Medical Consultant's Report '74).

15. It was mentioned by AAC that the forces employed by the Goldfields group was even more extensive than their own and had closer ties with the S.A.P.
16. In December '74, 27 AAC security guards became dog handlers after completing a course at the South African Police Training School in Pretoria Training School in Pretoria *(RDM 5/12/74)*
17. It was suggested from outside the corporation that this is being done in order to get the richest diamonds out of the mine before Namibia achieves independence.

SRC/PRESS/UCT/

ah

26/9/75



# Labour rethink

BLANTYRE — The Malawi Congress Party is to re-consider the ban placed last year on the recruitment of labour for South African mines.

The party's annual convention was opened in Zomba on Saturday by the President, Dr. Kamuzu Banda, who said the labour recruitment question was discussed earlier this year by Ministers from the Malawi and South African Governments.

"The (Malawian) Minister reported to me. He told me what was discussed and what we were being asked, and what improvements they (the South Africans) promised to make if we reconsider our decision," he said.

Recruiting was suspended in 1974 after a party of Malawian recruits were killed in an air crash in Botswana — (Sapa.)

(2) 169 ✓

# Basotho miners' probe

'Mail' Africa Bureau

MASERU — Lesotho is taking steps to improve conditions for Basotho miners in South Africa, the Prime Minister, Chief Leabua Jonathan, told parliament yesterday.

He said he was aware of working conditions for Basotho miners and his government was considering taking over recruiting for the mines.

There had been talks

with mine authorities, but South Africa's help was needed, Chief Jonathan said

The Acting Minister of Labour, Mr. K. G. Rakhetla, said a government official had gone to Europe to study conditions for migrant labourers

Parliament had approved a select committee to investigate recruitment for miners, their wages, compensation and accommodation.

① 211  
② 165

(211)



RDM, 2/10/75  
Don't do  
it there,  
I said...

Staff Reporter

AFTER urinating on a latrine floor Edward Zitha, a security officer at the Crown Mines compound, assaulted the latrine cleaner with a broomstick.

Zitha pleaded guilty in the Johannesburg Magistrates Court yesterday to a charge of assault with intent to do grievous bodily harm.

Mr Albert Stemel, the latrine cleaner, told Mr P D J Vorster that on August 15 he was cleaning the floor of a latrine in the Crown Mines compound, Johannesburg, when Zitha came in and urinated on the floor.

"When I told him that he could not do it there, he grabbed a broomstick, hit me and walked away," said Mr Stemel. He was taken to Johannesburg General Hospital.

Zitha said he had always done it in the same spot, and claimed that Mr Stemel had hit him first.

Zitha was found guilty and fined R30 or 30 days.

① 211  
② 127

211

# Troubles are to be over in near future

AIDA PARKER

SOUTH AFRICA'S severely stretched gold mines may soon find their labour troubles over. Indications are that Malawi is about to relax its 18-month old recruiting ban on labour for this industry.

At its conference earlier this month the Malawian Congress Party resolved that the Minister of Labour should make contact with South African counterpart to reopen discussion on the Malawian mine labour position.

So far no such contact has been made with Mr Malais Viljoen's office, but it is usual for these matters to take a little while.

The ban was imposed in April 1974 after a complete

breakdown in communications on our side. All told 72 Malawian miners were killed in a Witwatersrand Native Labour Association air crash in Botswana. No-one officially informed Dr Banda of the tragedy, a protocol lapse which irritated him deeply. A total ban on recruitment of mine labour came a few days later. Dr Banda apparently did not regard this as any break in his good relations with South Africa, arguing that these negotiations were with a private organization.

The cut-off seriously hurt both parties. Before the ban was imposed Malawi had 105 000 of its men on the mines. From April 1974 the numbers slid rapidly: down to 98 000 in July 1974, 17 000 in July 1975, 11 000 today. If the ban persists there will be no official Malawian workers at all on the mines by the end of the year.

Coming at a time of severe international financial strain, the ban has undoubtedly bruised Malawi's always-fragile economy. Malawian mine workers remit 40 per cent of their pay to their home country. In 1973 these deferred payments totalled R10-million. In the first nine months of last year, because of the increased mine wage structures, the payments hit R15-million. They then began to tail off sharply.

Whether Malawi will ever again get to the quotas it formerly enjoyed is doubtful. The cut-off was a punishing blow to the mines which then had to embark on emergency recruiting elsewhere. The increased wages helped this along. Lesotho, Botswana, Swaziland and Mozambique have all increased their labour flow. Rhodesia, not formerly a recruiting area, has come in strongly, today has 4 000 men on the mines with more coming in all the time.

South African Blacks too are rallying around, attracted also by the improved wages and working conditions. Their numbers have risen from 80 000 at the end of July 1972 to 110 000 today.

sales tax and excise duty. Commenting on Toyota's fairly large market share (20 per cent) Mr Adcock says that this sector is not subject to such competitive pricing pressure and it is therefore easier to maintain profitability.

The overall situation, however, is dicey and manufacturers are employing various



**BLACKS CAN SAVE R30M**S.A DIGEST  
10/10/75

A total of 127 000 South African Blacks are working on gold mines, and if they save only a quarter of their annual income they could take R30-million a year back to the Black homelands. This is revealed in *Mining Sun*, distributed by the South Chamber of Mines.

The newspaper is on sale at gold mines, collieries and platinum and asbestos mines, and at mine labour recruitment offices. Its aim is to promote communication with and between the mining industry's 350 000 Black employees.

"The massive Malawian labour force on South African gold mines has been substantially replaced by big increases in the number of men from South Africa, Botswana, Lesotho, Swaziland and Mozambique, says a front-page article.

Zulus used to be reluctant to work underground, but they are now showing an interest in the gold mines as a career.

S.A DIGEST 10 /10/75

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**MINING**

**MINING INDUSTRY PRAISED**

The Minister of Mines, Dr P G J Koornhof, commended the mining industry for its recognition of the need for a bold programme of research and development, its cutting back on wasteful labour practices, and its movement away from total reliance on a low wage, labour intensive structure

The Minister, who was speaking at the opening in Johannesburg of a new office block of a mining company, said that he wished to emphasise the resourcefulness and resilience the mining industry had displayed in achieving this during the changing circumstances of the past two years

The Minister said there had to, of necessity, be a more rapid swing than had previously been planned towards highly productive mechanised operations in all spheres of mining, whether for gold, coal, platinum or other base minerals, following the recent falling off in labour availability

"While the transition period may be proving difficult, and in many cases exasperating and costly, there is no doubt in my mind that in the final event our mining industry and our country will be better off for the awakening we have recently had, both labour — and energy — wise

"I say this for the reason that to counteract the labour situation and to offset rising costs, we now have no alternative but to mechanise to the greatest possible extent, and in as short a time as is humanly possible," declared the Minister



# Threat by 22 could hit gold production

Star 13/10/75  
Labour Reporter

The Minister of Mines, Dr Piet Koornhof, has been asked to try to avert a strike ballot by 22 key men at the Rand Refinery.

A strike would halt the refining of about three-quarters of the world's gold production, according to Mr H Mallet-Veale, general secretary of the SA Technical Officials' Association.

Mr Mallet-Veale disclosed today that dead-lock over a five-day week at the gold refining section of the Rand Refinery was reached last month. A conciliation board was appointed last year to settle the dispute.

### BALLOT

The association's executive decided last week to hold a strike ballot.

But it decided first to ask Dr Koornhof to mediate as he did recently in the five-day week dispute between the Mine Workers' Union and the Chamber of Mines.

Dr Koornhof has not yet replied to the association.

Mr Mallet-Veale said 180 men were employed in gold refining but 22 men were strategic personnel belonging to his association.

They were off on Sundays but had to work from 7 am to 11 am on Saturdays. During those four hours they worked no more than 1½ hours, he claimed.

The Chamber of Mines, which runs the refinery, had asked for a postponement of the five-day week negotiations until after the settlement of a similar dispute with the rest of the gold mining industry.

### PROVISION

The association agreed to this on the provision the men could have alternate Saturdays off until then, but the chamber did not consent, Mr Mallet-Veale said.

He said the men had one free Saturday a month as a result of previous negotiations in the dispute which started about six years ago.

The Chamber of Mines declined to comment.

## Eldorado waterless

Residents of Johannesburg's Coloured suburb of Eldorado Park Extension. Two complained today they had been without water for 24 hours. They said they had been given no warning.

But a spokesman for the City Engineer's Department said: "We do not know of any disruption in service."

He said the matter would be looked into and any faults rectified.

Mr Ronald Jackson, a resident, said people were looking desperately for water. He said the water was cut off yesterday morning and by this morning water had not been restored.

# FEWER JOBS ON MINES

ARGUS 20/10/75

## FOR MALAWIS

Finance 2

① 211  
~~2/169~~ (211)

**THE embargo preventing Malawi nationals accepting jobs in South African mines may soon be lifted — but if recruiting does resume, the jobs available will be far fewer than before says the Mining Journal.**

The ruling Malawi Congress Party has recommended that official talks be resumed between the Malawi Labour Minister and his South African counterpart to see whether a formula can be reached for Malawis to accept jobs again in South Africa.

However, says an article in the journal, the South African Chamber of Mines made up much of the loss of Malawi labour by intensifying its recruitment of local workers and by stepping up the intake from Mozambique.

### STILL AT WORK

The mines, through rationalisation and other steps, also reduced the number of miners deemed necessary for efficient working. Thus, the situation has improved to the point where the overall shortfall is about 10 per cent, compared with a previous 25 per cent.

At present, there are about 12 000 Malawis still

at work in the gold mines, compared with 65 000 at the beginning of the year. At one time in 1974 the number reached 130 000.

Malawi halted recruitment after an air crash in which 77 Malawian mine-workers died when returning from a period of work in the Republic. Later, the ban was placed on a more permanent footing.

Against this background, Mr Tony Fleischer, general manager of the Chamber of Mines labour organisation, estimates that no more than 25 000 Malawis could be absorbed into the mines if recruitment restarted.



# Malawi Minister to discuss

STAR 22/10/75

## miners

The Star's Africa  
News Service

**SALISBURY** — President Banda of Malawi intends sending a Cabinet Minister to South Africa to discuss the resumption of recruiting labour in Malawi for South African mines

Malawi halted all recruitment about two years ago when an aircraft of the

Wenela mine labour organisation crashed killing many Malawi mine-workers.

But according to the latest Daily Digest to reach here from the Information Ministry in Blantyre, the issue of restarting recruitment was

thrashed out at the recent Malawi Congress Party's convention in Zomba.

Delegates passed a resolution approving the possible resumption of labour recruitment by Wenela.

President Banda announced

he was happy that the recruitment question had been discussed again and said he would be sending the Minister responsible to South Africa.

The Malawi Minister would discuss the resumption of labour recruitment, but on special (and unspecified) conditions. President Banda said the final decision on the matter would be taken by himself.

The President added that the decision to suspend labour recruitment had been his own. He was not wilted under pressure from any African state or the OAU.

His decision on whether to resume recruitment would not be against the will of the people, he said. President Banda said he refused to accept the policy of boycott and isolation against South Africa and Rhodesia because he had to be honest with himself and his people.

① 211  
② 169

F.M. 24/10/75?

(211)

That 6 000 Rhodesians are now working on SA mines? Wenela recruiting began on January 2, and the end-of-year total is expected to be around 7 500.

Apart from recruiting in the urban areas of Bulawayo, Salisbury and Fort Victoria, Wenela is now operating in north-east Rhodesia, using runners with pamphlets, under White supervision.

A spokesman at Wenela's Salisbury office told the *FM* that about 300 Rhodesians had been repatriated — 200 for "misbehaving" during mine fighting and the remainder because of reluctance to stay on after the bloodshed.



# Leaders wanted

**MATRICULANTS** aged between 16 and 24 who enter the mining industry as student officials are the main source of mine officials and managers.

They start training straight from school at a salary of at least R314 a month, and they enjoy the benefits of nominal boarding fees, good leave and holiday allowance.

As future leaders, they must learn at an early stage to take responsibility. They must learn how to encourage and how to direct so that they can control an enthusiastic and productive working force.

Most of the training is practical, but a substantial amount of theoretical knowledge is required from those who intend to make rapid headway. The pace of training is adjusted to the needs of the individual.

Student mining officials attend training colleges and live in comfortable single quarters with lounges, games, reading and hobbies rooms.

They also enjoy excellent meals and sporting facilities. Specialists are at hand to look after all their needs and to lend a sympathetic ear to any requests or problems.

After six months to a year of practical training, in which they find their feet and show their mettle, student officials can take one of the following three courses:

Promising students who

have shown themselves capable of successfully completing the demanding course in mining engineering, can apply for handsome bursaries for full-time university study.

Those less academically inclined, but who also aim for high positions, take a diploma course involving five months' full-time study a year for four years. The balance of each working year is spent in gaining practical experience on a mine.

Those who do not like intensive study, but who are good practical men, take a practical mining course over two years or more, depending on their ability and maturity. They do not write year-end examinations, but their instructors make sure that they master

what they must know to become shift bosses.

With the above category, private coaching or correspondence courses enable them to improve their positions at a later stage if they wish.

Every student mine official can rise to the top — with or without a degree in mining engineering.

Regardless of their qualifications, mining men have to gain Government certificates of competency to achieve promotion to senior managerial positions on a mine.

The advantage of taking a mining degree or diploma is that these studies prepare the student for the examinations which qualify him for the mine manager's certificate of competency.

# Agreement near on five-day week for coal mines

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Cape Times, 28/10/75

## Own Correspondent

JOHANNESBURG. — The Chamber of Mines and the Mine Workers' Union have almost reached agreement on implementation of the five-day week on the coal mines.

According to the union's newspaper, *The Mineworker*, the parties hope to finalize the agreement soon. The mine operators, however, are more cautious and confine themselves to saying "in the near future".

Nobody is able to quantify exactly what the deal will mean in increased working costs and capital expenditure.

But preliminary estimates see working costs rising by between 5c to 7c a ton, while capital expenditure on extra stockpiling facilities is likely to cost the coal mines around R25-million.

The big worry in the producers' minds is how much of these extra costs they will be allowed to retrieve when the coal price is reviewed next year by the Government.

In the current anti-inflationary climate the Government may prove less sympathetic than in the past.

No date has been set as yet for the coal mines on when the five-day week will be implemented.

On the gold mines compulsory Saturday overtime

for mineworkers' union members' falls away on July 16 next year. However, something of a stalemate has been reached between the chamber and representatives of the fitters and mechanics' unions over productivity concessions.

The Minister of Mines has appointed a consultation board to find a solution to iron out the difficulties. Once this is done, a definite date for the gold mines should be announced.

The cost impact for the gold mines of the five-day week has been estimated by mining house consultants at around 5 percent to 6 percent. Some expect another 15 percent next year from general inflation, devaluation, and the need to keep African wages at least in line with inflation trends and reasonably competitive with industrial wages. This means that the gold mining industry will face cost escalation of at least 20 percent next year.

Some consultants think 25 percent a more likely figure.

Not the sort of stuff bull markets are made of, especially with a sideways-at-best gold price likely for another six months to nine months ahead.



# Key gold workers call for strike

The Argus Correspondent

JOHANNESBURG. — All but one of 23 key technicians at the world's largest gold refinery have voted for a strike they claim could halt all refinement of gold in South Africa.

The men are demanding a five-day week.

The technicians present at the strike ballot in a Germiston hotel yesterday represented the majority of about 27 members of the SA Technical Officials Association employed at the Rand Refinery.

## HOPING

Now we are hoping the Chamber of Mines sees reason, said Mr H. Mallet-Veale, general secretary of the association, after the closed meeting.

He said: "If we go on strike, the economy will be given a knock."

"I am confident we shall arrive at some settlement before we have to resort to this drastic action," he said.

He said no strike would be contemplated before the association's executive meeting on November 12.

The chamber declined to comment.

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# Gold men vote to strike

East Rand Bureau

Twenty-two of 23 key technicians at the world's largest gold refinery have voted to strike in support of their demands for a five-day week.

The 23 men at the strike ballot in a Germiston hotel yesterday represented the majority of about 27 members of the SA Technical Officials' Association employed at the Rand Refinery near Germiston.

"Now we are hoping the Chamber of Mines sees reason," said Mr H Mallet-Veale, general secretary of the association, after the closed meeting.

"If we go on strike the economy will be given a knock.

"I am confident that we shall arrive at some settlement before we have to resort to this drastic action."

If no settlement were reached, Mr Mallet-Veale said, the chamber faced the following alternatives:

● A total halt to the refining of South African gold as a result of the strike.

● Replacement of the technicians concerned by inexperienced workers.

The second move would result in slower or below standard gold refining.

## MORE ACTION

Such a move would also raise the distinct possibility of strike action by the entire association, which has 3 300 members who are in control of hoisting and reduction on South African mines.

"We also have the support of the Mine Workers' Union," Mr Mallet-Veale disclosed.

He said no strike would be contemplated before the association's executive meeting on November 12.

Mr Mallet-Veale said the Minister of Mines, Dr Piet Koornhof, who was asked to mediate in the dispute, could not be blamed for the present situation. He had done everything he could.

The chamber declined to comment.

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# Quest for stability in work force

Artisan aid at work underground in West Rand Consolidated Gold Mine alongside a White supervisor. Artisan aids represent 3 per cent of the force on the gold mines and the mines would like a 10 per cent "stabilising" ratio.

Mine Labour Organisations photograph

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# MAY THE FAMILY COME, TOO?

RACE RELATIONS NEWS OCTOBER 1975

By improving their public relations—or race relations, if you like—the South African gold mines have kept up the Black labour force of more than 400 000 needed to produce the golden eggs.

Recruiting more intensively in southern Africa (including the homelands) and across the borders in Botswana, Lesotho, Swaziland and Mozambique, the mines have more than made up the numbers lost when President Banda stopped the flow of labour from Malawi after the Francistown disaster in April 1974.

For the first seven months of this year they recruited 183 949 labourers from South Africa and the three ex-British protectorates—64 618 more in January-July 1974.

To this add 46 148 from Mozambique for six months—January to June—the latest official figure. And in Botswana, apparently, a sizable draught of labour from Rhodesia.

The statistics seem to bear no relation to political or indeed any events, but, one supposes, to the constant need of Africans to earn a living wherever they can.

Thus in the first half of this year 100 000 workers from Mozambique, Botswana was celebrating its independence and came officially under a Botswana régime in July, were 9 640 more than for the first six months of 1974 when the country was in the turmoil of a terrorist war.

By far the most recruits from the former protectorates came from Lesotho—55 243 or 11 561 more than in January-July 1974—though many Basotho had gone home after rioting on Free State mines. Apparently they went home only to return or were quickly re-recruited.

The Transkei, shortly to become the first independent homeland, supplied by far the largest number recruited in South Africa—43 731 or nearly half as many more than in January-July 1974.

The number of Zulus—and they have never been particularly keen on going underground—more than doubled to 7 741, despite the call of the industries nearer their home.

The recruits in Johannesburg quadrupled—to 4 468, which is only a dribble of Soweto's total labour force but is a promising percentage increase of 267.73.

Much of the success in South Africa is probably due to better publicity for the mines—recruiting drives

in township and countryside, advertising on the radio and in newspapers and visits to the mines by homeland leaders.

There were better working conditions to publicise. More important, the Black labour pay had quadrupled in two years. It is now R3,20 a day on average and the mines value the provision of free board and lodging and medical attention at R30 a month, making a total of about R115 a month.

Pitifully little compared with the White miner's pay but presumably it made some appeal even to the urban Africans living near enough to the factories and foundries of secondary industry to be able to go home in the evening.

The appeal to the South African-born African—or at any rate his family—would be stronger if the mines could offer homes to the families of the Black mass wanting to settle into industrial life. And as gold is mostly mined far from the existing Black townships, the mines would like to have more Blacks living with their families on the minefields. Not on all mine property and not, one imagines, for the short-term workers who come between ploughing and reaping, but where the life expectancy of a mine makes it an economic proposition—and indeed

an economic necessity—to have a more stable work force.

The apartheid policy does not permit it. And when Anglo American proposed to build family houses for Black workers on its Free State mines the Government said "No" very clearly, it would leave "Black spots" behind when the mines ultimately closed.

Only three per cent of the mines' Black labour force is stabilised, a term used by the Chamber of Mines, to which belong most of the gold mines, more than 40. The Chamber of Mines would like 10 per cent stabilisation of labour, which would mean that about 40 000 Black men would stay put—most of them living with their families on mine property.

They would live well, one supposes, probably better than the average family in the African township today, enjoying the normal amenities of communal life, schools, medical attention, sport and recreation. The men would be better trained, better paid, forming a skilled core in a large force which is still almost completely migrant and three-quarters foreign. The settled communities might be the pools providing a better class of recruits.

The new recruits to the army of 400 000 Black mine labourers are mostly adventurous young men seeking their fortune away from the kraals. They serve from six to 18 months and can go home with a nice

little nest-egg towards setting them up in life—if they are thrifty, as many are, with a thousand rands or more at the end of 18 months.

The foreigners benefit their countries by taking home useful sums of foreign money in the form of deferred pay—at the moment Mozambique's foreign exchange earnings in mine wages are estimated at R150 000 a day.

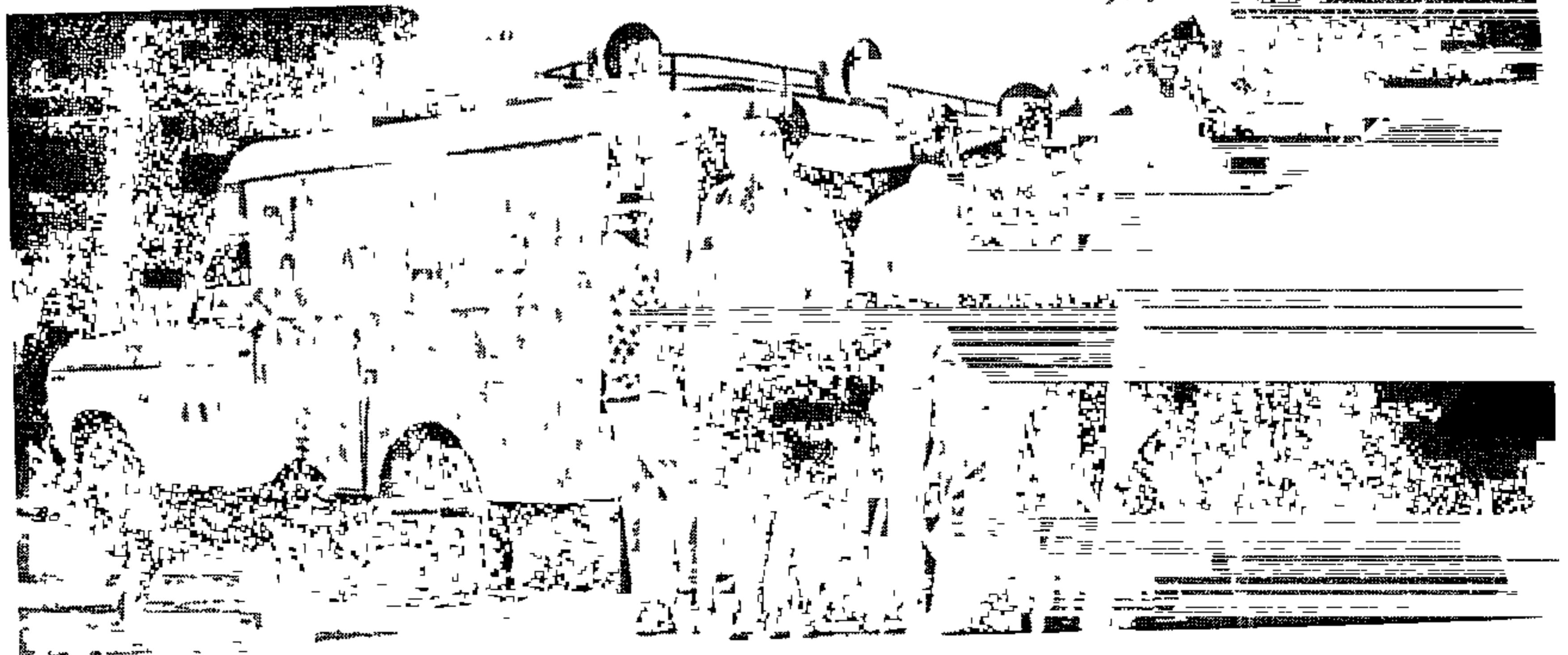
After a spell at home most of the men return to the mines, some for several "tours." Such is the lure of the gold mines or the necessity to earn money.

That has been the pattern of Black labour on the gold mines for many years and obviously it has suited the mines and the migrant labourers well enough. But the pattern may change.

However necessary it may be, no country likes sending its able-bodied men out of the country to work. It creates social problems at home. Most countries, even while admitting the economic necessity of the migrant labour system—and it is vital to Southern Africa's economy—day—would stop or curtail it if they could.

They can't—or so we South Africans think. Certainly the h... could not curtail their labour... for a long time to... ever—it is their most important... port, we are told—and it is... that Botswana, Swaziland or Lesotho.

● To Page 8



Mine Labour Organisations publicity van attracts Batswana outside Gaborone.

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## WORK FORCE

(From Page 3)

will do so. But it is not too far-fetched to suggest that the Maoist-inspired régime in the new People's Republic of Mozambique could order its 100 000 would-be mine labourers to stay at home and hang the economic implications.

If that happened the two mine recruiting corporations would have to look elsewhere for about a fourth of the mines' Black labour force—probably closer home—or the mines would have to be allowed to make more skilled use of the recruits they could attract in a highly competitive field, in which the Black-White ratio is now said to be 6-1.

Either way, it makes the quest for 10 per cent stability of labour look rather modest.

**THE EDITOR**

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# New cost crunch for coal mines

SUN. TIMES (B.T.) 2/11/75

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By ADAM PAYNE

**AN EXPECTED agreement early this month on a five-day week for 3 000 White coalmine workers, colliery artisans and officials have cast a shadow over the industry.**

The extra costs must result in a higher coal price under the formula which calls for adjustments as mining costs increase.

The conciliation board appointed to settle the dispute between miners and employers on the five-day week met this week and will meet again on November 10, when agreement is likely to be announced.

The Mine Workers' Union has made the running ahead of the other unions. As soon as it has settled with employers, negotiations will begin with the other unions.

These agreements and the rise in costs will give new headaches to the Price Controller, Joep Steyn.

The difficulty will be that cost increases

on some mines will be far higher than on others. Some will have to install machinery and storage facilities to enable six days' production to be achieved in five days of underground mining.

Whatever happens, the industry must maintain production to prevent a coal shortage. Escom and SAR must be supplied seven days a week.

The agreement with the miners is likely to take some time to implement. It will be similar to that reached with the gold miners, under which the miners will for the time being work voluntary shifts on Saturdays at overtime rates — another additional cost.

The miners will move into the five-day week proper when machinery and storage facilities have been provided.

About 35 000 African mine workers will also work five days and be paid the six-day rate. Because they will be idle on Saturdays, extra recreational facilities will be needed.

# R240-m housing plan for miners

## Labour Reporter

Housing programmes expected to cost Anglo American and De Beers mines R240-million over the next five years have been disclosed in a wide-ranging statement on labour.

The programmes include the building of more married accommodation which was previously restricted to three percent of a mine's Black employees and is subject to Government approval.

Mr W D Wilson, deputy chairman of Anglo American, announced the plans in the corporation's quarterly review Optima.

However, in spite of the housing programmes, Mr Wilson holds out little hope for any "real impact" on the migratory labour system.

Costs alone would prevent this until greatly increased resources could be made available and until flexibility comes in the shape of Black title to property in White areas.

The Government's proposed 30-year leases, Mr Wilson says, seemed far too short.

## Unionism

On Black trade unionism, Mr Wilson says the need for adequate representation was too urgent to await the outcome of debate.

"It has been necessary for us to move along other lines," he says. "We are being careful, however, to avoid introducing structures and practices that would inhibit

not be achieved for many years. Progress had to start at primary school education and in the home environment.

It would be wrong for industry to wait passively for the Government to give a lead in the elimina-

tion of racial discrimination.

A grave imbalance of power between employers and employees in South Africa imposed a heavy responsibility on employers to follow enlightened labour policies.

the eventual establishment of a healthy trade union movement among Blacks."

On Black wages, he says the minimum at Anglo American's head office and research laboratory stood at R149 a month (including the annual bonus) in January. Pension and leave entitlements were the same for Black and White.

In June, the minimum cash wage on gold and coal mines was R57,20 a month plus R33 in kind. The minimum on diamond mines, unfettered by Chamber of Mines rates, was R88 a month plus R32 in kind.

"The latest increases in the diamond industry have actually narrowed the gap between Black and White," Mr Wilson says.

## Investment

Plans announced before devaluation indicated that about R38-billion was to be invested in new growth in South Africa during the next 10 years.

Though many projects might have to be scaled down now it still seemed that the brakes on progress would come not through lack of growth potential but through lack of trained manpower and skills as well as capital.

"The case for the maximum development of our human resources has never been stronger, nor the need more urgent," Mr Wilson says.

Even if the policy decisions to eliminate racial discrimination were taken now, the objective could



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# 5-day <sup>Star</sup> Nov 4 75 week for miners

Labour Reporter

The Mine Workers' Union has reached an agreement for a five-day week at the Okiep copper mine.

The five-day week comes into operation next March and involves 46 hours' work a week plus compulsory Saturday work once a month, according to an announcement by the union.

The compulsory Saturday arrangement is to be reconsidered in March 1977.

Workers on "continuous" jobs, for instance jobs involving three shifts, will not be affected. A five-day week for them is to be considered in 1977.

The new dispensation at Okiep resembles the agreement for a five-day week on the gold mines in that it is also a trade-off against changes in work practice.

These changes allow for early beginners to send Black teams into blasted areas 90 minutes before the arrival of the miner in charge and for developers to charge two working faces simultaneously.

Other changes include the loss of six shifts of occasional leave a year and an extra week's leave a year.

# Black miners get new deal

RDM.  
5/10/75

(211)

By CLIVE EMDON  
Labour Correspondent

THE Anglo American Corporation yesterday detailed a new deal for its 150 000 Black miners which includes a commitment to narrow the wage-gap with White miners, a R240-million housing programme and the training of 5 500 men in skilled jobs.

The statement by Mr W. D. Wilson, the group's deputy chairman, published in Optima, is a commitment to new attitudes for the recognition of equal job opportunities for Blacks and Whites, and the elimination of race discrimination.

Mr Wilson stresses the need for an unequivocal

Government policy statement to end race discrimination.

In outlining the new deal, he says:

● Anglo and De Beers have embarked on a R240-million five-year housing programme, which includes new living quarters, modernisation of existing quarters and the building of further married accommodation.

● The mines have prepared for the training of 4 500 Black team leaders and 1 000 artisan aides, and a new well-equipped residential centre has been established for training Black supervisors.

● De Beers is phasing out migratory labour on the diamond mines at Kim-

berley and is housing 1 350 families in R13-million townships.

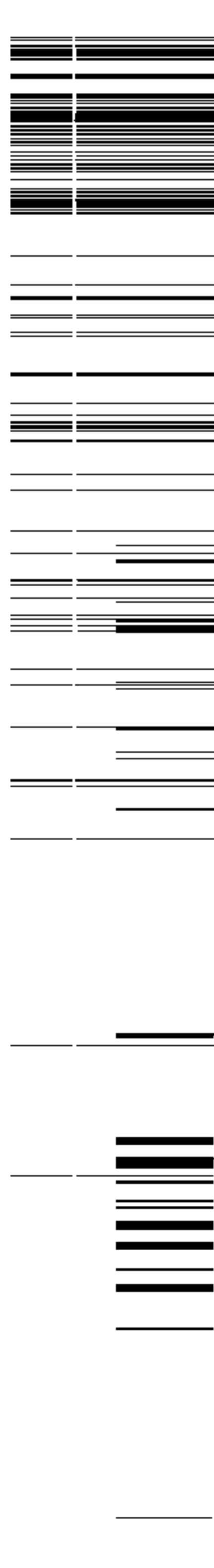
● While recognising the present works and liaison committee structures as representing workers' interests, the group is being careful to avoid introducing practices which inhibit the establishment of trade unions.

● Top Black employees at Anglo head office have been put on a unified pay structure with Whites, receive the same 10 per cent annual bonus, and have the same pension and leave benefits. Education schemes for Black children and house improvement schemes have also been introduced.

Sir Albert Robinson, chairman of Johannesburg Consolidated Investment yesterday urged the Government to scrap restrictions against the use of Black labour.

He warned that unless the Government won its battle against inflation, South Africa could face its biggest social, political and economic race problems to date.

Full story: Page 28





# Okiep miners get

## five-day week *ARGUS* *5/11/75*

The Argus Correspondent

JOHANNESBURG. — The Mine Workers' Union has reached an agreement for a five-day week at Okiep copper mine

The five-day week starts in March and involves 46 hours work a week plus compulsory Saturday work once a month. The compulsory Saturday arrangement is to be reconsidered in March 1977.

Workers on 'continuous' jobs — for instance, jobs involving three shifts — will not be affected. A five-day

week for them is to be considered in 1977.

The new dispensation at Okiep, like the five-day week on the gold mines, is also a trade-off against changes in work practice.

These changes allow for early beginners to send Black teams into blasted areas 90 minutes before the arrival of the miner in charge and for developers to charge two working faces simultaneously.

Other changes include the loss of six shifts of occasional leave a year and an extra week's leave a year.

# New deal for Anglo's Blacks

*Cape Times 5/11/75* Own Correspondent

**JOHANNESBURG.** — In a major policy statement yesterday the Anglo-American Corporation detailed a new deal for its 150 000 Black miners, which includes a commitment to narrow the wage gap with White miners, a R240m housing programme, and the training of 5 500 men in skilled jobs.

Besides outlining real steps to improve wage, training and housing conditions, the statement by Mr W. D. Wilson, the group's deputy chairman published in Optima, is a commitment to new attitudes for the recognition of equal job opportunities for Blacks and Whites and the elimination of race discrimination.

Mr Wilson said both the Anglo-American and De Beers groups were committed to the cause of economic growth in South Africa, but warned that they and other companies believed that unless there were changes in the country's social and economic structures, these would inhibit growth and create increasing instability.

He emphasized the need

for an unequivocal Government policy statement to end race discrimination.

Mr Wilson detailed changes in wage structures for the four million Blacks in the mining industry over the past three years.

Minimum wages per month paid to Blacks in the gold industry were R13 in June, 1972, and rose to R57,20 by June, 1975 with payment in kind of R25 a month rising to R33. Maximum wages rose from R67,34 to R192,40.

Whites' total wages rose from R280 (min) and R330 (max) to R482 (min) and R532 (max).

On diamond mines the minimum cash wage for Blacks of R31 rose to R88, and maximum from R106 to R310 while White wages rose from R233 (min) and R345 (max) to R351 (min) and R593 (max).



(211)

STAR 14/11/75

# Five-day week: 2 further hurdles

Labour Reporter

Two hurdles still have to be cleared after the settlement of the five-day-week dispute between the Chamber of Mines and the Mine Workers' Union.

The chamber is still locked in disputes over a five-day week with the 9 000-strong artisans' unions and with 22 key men at the Rand Refinery, who have voted for a strike.

The chamber announced yesterday that agreement has been reached with the Mine Workers' Union on the introduction of a five-day week in the coal mining industry.

The parties agreed to withhold publication of details until ratified at a further meeting of the conciliation board, a spokesman said.

## DISPUTED

Mr Ken du Preez, chairman of the Council of Mining Unions — which represents all of the estimated 19 000 union men on the chamber's gold and coal mines — said today things looked "much more promising" for a settlement for the estimated 9 000 artisans.

But their problem was totally different from that of the 10 000 miners whose dispute was settled. The amount of work done by artisans on Saturdays was negligible, he added.

Mr J E Faure, national chairman of the Amalgamated Engineering Union, said "We are willing and able to do all the work expected of us in five days instead of 5½. Therefore we are disputing the alleged necessity for changes in work practice demanded in exchange for a five-day week."

# End tribal apartheid plan for mines

May 17/11/75

Mercury Correspondent

JOHANNESBURG — The Anglo American Corporation is trying to eliminate "tribal apartheid" on its 11 gold mines by rehousing African mineworkers on non-ethnic lines.

In the more spacious, bright hostels now being built, and in some existing ones, Black mineworkers are being housed according to their underground working sections instead of tribally as in the past.

There is very little ethnic division under-

ground where generally a good team spirit prevails, and the hope is to extend this atmosphere to off-duty periods above ground.

It has been felt that housing miners on tribal lines, as has been the traditional tendency, causes friction by accentuating tribal differences.

This view is supported by senior Africans on the mines and the new

arrangements are being introduced in consultation with the Black mineworkers themselves.

The formulae being adopted may vary from mine to mine. Generally the aim is to house about 600 Africans — who work underground in a particular mine overseer's section — in one section of a compound hostel.

Mineworkers of one tribe will occupy one room but the adjoining rooms themselves will be allocated to ensure so far as possible a mix of tribes.

Unlike the traditional impersonal hostels housing up to 6 000 people or more, the new hostels which Anglo is building at mines like Welkom and President Steyn comprise numerous small units, each with its own — mini — dining hall where the food is served,

from special electrically-heated units carried from a central kitchen.

The new hostels, which our correspondent saw on a visit to the Free State last week, are much less impersonal.

The rooms at Welkom, for example, built at a cost of R2 000 a miner, are equipped with lockers and racks for the men's personal belongings. Each pair of rooms has a communal lounge with table and chairs for 16.

At some mines the more senior underground African workers are also being given larger or better quarters commensurate with their status.

One of the impressions which came across in talks with African miners was their desire for recognition of achievement.

The system of housing Black mineworkers non-tribally has already been implemented for about 8 000 men at Vaal Reefs and some other mines.

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# Anglo to end tribal housing

RDM  
17/11/75  
211

By JOHN IMRIE  
THE GIANT Anglo American Corporation, in cooperation with its African mineworkers, is trying to eliminate "tribal apartheid" on its 11 gold mines by rehousing African mineworkers as far as possible on non-ethnic lines.

In the more spacious, bright and modern new hostels now being built, and in some existing ones, the African mineworkers are being housed according to their underground working sections instead of tribally as in the past.

There is very little ethnic division underground, where generally good team spirit prevails, and the hope is to extend this atmosphere to off-duty periods above ground.

It has been felt that housing miners along tribal lines, as has been the traditional tendency, causes friction by accentuating tribal differences.

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The exact formula being adopted may vary from mine to mine. Generally the aim is to house about 600 Africans — who work underground in a particular Mine Overseer's Section — in one section of a compound or hostel.

Mineworkers of one tribe will occupy one room, but the rooms themselves are allocated in such a way as to ensure as far as possible

possible a mix of tribes. Unlike the traditional, impersonal hostels housing up to 6 000 people or even more, the new hostels which Anglo is building at mines like Welkom and President Steyn comprise numerous small units, each with its own "min" dining hall where the food is served from special electrically-heated units transported from a central kitchen.

The new hostels, which senior editorial staff of the Rand Daily Mail saw on a visit to the Free State mines of Anglo last week, are much less impersonal.

The rooms at Welkom Gold Mine, for example, erected at a cost of R2 000 per miner, are equipped with lockers and racks for the men's personal belongings. Each pair of rooms has a communal lounge with table and chairs for 16.

At some of the mines the more senior underground African workers are also being given larger or better quarters commensurate with their higher status.

During the tour of Anglo's mines last week one of the impressions which came across in talks with African miners was their desire for recognition of achievement.

The new system of housing mineworkers, as far as possible non-tribally, has already been implemented for about 8 000 men at Vaal Reefs and some other mines.



An African mineworker's family relaxes in the shade outside the married quarters at Anglo American Corporation's Vaal Reefs mine in Klerksdorp. The company is rehousing Africans on non-ethnic lines.

# Gold mines start reversing falling output trend

1211  
2/24

Mac Thain

Although gold production for the first 10 months of this year at 19.1m ounces, was 1.6m ounces less than the corresponding 1974 period, according to Chamber of Mines statistics, it has been picking up in recent months

The decline is attributable to two factors. First is the deliberate policy of the industry to exploit, where possible, previously unpayable ore rendered economic by the higher gold price. Second was the unforeseen acute shortage of underground labour in the early part of the year which substantially reduced milled throughput

Average grade for the industry has fallen steadily from 11.22 g/t for 1973, 10.11 g/t for 1974 and 9.46 g/t for the first nine months of this year.

## UNLIKELY

The rate of decline has slowed this year, but this reflects the fact that most of the high-grade mines have no great tonnages of low-grade ore available and many of the low-grade properties are down to pay limits as set by the gold price and working costs

Any substantial change in grade policy is unlikely in the foreseeable future, despite suggestions by some commentators that this should be done

Despite the very high gold price received in the second half of last year, mine planning continued to be based on the equivalent of 150 dollars an ounce and the price now being received is probably still in excess of this

Development work to open up low grade areas has been largely completed and in most cases already charged to working costs consequently, effective pay limits are lower than the current gold price would suggest. Furthermore, for technical reasons, this available ore has to be extracted

## BLACK LABOUR

In January this year output was down to 1.84m ounces when the Black labour shortage was at its worst. Now that the position has improved, with the strength back to 91.7 percent of requirements at the end of last month, October output was 1.93m ounces compared with 2.07m ounces 12 months previously

This improvement is expected to continue, according to recent speeches by Mr R S Lawrence, president of the Chamber of Mines. Not only is the labour position expected to recover further, but the expansion plans of a number of mines will start bearing fruit during 1976. In addition, there are indications that the industry's productivity drive is beginning to take effect



## Mine hospitals' big need

RDM  
211 18/11/75

Staff Reporter.

A LEADING British orthopaedic surgeon yesterday praised the "excellent organisation" at Johannesburg's Wenela Hospital for Black mineworkers — but criticised the lack of specialists at mine hospitals in outlying areas

Mr Arthur Naylor, who specialises in spinal surgery and the organisation of accident services, is here to lecture and tour mine hospitals at the invitation of the Chamber of Mines

He believes that orthopaedic surgeons should be on duty in all casualty de-

partments.

He found it disturbing that no specialists were attached to mine hospitals out of Johannesburg. At one hospital the clinical doctor in charge was bogged down by administrative work and relatively junior people performed accident surgery.

STAR 18/11/75

# Messina miners get R80 rise

Labour Reporter

White miners at the Messina copper mine in the Northern Transvaal are to get an R80 pay rise, retrospective from June.

It was announced in Johannesburg today by Mr P J "Arrie" Paulus, general secretary of the Mine Workers' Union, following the settlement of the union's pay dispute with the Messina (Tvl) Development Corporation.

The Messina copper mine announced retrenchments in September owing to a planned reduction in ore output of about 30 per cent.

Mr Paulus said the R80-a-month pay rise would be accompanied by improvements to fringe benefits similar to those granted by the Chamber of Mines together with its R54-a-month pay rise.

In return, the union agreed to allow a White miner to take two teams of Black workers into working places two hours ahead of normal starting time.

It was also agreed that one developer could charge two ends simultaneously. Mr Paulus said

A spokesman for the mine said it was also agreed that a White miner's area of supervision would be increased by half.



# Black miners refuse to be trained

STAR  
18/11/75  
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## Labour Reporter

About 180 Black mine-workers at the Loraine Gold Mine in the Free State are awaiting re-

patriation after refusing to undergo acclimatisation training.

This follows a demonstration yesterday by about 600 novices against undergoing acclimatisation training.

More than half the demonstrators agreed to continue the training after mine security police had restored order yesterday.

## ESSENTIAL

Today only about 180 held out and were transferred to the recruiting organisation's hostel in Welkom "prior to repatriation," a spokesman for the mine said.

Acclimatisation training is regarded as essential since it protects workers against heatstroke underground.

It consists of stepping exercises under controlled

conditions of heat and humidity resembling those underground, spread over several days.

This is believed to be the first demonstration against acclimatisation in the mining industry.

About 3 500 Black mine-workers stayed off work at the central hostel of the ERPM Gold Mine on the East Rand yesterday due to a "misunderstanding of new pay arrangements."

There was an "uncontrolled demonstration" by some young men from Mozambique, but all was quiet by yesterday afternoon and the men returned to work, a spokesman for Rand Mines said.

On November 7, changes in pay arrangements led to a night of arson and violence at the Virginia section of the Harmony Gold Mine in the Free State. Eighteen men were hurt and one alleged arsonist was shot dead.

5774 19/11/75  
**Repatriation**

About 170 African learner miners who were among those who demonstrated yesterday against the acclimatisation programme at Loraine Gold Mine, Allanridge, have been sent to the recruiting organisation's hostel at Welkom for repatriation, an Anglo-Vaal spokesman said.

More than two-thirds (about 430) of the demonstrators agreed to continue with the programme  
—Sapa.

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SUN EXPRESS 30/11/75

(1) 211  
(2) 223

**A FRELIMO delegation is to visit Pretoria soon to discuss the future of the 150 000 Mozambique men working down South African gold mines.**

**By TIM CLARKE**

It will be the first time that an official delegation from the new Mozambique Government has met South African officials at Cabinet level.

Samora Machel is attaching great importance to the talks — and this is underlined by the fact that Mr Marcelino dos Santos, his second-in-command, will lead the three-man delegation.

A spokesman for the Prime Minister's office in Lourenco Marques, said the meeting would most likely be early next year.

He said contact had been made with Pretoria about the talks, which could include South Africa's participation in the multi-million rand Cabora-Bassa hydro-electric scheme.

Senior officials of the Department of Foreign Affairs in Pretoria declined to comment on talks or even confirm that they would take place, but it is presumed that Mr Dos Santos will meet the Minister of Foreign Affairs, Dr Hilgard Muller.

Mr Dos Santos is already on record as saying. "In principle, we are against recruiting workers for South African mines because this gives support to colonialism and imperialism, but we have

to be realistic that the employment of the workers brings much-needed revenue into our country."

At present, 40 per cent of the Mozambique African workers have their salaries paid in South African rands. The rest is transferred to Mozambique and paid out in escudos. This was the agreement entered into by the Republic and the former Portuguese Government in Lourenco Marques.

The Frelimo delegation is certain to seek changes to the agreement which has led to periodic violence.

The Mozambique Government claims that there are about 150 000 workers employed in the Republic — mostly Shangaans — but the last official figure given out by the Chamber of Mines was 127 198.

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# Attack on Gold Fields labour

Mercury 19/11/75

211

**LONDON—Consolidated Gold Fields (CGF) which produces 20 percent of South Africa's gold output through a subsidiary, was criticised yesterday for its alleged commitment to an economy based on White supremacy and racial discrimination.**

The attack came from the Christian Concern for Southern Africa (CCSA) an independent body which advises church institutions with equity investments in companies operating in Southern Africa.

In a special report prepared to support church shareholders attending the CGF group's annual meeting yesterday, it said the vast majority of the company's African workers were employed under the migrant labour system, which "plays a fundamental part in perpetuating the policy of separate development while allowing the continued exploitation of African labour by the White economy."

This system contributes to the destruction of African life and its value while reinforcing the African's state of economic dependence and powerlessness, the report added.

The CGF group, through its associate, Gold Fields of South (GFS) employs more than 70 percent of all African labour used by British mining companies in South Africa.

The report said that in spite of massive pay increases in recent years, average earnings by Black workers in the group's mines were one tenth of those paid to White miners. (Sapa-Reuter.)



# Messina *19/10/75* miners get R80 rise

## Labour Reporter

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It was also agreed that one developer could charge two ends simultaneously. Mr Paulus said:

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STAR 19/11/75  
**Repatriation**

About 170 African learner miners who were among those who demonstrated yesterday against the acclimatisation programme at Loraine Gold Mine, Allanridge, have been sent to the recruiting organisation's hostel at Welkom for repatriation, an Anglo-Vaal spokesman said.

More than two-thirds (about 430) of the demonstrators agreed to continue with the programme.  
—Sapa.

1. 211

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# UK firm under fire over SA investment

O.D. 19/11/75

LONDON — Consolidated Gold Fields (CGF) which produces 20 per cent of South Africa's gold output through a subsidiary, was criticised yesterday for its alleged commitment to an economy based on white supremacy and racial discrimination.

The attack came from the Christian Concern for Southern Africa (CCSA) an independent body which advises church institutions with equity investments in companies operating in Southern Africa.

In a special report, prepared to support church shareholders who attended the CGF group's annual meeting yesterday, it said the vast majority of the company's black workers were employed under the migrant labour system.

which "plays a fundamental part in perpetuating the policy of separate development while allowing the continued exploitation of African labour by the white economy."

"This system contributes to the destruction of African life and its value while reinforcing the African's state of economic dependence and powerlessness," the report added.

The CGF group, through its associate Gold Fields of South Africa (GFSA), employs over 70 per cent of all black labour used by British mining companies in South Africa.

The report said that average earnings by black workers in the group's mines were one tenth of those paid to white miners — SAPA-RNS

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## BLACK HOUSING Anglo's new deal

F.M. 5/12/75

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The announcement that Anglo and De Beers is to spend R240m on Black housing on its mines over the next five years has several important implications for the mining industry as a whole.

These are that Anglo is fostering a move away from ethnic housing in hostels; it also wants to increase the percentage of family housing on mines, and where possible to house SA workers so that they will become commuters and not migrants.

If Anglo leads, can the other mining houses afford to be far behind?

The R240m — which is a "rounded-off" figure — will be split between upgrading existing facilities and new projects, including family housing

In a significant article in the current

Financial Mail December 5 1975

Optima, Anglo deputy chairman W D (Bill) Wilson notes that as far back as the early Fifties "an ambitious programme was started to employ less migratory labour by building married quarters for 10% of a mine's Black labour complement"

Verwoerd, as Minister of Native Affairs, ruled that no more than 3% of the Black labour force on a mine could be so housed — and this has remained in force till now. However, there are hopes that government will prove more flexible in future. Accordingly, new Anglo housing developments under construction or in the pipeline are streets ahead of the old single-sex, barracks-style compounds.

Three examples highlight this:

- In Kimberley, for De Beers workers, the group — in co-operation with local Bantu Administration officials — is developing part of the Galashewe township as part of a project for better housing for employees

Foundations have been laid for 250 65 m<sup>2</sup> family units at an overall capital cost in excess of R1m, including services (a standard Soweto house has 52 m<sup>2</sup>). The target is 1 000 houses of this type and the development could eventually be much larger.

What is planned represents an important departure from what is normally thought of as African housing — a community rather than a location.

Fears have been expressed that Galashewe could become a "nobs' hill", creating resentment in the less privileged adjacent townships. How serious a factor this will be remains to be seen

De Beers employees housed in Galashewe will commute daily to their work in company transport. From their viewpoint a major disadvantage of the scheme is that the house will be tied to the job, and they will not have the same leasehold rights promised to Blacks in urban townships.

- At the Kriel colliery, on the Eastern Transvaal coalfields, Anglo has built what it terms a "flexible" hostel. Individual units can house either three senior workers or six juniors, with a common recreation area.

A Black township is reportedly scheduled in the area to house families of workers from Kriel, Duvha, Matla and Sasol 2. The "flexible" Kriel hostel can then phase out married migrants and single workers will have that much more space to themselves. One of the major ills of the compounds has been the barracks atmosphere.

- At Elandsrand gold mine (planned to come into operation in 1981) the first housing has already been built for shaft sinkers. Hostels for 8 000 migrants will be on a "clover-leaf" system, with dormitories radiating from common administrative centres.

On all the new projects, says Anglo, housing is designed "to make life more meaningful" And the ideal is for work units — assembled on a non-ethnic basis — to work and live together.

All of which is very welcome indeed. The sharper focus on housing, however, is not simply the consequence of altruism: attractive living conditions will draw workers at a time of increasing competition in the labour market

And if there is anything that makes for compound confrontations it is densely populated laagers which can easily be seized and closed to police. More open space could mean a far healthier situation — and no police.

Financial Mail December 5 1975



# Coal mines agree to five-day work week

5/12/75

Mercury Correspondent

**JOHANNESBURG** — The Chamber of Mines and the Mine Workers' Union stated last night they had reached agreement on the introduction of a five-day week on coal mines — but that it will take more than two years to put into practice.

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In a joint statement they said an 11-shift fortnight would be implemented, in place of a 12-shift fortnight, after negotiations with other unions and associations were concluded and Government approval obtained. From that time, it would take a full two years to implement a full 5-day week.

It was stated that the union had accepted that highly intensive operations such as opencast and strip mining and longwall type operations would have to continue on a six-day and seven-day week basis.

It was also agreed that although most of the union's 1,600 White members on the coal mines would eventually enjoy a five-day week, some members would have to work for six days, including Sundays, and that colliery management remained entitled to arrange shifts to suit the requirements of their collieries.

The reason for the delay in introducing the five-day week is to allow for the deferment of consideration by the Union of changes in "work practice" sought by the Chamber to permit charging up with explosives in controlled circumstances by Blacks under White supervision.

The union has agreed to discuss the question of such changes six months prior to the introduction of the five-day week.

The union clearly made concession on the changing of work practices for Blacks — opening up greater number of skilled jobs to Black miners — and these are to coincide with the introduction of the 11-shift fortnight.

The principal change is to permit "competent and experienced" Black miners to test for gas after blasting, subject to strictures and conditions involving White miners. This is designed to allow a more speedy clearing of rocks after blasting times.

The benefits to the White union members through the agreement for making concessions to Black miners are:

- A reduction in hours worked per fortnight from 96 to 92, in exchange for the present 12 days occasional leave given to Union men on top of their normal leave

- An increase in the holiday leave allowance from R300 to *MB* month's basic pay.

# Five-day week for coal miners

RDM 5/12/75

By CLIVE EMDON  
Labour Correspondent

THE Chamber of Mines and the Mine Workers Union last night agreed on the introduction of a five-day week on coal mines but it will take more than two years to put into practice.

In a joint statement they said an 11-shift fortnight will be implemented in place of 12 shifts after negotiations with other unions are concluded and Government approval has been obtained.

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The union stated that the highly-intensive operations such as opencast and strip mining, and longwall-type operations would have to continue on a six-day and seven-day week basis.

## ENTITLED

Although most of the union's 1 600 White members on the coal mines would eventually enjoy a five-day week, some members would have to work six days including Sundays.

And colliery managements remain entitled to arrange shifts to suit the requirements of their collieries.

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The principal change is to permit competent and experienced Black miners to test for gas after blasts and conditions involving White miners.

The benefits to the White union members through the agreement for making concessions to Black miners are:

- A reduction in hours worked per fortnight from 96 to 92, in exchange for the present 12 days occasional leave given apart from normal leave.
- An increase in the holiday leave allowance from R300 to one month's basic pay.
- An increase on a section miner's bonus from R100 to R110.

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FREE STATE GOULD MINES, LIMITEDDISCIPLINARY PROCEDURE : BANTU LABOUR1. GENERAL

Discipline is the responsibility of Line Management, and Heads of Departments are responsible for seeing that all supervisors handle their labour, both White and Black, justly and efficiently, treating all subordinates as human beings who are entitled to fair and unbiased consideration.

It should always be borne in mind that the reason for disciplinary action is to make the employee a more responsible and efficient worker, and only when every other approach has failed, should demotion or dismissal be considered.

Departmental Personnel Officers are always available for consultation and advice, and will always be prepared to discuss matters at any level, but will under no circumstances be directly involved in any disciplinary action which is the sole responsibility of all levels of supervisors.

Other functions of the D.P.O. include the following:-

- (a) Recording.
- (b) Interviewing.
- (c) Investigating all cases referred to the Head of the Department, and making recommendations.
- (d) See to it that the disciplinary code is uniformly administered.

2. APPLICATION OF DISCIPLINARY CODE.

- a) Justice demands that the guilt or innocence of a person must be established before reference is made to past records. Therefore, in order to be absolutely fair, a supervisor must establish that an employee is guilty of an offence first and only then must he refer to the record card to assess the appropriate disciplinary measures to be taken.
- b) In all cases every effort must be made to settle complaints at the lowest possible level.

- c) Breaches of Mines and Works Regulations will be dealt with by the Head of Department.
- d) It is impossible to prescribe specific disciplinary actions for every offence as each case should be treated on its merits. It should be borne in mind that if the investigation of the complaint is done properly, the action to be taken will present itself.
- e) The following factors will most likely influence the action to be taken:-
  - i) Frequency of complaints.
  - ii) Attitude of the worker.
  - iii) His position in the work situation, e.g., is he a specialist and could he easily be replaced when absent.
  - iv) Previous service on the mine.
  - v) Work performance.
- f) If a decision has to be reversed, the accused should be told, as soon as possible by the supervisor who made the first decision.
- g) Every employee shall have the right to appeal. The laid down procedures for appeal must be followed.

DISCIPLINARY POWERS

The following are the limits of powers vested in supervisors and officials when dealing with Bantu under their supervision:-

- a) First line supervisor -
  - First formal warning.
  - Second warning (severe).
  - Withhold one merit increment.
  - Recommend more severe action to Second Line Supervisor.
- b) Second Line Supervisor -
  - as above.
  - Recommend more severe action to Section Head.
- c) Section Head -
  - as above.
  - Withhold promotion up to 3 months.
  - Demote to one group lower (non-specialists only).
  - Recommend more severe action to Head of Department.



d) Head of Department -

Demote

Charges under Mines and Works Regulations.

Recommend discharge to Hostel Manager.

DISCIPLINARY CODE.

- a) It is not possible to list all possible complaints which can be lodged against a Bantu. Offences can, however, be grouped under various headings, and whether they are minor or serious, depending on the merits and circumstances of each case.
- b) A guide to the disciplinary action which can be taken, is as follows:-
- i) For first recorded offence of a minor nature -  
1st warning.
  - ii) For second recorded offence of a minor nature -  
OR  
For first recorded offence of a serious nature -  
2nd warning  
OR  
Final warning  
OR  
Withhold 1 merit increment  
OR  
Withhold promotion for 30 days.
  - iii) For third recorded offence of a minor nature -  
OR  
For second recorded offence of a serious nature-  
Withhold promotion for more than 30 days  
OR  
Demotion to 1 group lower
  - iv) For third recorded offence of a serious nature -  
Demotion (at discretion of Head of Department).  
OR  
Discharge from mine.
- c) Although the accent has been placed on sanctions of a negative nature, the positive side of discipline, encouragement, approval and recognition for satisfactory performance must not be neglected.

SECRET PL

OPEN

- d) For any form of discipline to be effective, it is essential that supervisors at all levels adhere to the disciplinary code and to keep in mind that any form of discipline is to improve the person being disciplined.
- e) The originator of the complaint must be informed by the supervisor of the outcome of the case.



DISCIPLINARY CODE

SANCTION - (Not compulsory - guide only)

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07  
2044

OFFENCE (minor to serious)	1st Offence	2nd Offence	3rd Offence	4th Offence
a) Loafing on the job, e.g., low quantity of output	Reprimand and warning	Final warning or Withhold promotion for 30 days or Withhold 1 merit increment	Demote 1 group	Recommend discharge to Hostel Manager
b) Poor quality of work and not working to standards (Specimens)	Warning and demonstration by Supervisor	Retraining and final warning	Demote 1 group	
c) Damage to material and equipment through negligence.	Reprimand and final warning. Retrain if necessary	Demote 1 group	Recommend discharge to Hostel Manager.	
d) Injury to others through deliberate negligence	Demote	Recommend discharge to Hostel Manager.		
e) Absences (Loafers).	Warning and Reprimand.	Final warning or Withhold promotion for 30 days or Withhold 1 merit increment	Demote 1 group	Recommend discharge to Hostel Manager.
f) Leaving working place early.	Warning and reprimand.	Final warning or Withhold promotion for 30 days or Withhold 1 merit increment	Demote 1 group	Recommend discharge to Hostel Manager.
g) Not wearing protective clothing.	Warning and reprimand	Warning and reprimand	Withhold promotion for 30 days or Withhold 1 merit increment.	Demote 1 group
h) Negligent loss of tools and damage or loss to exp. items, Lost lights, etc.	Warning and reprimand.	Final warning or Withhold promotion for 30 days or Withhold 1 merit increment	Demote 1 group	Recommend discharge to Hostel Manager

1st Offence	2nd Offence	3rd Offence	4th Offence
Neglecting to perform work which it is his duty to perform, e.g., sleeping on the job.	Final warning	Demote 1 group	Recommend discharge to Hostel Manager.
Deliberately working on wrong gang	Final warning	Demote 1 group	Recommend discharge to Hostel Manager
Refusing to obey a lawful instruction	Final warning or Withhold promotion for 30 days or Withhold one merit increment	Demote 1 group	Recommend discharge to Hostel Manager
Being under the influence of liquor on the job.	Final warning	Demote 1 group	Recommend discharge to Hostel Manager
Insubordination, Insolence, insulting language	Demote 1 group	Recommend discharge to Hostel Manager	
Intimidation (gang supervisors)	Demote	Recommend discharge to Hostel Manager	
Party secults	Demote or recommend discharge to Hostel Manager	Recommend discharge to Hostel Manager	
Not complying with discipline, e.g., fighting unprovoked in queue, etc	Demote	Recommend discharge to Hostel Manager	
Creating a disturbance on work	Recommend discharge to Hostel Manager		
Any other offences which may not be covered by the above	CONSULT DEPARTMENTAL PERSONNEL OFFICER		

NO

In all cases where the accused is given a warning, arrangements can be made with the D.P.O. that he be handed over to the Induna for further consuro



NORMAL PROCEDURE FOLLOWED IN CASES OF GRIEVANCES AND COMPLAINTS

WORK SITUATION COMPLAINTS

Should any Black worker or group of workers have a complaint arising from the work situation the following procedure must be followed.

1. Complaints of an individual nature

Voice complaint to team leader/supervisor who must try to resolve this matter. If he is unable to do so he must refer the matter to the White supervisor or ganger.

The ganger, if he is unable to resolve the matter, must refer it to the shiftboss.

If no satisfaction is achieved the complainant must report to the P.A. at the end of the shift.

The P.A. will gather all information from the complainant and accompany him to his mine overseer who will deal with the case. If still not satisfied the P.A. will take the case to the D.P.O. who will again discuss the matter with the mine overseer and if necessary with the Section Manager.

The complainant has the right to appeal through his Induna to the compound manager if he so wishes.

2. Complaints from a group of people, e.g. machine crew

The group must lodge their complaint to the team leader/supervisor who will refer the case to the ganger. If the ganger is unable to resolve the case he must refer it to the shiftboss who must either resolve or refer it to the mine overseer.

If the complainants are not satisfied they must lodge their complaint to the P.A. at the end of the shift. The P.A. must report to the DPO who will take the matter up with the mine overseer and if necessary with the Section Manager.

If still no satisfaction is achieved the DPO will report to the Hostel Manager who will if necessary inform the Personnel Manager who will then discuss the case with the Section Manager and if necessary with the Mine Manager.

B. COMPLAINTS OR GRIEVANCES ARISING FROM THE DOMESTIC SITUATION

In all cases complaints and grievances must be lodged to the tribal representative who will endeavour to settle the complaint; if he cannot he will refer it to the Induna who will deal with it. If necessary the Induna will refer the complaint to the Hostel Manager.

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RE:

**SOUTH AFRICA TODAY –  
A GOOD HOST COUNTRY FOR  
MIGRANT MINE WORKERS?**

**INTERNATIONAL CONSULTATION ON THE  
ROLE OF THE CHURCH  
AMONG MIGRANT MINE WORKERS**

**HELD AT THE HOLIDAY INN  
JANUARY 18/19 1976**

**with the compliments of**

**A.I.M.**

**AGENCY FOR INDUSTRIAL MISSION  
P.O. BOX 65, HORISON. 1725. TRANSVAAL.**



# — Commitment to growth in South Africa its responsibilities and human implications



**T**HE GROWTH of the South African economy has been so long sustained that it is apt to be regarded as self-perpetuating. In the last ten years – a period that saw much strain and upheaval in the whole world economy – South Africa's real gross domestic product has increased by 70 per cent, and it is common cause that if the country is able to handle its internal and external problems successfully, a challenge that has certainly been sharpened by the recent bout of over-spending and subsequent devaluation, this trend could and should be resumed. Plans announced in the months before devaluation indicated that during the next ten years some R38 billion was scheduled to be invested in new growth in a second oil-from-coal plant, new or expanded ports, transport facilities, power stations and steel works, in gold, coal and base metal mines, in chemicals and a multitude of other industrial undertakings. Though many projects may now have to be scaled down or stretched out, it still seems evident that the brakes on South Africa's progress will come about not through any lack of growth potential, but through lack of trained manpower and skills, as well as of capital.

The case for the maximum development of our human resources has never been stronger, nor the need more urgent.

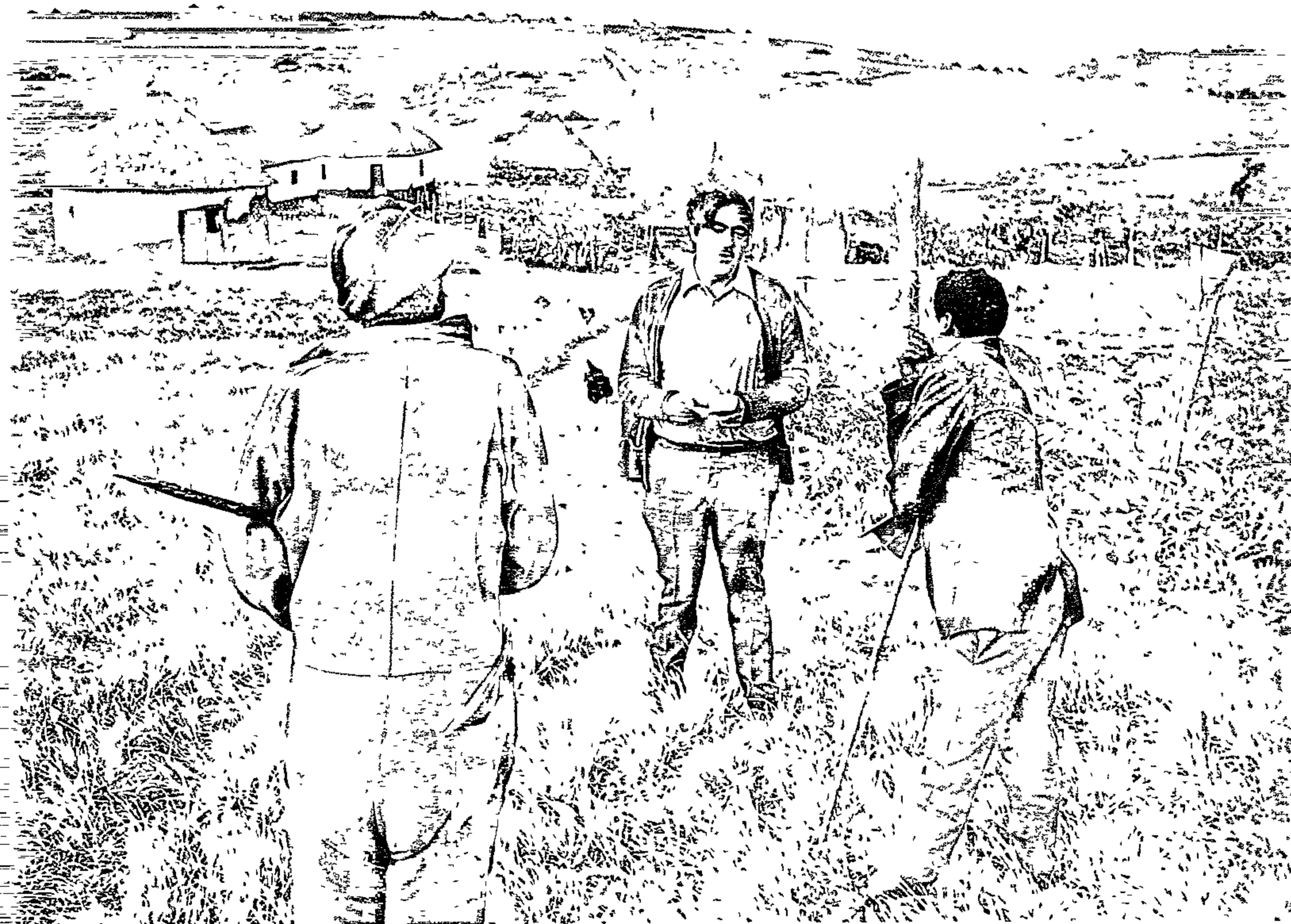
The Anglo American and De Beers Groups are committed to the cause of economic growth in South Africa and are heavily involved in certain areas of it, notably mining and heavy and manufacturing industry. However, we share with many companies and individuals of diverse opinion a deep concern about certain aspects of South Africa's economic and social structure, and a belief that if these are not changed, they are much more likely than in the past materially to inhibit growth and to

create increasing industrial instability. For as long as I can remember the two Groups, under the leadership first of Sir Ernest Oppenheimer and later of his son Harry Oppenheimer, have pursued enlightened policies towards their employees and the community at large. Taking, characteristically, a long view, they have recognised that progress could only be achieved if they were able to secure the loyal and willing services of the overwhelming majority of their many employees, and if South African society were to evolve in a manner conducive to industrial peace. In their capacity to bring about change, however, even the largest companies or groups are circumscribed. It is not simply that they must observe the law and maintain good relations with their employees and trade unions, they are also – and rightly – subject to that subtle and complex tapestry of opinion, custom and political will, difficult to read and even more difficult to predict, which determines what is possible or impossible at a particular time.

At this time, it seems as if the South African tapestry is being stretched and pulled to provide for, and accommodate, changes in direction and on a scale that were inconceivable just a few short years ago. Admittedly, it cannot be claimed that the majority of Whites as electors or at the work-bench have yet shown much desire to abate, let alone abandon, the traditional policies which have had the effect of imposing second-class status on the Black man in the economically advanced 'White' areas, as distinct from his first-class status in the Black homelands that are now travelling the road to political – though hardly economic – independence. But at least among some Whites normally identified with Nationalist government thinking, the questioning of established policies, and prejudices, is

becoming more widespread and expressed with a sharper edge. The signals can be seen particularly in the developing attitudes of the Afrikaans Press, whose new outlook on racial discrimination is well illustrated by the recent editorial comment of Dr Willem de Klerk, editor of the Nationalist newspaper, *Die Transvaler*. In a discussion of discrimination in South Africa in relation to detente he concluded "In the unfolding of history there comes a time when every issue has its moment; to procrastinate, then, is fruitless." I like to think that our society, so deeply penetrated by racial discrimination as to jeopardise its enormous potential for progress and human betterment, is preparing itself for such a moment in history.

In the middle of 1972 the Anglo American and De Beers Groups launched major campaigns to improve the position of their Black employees, numbering more than 200 000, in South Africa. These campaigns were not unique, for many other companies and individuals were taking similar action, nor were they the first to be undertaken by the two Groups – earlier ones had been carried through in the late forties and early sixties. They were, however, more comprehensive and wide ranging, and penetrated deeper than any of the initiatives taken before. Looking back, it is clear that they were neither premature nor too radical. The strikes in Durban and elsewhere early in 1973, which unquestionably had the seeds of ugly and dangerous confrontation, were contained through a willingness among employers to concede higher wages and the restraint shown by the police and the Black workers themselves. Since then political events outside South Africa have moved rapidly and pressures on the country have increased,



Improved wages and conditions are attracting more South African Blacks to the mining industry. In the Transkei, a young man with little schooling keeps a roadside appointment with a Xhosa-speaking recruiting officer to discuss his re-engagement at a colliery. The 'runner', left, lets men know when the recruiting officer is going to call in the area.



while inside the Republic Black awareness, expectations – and in some cases resentment – have mounted.

In many senses the campaigns, along with similar ones undertaken by other companies, have been highly successful. Wages have increased very considerably: in the gold and coal mines for example, the minimum cash wages of Blacks have quadrupled in three years. Imaginative schemes to improve Black housing, costing many millions of rand, are under way. Tens of thousands of jobs, previously the exclusive preserve of Whites, are now open to Blacks. More effective communication mechanisms have been introduced. A broad measure of support among operating managements for advanced policies has been secured. As a result the lives of millions of Blacks have been improved and industry's involvement in the community at large has been lifted on to a new plateau.

On the other hand it cannot be claimed yet that major inroads have been made on the most crucial issue facing South Africa as a whole and industry in particular, namely the widespread use of racial criteria to determine opportunity and reward. Quite apart from moral and political factors, the racially stratified structure of our society is wholly inappropriate to the rapid and sustained rate of growth that South Africa wants and requires, and in the context of the shortages of skills already apparent across the country. South Africa's economic future depends not on restricting the capabilities and opportunities of people but on developing their potentialities to the maximum, and we start from a position of severe disadvantage because of the limited educational facilities that have been available to Blacks in the past, and which, despite recent improvement, remain inadequate for modern needs. Likewise, sound industrial relations can never be established as long as race determines conditions of service and progress or at least until vigorous and visible programmes are in operation to remove race as the decisive factor in these areas.

All who are aware of the sheer dimensions of the problem know that even if policy decisions to eliminate racial discrimination were taken now, the objective could not be achieved for many years – though immediate

progress in some directions could undoubtedly be made. The task has to start at the level of primary school education and in the home environment; for the motivation, capabilities and experience required for creative involvement in economic development do not emerge automatically as opportunity flowers. As we all know, participation in an industrial society exacts a price – it demands adjustments, disciplines and sacrifices which not all people are prepared to or indeed are able to make.

Our first campaign was conducted shortly after the Second World War when the immense challenge of establishing our Orange Free State gold mines offered a unique opportunity for a new deal for our whole labour force, Black and White. At that time we suffered from an acute shortage of administrative, technical and financial skills. Some of those involved had no previous industrial experience, and others had been out of their professions for up to five years. Professional management, now looked upon as essential in any major industrial undertaking, was rudimentary. We did not have a personnel department, for example, nor was there any serious financial planning. What was lacking in experience and resources, however, was in large measure made good by an enthusiasm and a willingness to experiment and to depart from tradition, inspired by a sense of responsibility toward others arising from war service and a psychological need to build creatively after the years of destruction. This was something after the heart of Sir Ernest Oppenheimer and it was Harry Oppenheimer's first major command.

Fortunately the high ore grades predicted for the Orange Free State goldfield materialised, though with surprising variations between individual mines. Of the seven mines that Anglo American decided to open, five were brought to production successfully, the sixth survived after amalgamation with another, and the seventh failed. The establishment of these mines and the new city of Welkom was a huge undertaking for those days, involving the raising and expenditure of some R1 500 million at present money values. Our Group was a great deal smaller then and our resources, financial, technical and

managerial, were fully committed to the Free State until the late fifties. Important advances were made in many areas of mining technology, particularly in shaft sinking, and in administration and labour conditions. Welkom itself established new standards of town planning in South Africa. The Oppenheimers wanted it to be designed and laid out in accordance with the best international practice, and so a distinguished town planner, William O Backhouse, was appointed consultant to the Corporation for the development of Welkom.

The main thrusts in the field of labour were towards greatly improved living conditions for both Whites and Blacks and more productive use of Black labour. The design of hostels and housing was entrusted to an internationally famous architect, Francis Lorne, who had been responsible for the design of the Anglo American Corporation's head office in Johannesburg. In addition to more spacious living quarters the new hostels had proper dining rooms, and access from the hostels to shaft banks was by subway so that men could go underground even in the bitterest weather without danger to health. In the field of labour utilisation, techniques pioneered by Union Corporation and the South African National Institute of Personnel Research were developed for aptitude testing of Blacks, and training schools with improved facilities were established.

Likewise, advances were made in the medical field – the magnificently designed and equipped Ernest Oppenheimer hospital in Welkom was planned and built under the direction of Dr J. G. van Blommestein,† the Corporation's medical consultant. He was responsible, too, for the greatly improved kitchens on the mines and for the introduction of balanced and attractive diets which have been of

†It is always invidious to single out names because in large organisations most advances are the product of the minds and hard work of many people. I have felt, however, that without names this article would be inadequate and in a sense dehumanised. Necessarily, I have had to confine the names to those people specifically involved in one way or another in the personnel and industrial relations fields. But I wish to pay tribute also to the many whose names are not mentioned, some of whom have contributed as much as any of us, and particularly to those responsible for production, whether on the mines or in industry, on whose attitudes and performance satisfactory labour relations so greatly depend.





*Above* Two tribesmen of Pondoland, clad in the blankets that have become traditional among their people, wait at a recruiting depot for transport to the mines

*Top right* A Xhosa mineworker at home on leave. A man with eight years schooling, his 12 contracts underground so far have helped him to acquire a kraal of four traditional huts, eight cows, three calves and some goats

*Right* This Xhosa colliery underground worker decided on his return to the Transkei to engage a medicine man for *Lungisa Umsi* (literally, fixing up the home), a time of dancing and ceremony, to cleanse his home of evil spirits



lasting benefit to the health of our Black mineworkers. Miss Joane Pim, an outstanding landscape gardener, was given charge of the gardens. Dr J. D. Rheinallt Jones, director of the South African Institute of Race Relations, was appointed adviser on 'Native Affairs', a position he held until he died in 1953.

In addition an ambitious programme was started to employ less migratory labour by building married quarters for ten per cent of a mine's Black labour complement. This percentage was expected to provide for all the South African Blacks likely to want to live with their families on the mines. Subsequently Dr H. F. Verwoerd, then Minister of Native Affairs, ruled that not more than three per cent could be housed in married quarters, a ruling that has been rigidly maintained to this day. Moreover, even the three per cent was a concession, and one so heavily circumscribed that in practice no mine, in expanding its housing programme, has been able to reach the 'ceiling'.

During the fifties, many of the innovations tested during the development of the Orange Free State mines became more polished, professional and routine. Increased professionalism and institutionalisation, despite the reduction in flexibility that the latter tends to bring, are of great value to a large Group like ours, in that they establish new standards throughout the organisation and in so doing prepare the way for the next advance. In 1950 the Corporation established under Noel Cathrine a specialised personnel department which has played a key role in developing our expertise in this field. Under his leadership an organisation was built up which was known for its objectivity and integrity. Over many years it has held the difficult balance between hardheadedness and benevolence, and has replaced the confusion caused by change with order and logic. In 1953 Fred Rodseth, for many years Under-Secretary for Native Affairs, left the service of the Government and joined us as successor to Dr Rheinallt Jones. His lifelong concern for and knowledge of Black people led to greatly improved social and welfare services for them. Black welfare officers were trained and appointed to all mines. Literacy classes were introduced in co-operation with

Mrs Maida Whyte, who had evolved new methods of teaching adults, an initiative which had led, in conjunction with the South African Institute of Race Relations, to the establishment of the Bureau of Literacy, one of the leading institutions in an area of ever-increasing importance in modern South Africa.

Considerable attention was given to sport, and the international achievements of Black athletes from the mines was an exciting development and a great fillip to Black morale. Mineworkers whose leisure interests inclined more toward arts and crafts were supplied with materials and equipment to develop their skills, which often became an additional source of income.

Thanks to Dr Simon Biesheuvel, then director of the National Institute of Personnel Research, Dr Gideon Jacobs, now a prominent United Party member of Parliament, joined the Corporation in 1954. His scientific approach, knowledge of his subject and persuasive manner led to a major surge within the Group of interest in and application of more scientific and professional methods in many aspects of personnel management. It was largely due to him and to Pat Turner that when the next major campaign for improvements in Black conditions of employment began in 1961, the foundations for an outstanding capability in aptitude testing, job evaluation, wage setting, personnel selection, promotional procedures and training had already been laid. Pat Turner's contribution lay mainly in developing the formal training arrangements on the large scale needed by the mines, and in particular the training centres on surface that so effectively simulated working conditions underground.

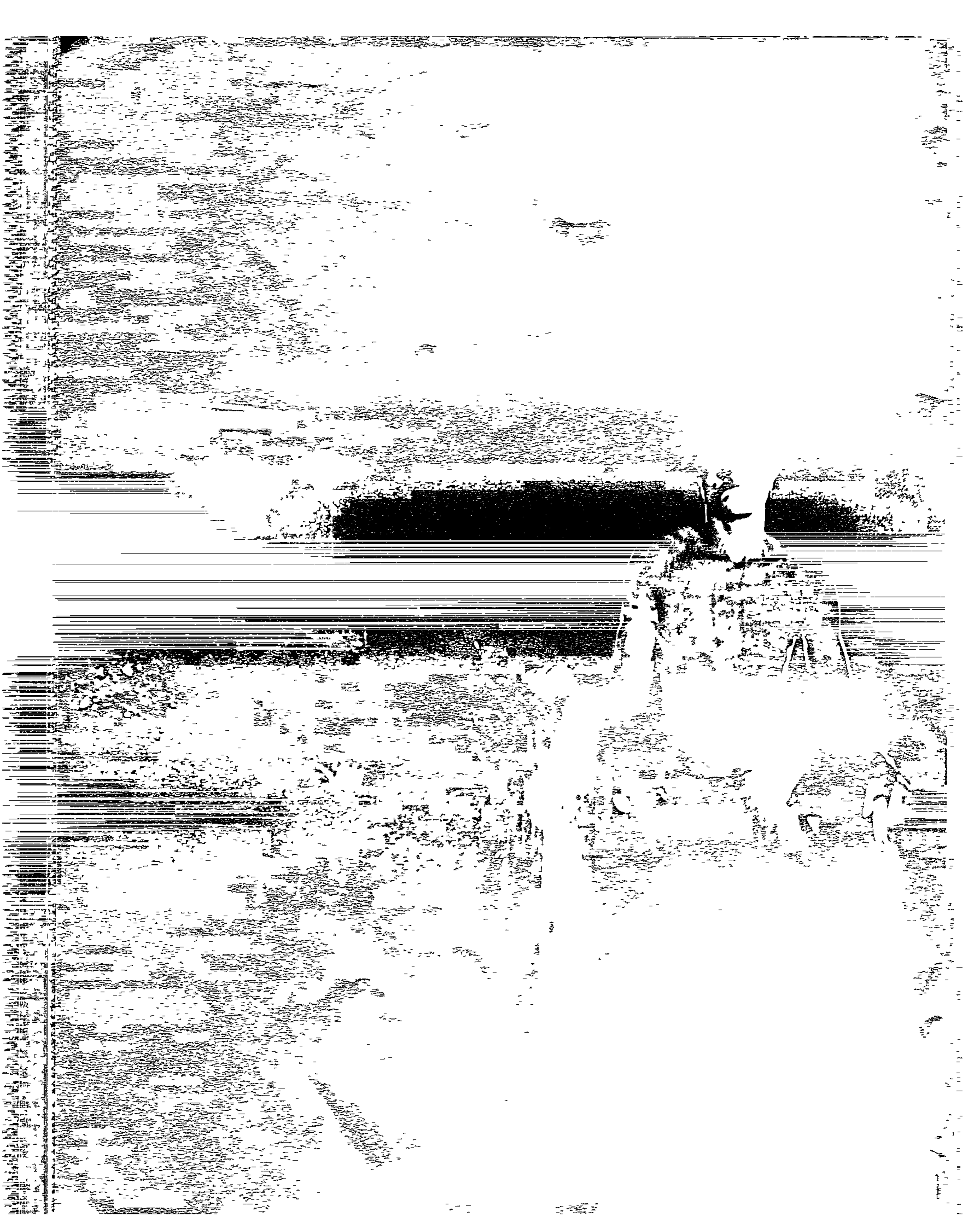
The 1960-61 campaign was launched at a time when the situation in South Africa seemed to many to be sombre indeed. There had been an attempt on the life of the Prime Minister, Dr Verwoerd. The tragic loss of life at Sharpeville had led to massive external hostility to South Africa and a loss of confidence in its future. Overseas investors withdrew their funds, security prices collapsed and rigid exchange controls had to be imposed to prevent a cataclysmic outflow of capital. By the end of 1961 South Africa was no longer a member of the Commonwealth. Among the Government's opponents

there was particular distress and dismay. They saw policies introduced which they regarded as immoral and dangerous to South Africa, their representations went unheeded and their views were totally disregarded. Institutions they had helped laboriously to establish over many years, for example in Black education, were ruthlessly destroyed and others were threatened. They were torn between loyalty to South Africa, hostility towards the Government and concern over internal security. It was not easy to be wise in an emotionally charged atmosphere – and many were not – or to know what to do. In the Anglo American and De Beers Groups we felt it right to do everything in our power to help stabilise the situation. We continued developing and expanding our operations without delay, carried out a heavy buying programme on The Johannesburg Stock Exchange, and in May 1961, when South Africa's foreign exchange reserves were approaching their lowest levels, we raised loans of \$30 000 000 in the United States.

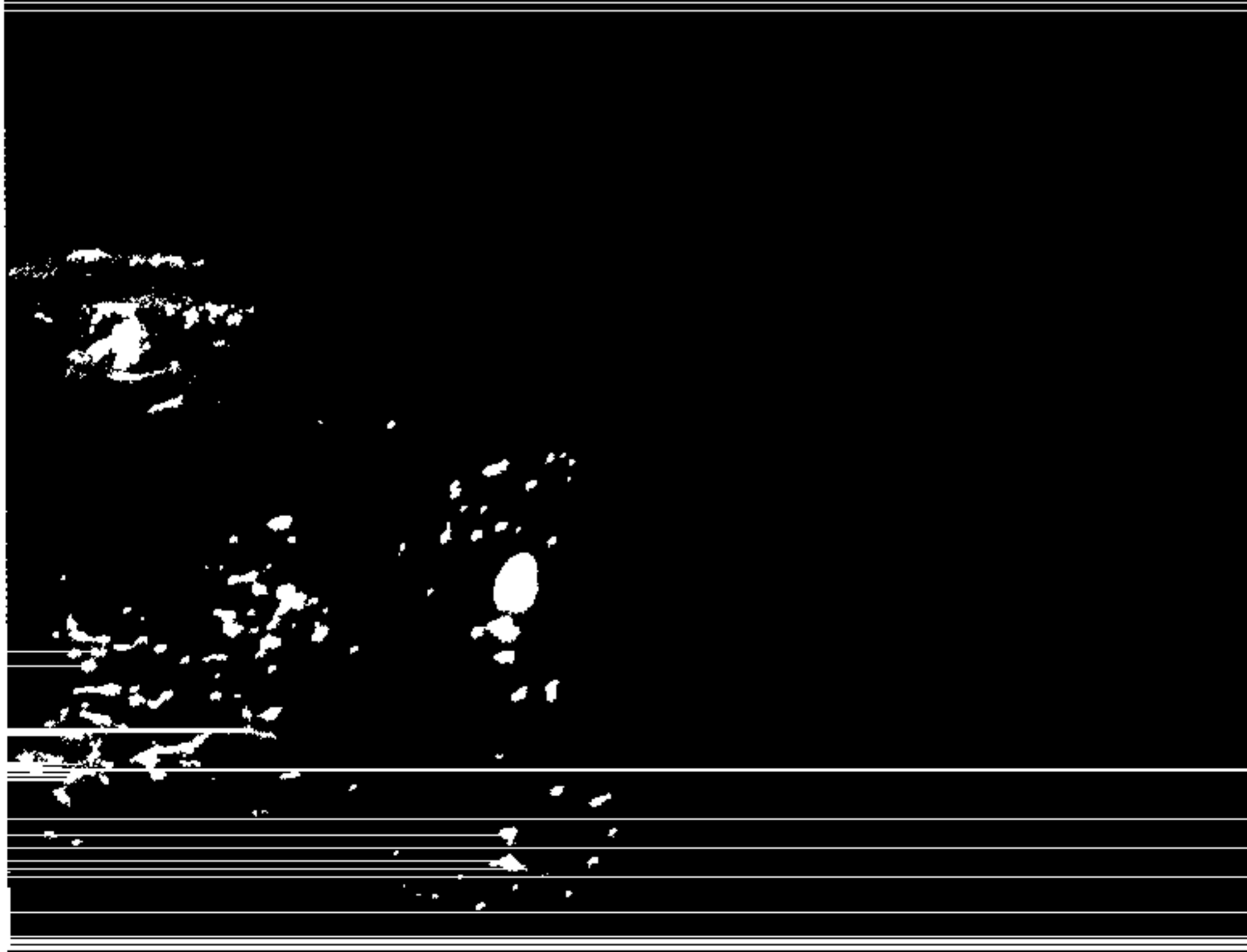
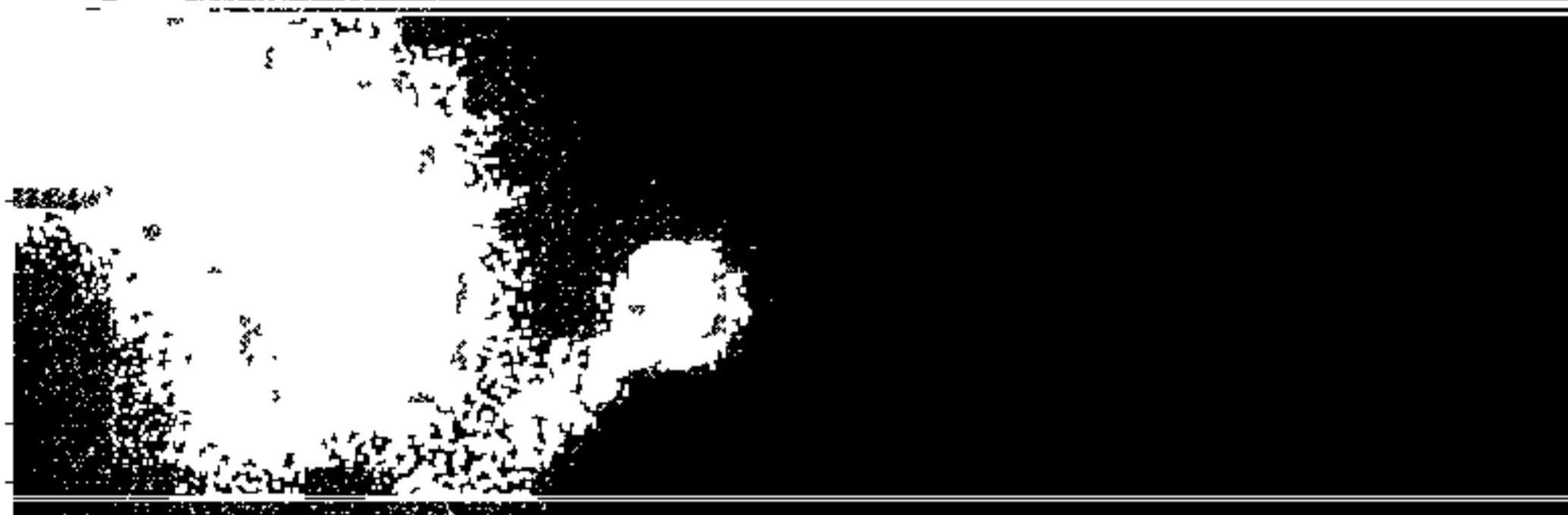
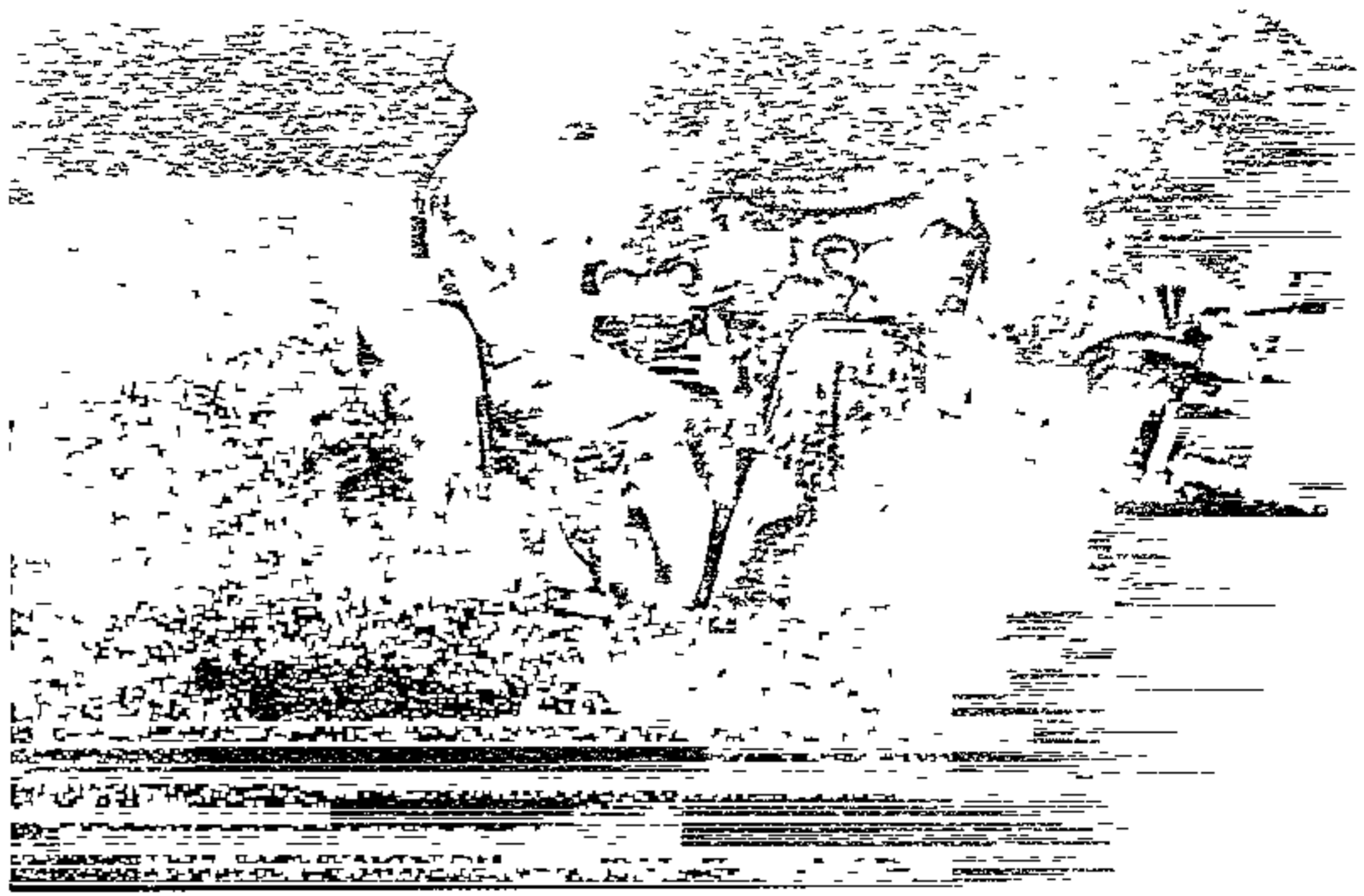
One of the potential threats to industrial stability seemed to us to lie in the low wages paid to Black mineworkers. A number of surveys were commissioned, the most important being an internal enquiry into the competitiveness of mining against secondary industry as an employer of Black labour, and a study by Professor Hobart Houghton, the noted economist of Rhodes University, into the level of wages required to give Black migrant mineworkers and their families in the homelands a reasonable standard of living. Both surveys established plainly that mine wages had at least to be doubled, and Harry Oppenheimer, who had succeeded to the chairmanship on the death of his father in 1957, decided that this should be done over a period of about three years.

This decision was a courageous and potentially hazardous one because the gold mines were still tied to a fixed price of US \$35 an ounce for their product and were therefore unable to pass on additional costs. As wages account for about half a mine's working costs, some were likely to go out of business if the higher wages were not offset by improvements in productivity. Other mines would suffer severe reductions in their profits, while the









*Top* Lee Bantsi Masinka, a Shangaan from the Northern Transvaal, started with the mines in 1965 and now drives a shuttle car in a colliery. He attends literacy classes.

*Lower* Frans Stiping from Lesotho is a timberman's assistant at a gold mine. He started as a mineworker in 1956.

*Left* Mohobelo Moseli, from the Transkei, is a loader in a colliery.



*Left* Mrs Florina Thulo, wife of a senior hostel clerk at a gold mine, runs a creche for the children of married Black mine employees

*Below* Siphon Sitole, a married mineworker, in the living room of his home in Kimberley. Because there is a long-established Black township there, outside the mining area, De Beers is able to phase out migratory labour on the Kimberley mines and take on new workers from the town, where it is to build houses for employees





lives of all would be shortened by having to confine their operations to higher grade ore

Fortunately Dr Willem de Villiers, now managing director of General Mining and Finance Corporation, had returned to Johannesburg after a distinguished career with Rhokana Corporation in Northern Rhodesia (now Zambia) and could be detached to bring his fresh mind, great technical ability and forceful personality to bear on the problem. With his direct, down-to-earth approach, he started penetrating enquiries into whether each mine was using all its resources of men, material and plant to the maximum economic advantage, and if not, what steps should be taken to ensure that it did so. It became apparent that there was room for major improvements which held promise over a period of years not only of covering the increased costs but of actually improving profitability. On the technical side improved balances between underground, shaft and plant capacities were achieved for a relatively low capital cost. His concept of 'concentrated mining', whereby men, materials, transport, ventilation and other services were concentrated into smaller working areas, resulted in a more rapid face advance and greater fathomage broken by each worker, and had broad implications for the design and testing of new equipment and the evolution of new techniques

It was clear that these opportunities could not be realised to the full without a major rearrangement of personnel services. Procedures for classification, training and advancement had to be greatly extended, improved and built into the promotional and pay structures, and new attitudes towards individual Black miners were called for. The steps taken, mainly under the guidance of Dr Jacobs, Pat Turner and Dr 'Scotty' Hudson, included the following

□ Screening and aptitude testing were extended and developed to identify more readily men of higher levels of ability and particularly those with leadership potential. New techniques were evolved to ensure the proper job progression of Black workers. It was realised that to maintain motivation, and to reward those of above average performance, men of special ability had to be advanced rapidly. To focus attention on job content and to

streamline work procedures, a comprehensive job description scheme was undertaken. It also provided the data for a series of job evaluation exercises aimed at regrading and upgrading the wages of African workers, and at developing a continuous wage curve with the ultimate objective of encompassing both Black and White workers.

□ Training courses on the mines were improved and intensified. The training period for a loco-driver, for example, was condensed from three weeks to six days, and follow-up studies showed that mine officials rated the end-product as superior. New language laboratory techniques were introduced to teach workers Fanakalo – a basic *lingua franca* on the mines – since communication had acquired a new urgency. The training of supervisory workers received special attention, and a residential Group training centre was established to conduct comprehensive courses for Black supervisory and specialist personnel.

□ The need to involve White supervisors in these developments was also recognised, and the emphasis on training at the Group's main training unit was switched to human relations management. Senior management was exposed to high-level courses presented by instructors from Stanford University in the United States. Intensive courses in productivity were staged for middle management.

□ A new grade of Black employee, the African personnel assistant, was introduced to perform the manning function for the mine overseer, in a section numbering upwards of 600 men. The appointees were selected for special training, and had to have educational levels of at least Standard VIII (equivalent to ten years of schooling).

□ A new White grade, the departmental personnel officer, was also introduced, one to every shaft. They were usually men with mining backgrounds who had received training in personnel techniques and their function was to co-ordinate the work of African personnel assistants.

To ensure proper handling of these activities the Group personnel organisation was strengthened. The head office establishment was increased and the departments handling Black and White personnel relations were integrated. Personnel managers, some

of whom were graduates, were appointed to the mines for the first time to co-ordinate the activities of

- △ personnel officers in charge of the services to White miners,
- △ hostel managers, who looked after the housing and welfare of Black workers outside the work situation;
- △ mine training officers, who were responsible for the local mine training centre and co-ordinated on-the-job training for both White and Black trainees;
- △ welfare officers, whose duties involved the encouragement and supervision of sporting and other leisure activities for Blacks.

It was recognised that the existing machinery for communications, centred on the 'induna', or tribal representative, had structural weaknesses and steps were taken to switch the industrial relations function more towards the departmental personnel officer and the African personnel assistant, and unofficial committees were established experimentally on some mines to provide new and perhaps more effective ways of ascertaining Black opinion.

While the human side was now being dealt with reasonably well, much more had to be done to improve efficiency and to streamline management procedures. The mine efficiency departments were upgraded and better qualified men were appointed to head them. A special team was brought out from the Urwick Orr organisation in the United Kingdom to initiate senior managements into the latest 'management by objective' procedures.

The application of more advanced personnel procedures and the improved utilisation of Black labour made it all the more necessary to try to stabilise the Black workforce. The effects of the migratory system upon productivity were assessed, and what it would cost to provide the housing, services and amenities for the families of all the South African Black married employees on the mines. It was found that with the fixed gold price it was not then feasible for the industry to house other than supervisors on a permanent basis. Effective long-term planning was also seen as a prerequisite to greater efficiency and a series of manpower studies was undertaken to arrive at the needs of the various mines on a five-year and ten-year basis.







*Above* Humphrey Lefa Khosi, a mine recreation officer and athletics coach, represented Black South African teams in many countries between 1963 and 1972

*Right* Balanced diets provided by the mines are a feature of hostel life, though the men still in the Kimberley hostels have facilities to cook their own meals

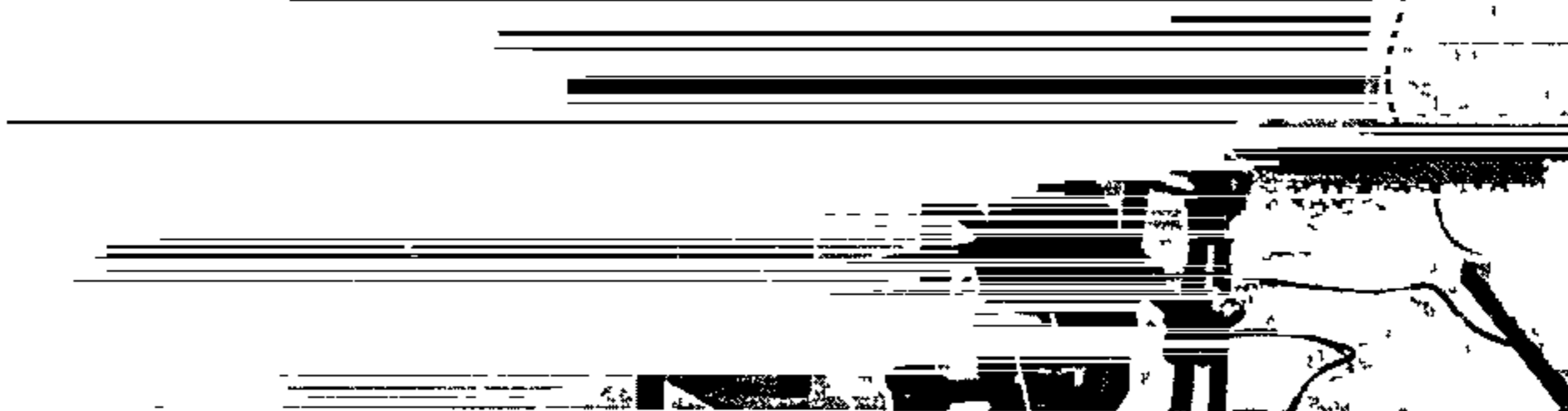
*Left* In his spare time, a mineworker knits jerseys and sells them to his fellow workers







*Left* At the Free State Geduld gold mine a TV camera and video recorder capture a management training session in progress. Johan Strydom, assistant personnel officer, Francis Manyikinyane, Black training superintendent, and Pat Goss, departmental personnel officer, will replay the video tape of their simulated interview to help improve their techniques for selecting, appointing and appraising employees.



*Centre* Young Blacks at Anglo American's head office receive intensive in-service training in preparation for new responsibilities in the secretarial, accounting and buying departments.



*Below* White and Coloured first-year apprentices at De Beers apprentice school in Kimberley.





As a result of these endeavours many of the original objectives were reached. The average wage of Black workers was doubled, from 40 to 80 cents a shift, starting rates for new workers were raised materially, and a number of new grades was introduced, enabling Blacks to advance further and to earn considerably higher wages than in the past. The Group succeeded in inducing a measure of stability to the workforce as more and more experienced workers tended to return to its mines. Industrial relations on the mines improved significantly.

These were notable achievements at the time, and are an indication of what can be done if management sets itself specific, worthwhile objectives, has access to the full resources of the organisation and receives unstinted support from the top. It must be remembered, however, that all this took several years to implement and even longer to get into smooth operation.

In the early seventies the Government under its Prime Minister, Mr B. J. Vorster, began to relax some of the rigidities that had characterised South African policy for 20 years and to pursue a more flexible and imaginative course. In the homelands, leaders who had been appointed to constitutionally recognised positions immediately became outspoken and influential forces in the land, adding a new dimension to the political scene. The establishment of non-racial venues and the holding of multi-racial gatherings led to a weakening of some of the mental obstacles to lively and meaningful contacts between people of different races, and fears of what might flow from these contacts began to decline. Attention focused increasingly both inside and outside South Africa on the need to establish fair employment practices in commerce and industry. Almost daily, men of diverse political and social opinions stated bluntly and publicly that economic growth could not be sustained, and that inflation could not be contained, without more rational use of our labour force. Most important of all the price of gold, after having been fixed at US \$35 an ounce for over 30 years (and therefore declining in real terms), had been freed and demand for gold was increasing. In 1972 the entire South African output was sold on the free market at prices that opened

the year at \$44 and had risen to \$65 by the close. Confidence that this was more than a temporary aberration grew.

We had good reason still to be dissatisfied with the labour situation. In a speech to the Public Services Association in Pretoria in September 1972, some months after Anglo American and De Beers had launched their new campaigns, I had drawn attention to certain aspects of the wage structure and composition of the labour force in the gold mining industry in the following terms

□ Although the minimum wages for Black workers were increased throughout the industry from 42 cents to 50 cents a shift in June 1972 and on the gold mines of our Group from 50 cents to 60 cents a shift, one could not be satisfied that this level of remuneration represented a reasonable reward for such arduous and dangerous work.

□ The average cash wage of Blacks in the industry during the quarter ended June 1972 was 76 cents a shift and on the mines of our Group 92 cents a shift. Even allowing for payments in kind in the form of food, accommodation, medical attention and the like, these wages were extremely low in an absolute sense and compared unfavourably with other industrial wages, themselves the subject of criticism.

□ Between 1968 and 1971 there was negative real growth in Black remuneration on South African gold mines. Figures produced by one conscientious economist indicated that there may have been no growth in real wages for Black miners in the industry as a whole since 1911.

□ There was a dangerously large and rationally insupportable gap between the earnings of Whites and Blacks. White earnings had been growing at a faster rate than Black earnings.

□ In terms of job content more senior and experienced Blacks were grossly underpaid compared with Whites.

□ Wages on South African mines were appreciably lower than those paid in neighbouring independent African states where they were negotiated either with governments or unions or both, and even when, as in Botswana, government policy was to hold down industrial wages with the object of avoiding too great a disparity with rural wages.

□ Of the gold mining industry's Black

labour force, 80 per cent came from outside the borders of South Africa. The percentage of South African labour on Anglo American mines was above the industry average but was still far from satisfactory.

The campaigns begun in April 1972 were the most ambitious that the two Groups had undertaken. The objective was to make deliberate, sustained and meaningful progress toward the adoption of a 'civilised' wage and the removal of discriminatory employment practices. A powerful committee, called the Employment Practices Committee, was established to steer policy and monitor progress.

In an organisation of our size and structure, if care and attention is not given to planning, the finest intentions become at best empty words and at worst counterproductive. We employ men of great diversity of outlook, outstanding capability and considerable determination. This is an advantage when they stand behind Group policies and initiatives, but makes it essential to secure their full support when changes have to be made. Nor can we, with impunity, carry out policies which would lead to outright confrontation with powerful forces, some internal and some external to our Groups. Many of our companies are members of major employer organisations. Many of our employees are members of trade unions, and little can be achieved without their wholehearted support. Nor can we jeopardise efficiency by placing people in positions for which they are unqualified by education, training or experience. We work within the framework of the law as it stands, not as some of us would like it to be. Ultimately, if we move beyond the subtle and undefined boundary of public or political acceptability, we can do immense harm to the undertakings we are here to foster and the ideas we are seeking to implement. Our responsibility towards our shareholders is to increase the profitability of our undertakings; and our contribution to their future and, so far as we are able, to the future of South Africa, depends upon success in this aim. Within the framework of these constraints much can and has to be done to preserve our long-term interests, and in the context of the certainty of change and the uncertainties of what will evolve from



*Left* Phineas Chitui, from Mozambique is a boilermaker's aide who started on the mines with a shaft sinking team and now has 20 years service behind him

*Below* Wilson Ngovene, a senior team leader at a gold mine In 21 years he has been an electrician's helper, a loco driver underground and is now a supervisor He is also from Mozambique





change, nothing can be more dangerous than the pursuit of shortsighted and selfish policies.

The first step taken by the Employment Practices Committee was to draw up a major policy statement for approval by the Executive Committee of the Board. Signed by Mr Oppenheimer it was then presented to a meeting of all the most senior officials of the Corporation, technical and administrative. The background was explained, and it was made clear that their views would be taken into account. Although some misgivings were expressed the meeting was overwhelmingly in favour of the statement and only minor amendments had to be made. Soon afterwards it was similarly discussed with all mine managers and senior mine officials and later, as our industrial companies became more involved, the heads of those companies came together and expressed free and uninhibited views. In this way we secured the wide support at senior level which was essential if real progress was to be made.

The next step was to find an outstanding man to head the project, and to establish him with a small staff in the Chairman's Office, so as to free him from the mass of administrative work involved in personnel functions and ensure continuous access to and support from the top. Dr Alex Boraine, who at the time was president of the Methodist Church in South Africa, seemed suited in every way, except in industrial experience and knowledge of the Group – and these gaps even had certain advantages. He joined us in December, 1972. Unfortunately for us 18 months later he won the marginal parliamentary seat of Pinelands for the Progressive Party, which made it necessary for him to resign his appointment with the Corporation, though he remains a consultant. He made a great contribution during the time he was with us.

The main thrusts of the new campaign were in the areas held to be key to any long-term programme for improved employment practices, namely, minimum wages and the wage gap, communication, consultation and negotiation, migrant labour; Black advancement; and housing.

It was accepted that uniformity in approach or progress should not be

sought at this early, formative stage. Each enterprise has its own problems and managing directors, general managers and managers have individual styles of management best suited to their temperaments. Furthermore communication, consultation and negotiation in different undertakings have to follow different routes, and industrial relations policies on a national basis are at an early stage of evolution.

The improvement of wages on the gold and coal mines was given the highest priority because it was there that Black wages were lowest and where the largest number of Blacks – some 400 000 all told – were employed. The wages paid in June 1972 and June 1975 to White and Black employees of the mining companies which, through the South African Chamber of Mines, seek to maintain a reasonable degree of uniformity in wages, are compared in the table on page 88. The De Beers Group is not a party to the determination of wage rates through the Chamber, nor is it bound by Chamber decisions. While strict comparisons would require a more detailed and comprehensive analysis, the table does give a fair representation of the trend. On the gold mines the minimum starting wage for Blacks, ignoring payments in kind, has in three years risen by 340 per cent to R57,20 a month, while the highest wage for Black production workers has risen by 186 per cent to R192,40 a month. The performance of the coal mines, many of which are severely affected by price control, has been particularly meritorious. Starting from a base even lower than the gold mines, the minimum wage in coal mining is now the same as in gold mining and the maximum is somewhat higher. The objective of paying wages broadly competitive with industry is within measurable distance of being achieved, and there has recently been a significant increase in the number of South African Blacks joining the mines – at a time when the mining industry is facing the total loss of Malawi labour.

The table also draws attention to an important departure from the Anglo American Group's original policy, in that minimum wages on the gold mines have advanced more – not less – rapidly than maxima. Several factors

contributed to this change of course, one being the views of the Blacks themselves. It will also be noticed that although Black wages have been increasing at a faster rate than White, the absolute gap in money terms between Black maxima and White minima on gold and coal mines has increased. The reasons are that the Whites started from a much higher base, that their wage increases included a *quid pro quo* for Black advancement and, in the case of gold mines, the decision to move up the Black maxima less rapidly than the minima. The diamond mines have always paid higher wages to Blacks than the gold and coal mines, and the latest increases in the diamond industry have actually narrowed the gap between Black and White.

Though it will take time to implement fully, the framework of an integrated pay structure for all employees regardless of race has now been established throughout the De Beers Group.

In 1973, when changes in the wage structure on the mines were being implemented, difficulties were encountered with our job evaluation and wage setting systems and Professor Tom Paterson of Strathclyde University was invited here to see whether the system he had evolved and introduced successfully in other parts of the world could be adapted for use in South Africa. His proposals have been well received, and not only in the mining divisions of the Anglo American and De Beers Groups: they have now been adopted throughout the gold, coal and diamond mining industries, and his system is currently under examination in other major industries as well. Its distinguishing features are that it can be used to rank the complete spectrum of jobs in a company from workmen to senior managers; is directly linked with an internationally accepted plan for determining pay, and is quick to implement. While recognising the danger of placing too great a reliance on systems that involve human beings, I nevertheless feel that the introduction of the Paterson plan for job evaluation and wage setting represents one of the most encouraging and potentially valuable achievements of the present campaign.

It is more difficult to give meaningful figures for Black industrial wages, bearing in mind the wide range of





*Above* Tielman Bekker, a mine captain at Springfield Collieries, instituted regular meetings with his team leaders eight years ago, long before mine communications were developed to their present stage. His role is now that of an observer, and he believes that meetings soon will be conducted without him. His team leaders submit written reports to him daily.

*Above right* Simon Moshesh, a senior personnel assistant or 'masiza' at a mine shaft, deals daily with many communications problems varying from working conditions to relations with Whites.

*Right* The Black Joint Consultative Council was established at Anglo American's head office as a means of upward communication. It has been operating for the past two years.



# Harry Oppenheimer's 'Interface' Address

IN HIS SPEECH at the Interface Conference in July 1974 Mr Oppenheimer said

The reaction of the Government to the Durban strikes was positive and so far as it went, conciliatory and wise. The Prime Minister recognised that what had happened contained a lesson for South Africa as a whole from which all of us should try to benefit. Employers in particular, he said, should not look on their workers as mere units of labour but as human beings with souls. And the Government proceeded shortly thereafter to amend the Bantu Settlement of Disputes Act in order, *inter alia*, to make provision for the constitution of workers' and liaison committees and, for the first time in South Africa, to give Black employees certain limited rights to strike. Considerable numbers of liaison committees and some works committees have been set up in terms of the new act but with few exceptions they do not appear to have been fully effective in providing a means of joint consultation for the maintenance of industrial peace. They seem generally speaking to have provided only a means of 'one-way' communication from management to labour, and have not succeeded in enabling representatives of the Black workers to feel that they can take part in negotiations on anything like equal terms in regard to wages and conditions of employment. Nor has the new act brought strikes – generally illegal strikes – to an end and it does not seem either to have had the effect of encouraging the emergence of skilled Black labour leaders capable of inspiring confidence among both workers and management.

The fact is that there is a grave psychological objection to trying to contain the situation by means of liaison works committees. I do not believe that the Blacks will ever be brought to accept that an organisation of labour which is regarded as right and necessary for White workers not only in South Africa but throughout the Western world, is not suitable for them. We will not, I feel sure, be able in the long run to maintain quite different systems of representation for Black and White workers. All this suggests that Black workers, like White workers should be organised in trade unions. After all, trade unions for Blacks

are not illegal today, though many employers appear to think that they are or anyhow are inclined to act as though they were. There is nothing in the law to prevent employers from recognising these unions and negotiating with them. And it seems to me that if they can be shown to be truly representative, employers should give careful consideration to the conditions under which they would be prepared to do so for it must surely be unrealistic and therefore foolish for employers, or the Government for that matter, to try to behave as though these Black unions did not exist.

There are however formidable difficulties to be faced and it is vital to think out in depth what sort of unions would be suitable in South Africa. Nor could the system at this time be of universal application. Wherever the migrant labour system is dominant it complicates the issue greatly, since effective and responsible representation is difficult if there is no continuity in the labour force.

In the mines where a large proportion of the workers are not only migrants but foreigners, the difficulties are compounded, and it may well be thought that, at this stage anyhow, the representation of Black workers in the gold mining industry should take a special and different form. Moreover there are very few Black workers with adequate training in labour relations or with the necessary negotiating experience and ability. And therefore, whatever system is adopted, it is surely urgent to take steps to provide a crash course in these for the men chosen by the Black workers to represent them.

I would say that we employers as well as the Government have been nervous about the emergence of leaders among the Black workers and even where we have not actively tried to prevent this happening we have certainly given the process no encouragement. I believe this ought to change, for managements are more and more feeling the grave disadvantages of there being no effective leaders with whom to negotiate in times of difficulty or conflict. Even if it were generally agreed that trade unionism was right for Black workers, there would – as I have indicated – remain a great many questions to answer. It is by no means

certain that we in South Africa would be right to look to Britain as our only model. The systems in Germany, Holland and Japan may have just as much or more to teach us, and we need to study all these examples and perhaps others before deciding, in consultation with Black representatives, what system would work best in our particular circumstances. For this reason we in Anglo American have been making a careful study of conditions in many countries from which we hope useful findings for South Africa may eventually emerge. An important point to be kept in mind is that the Black workers will need the goodwill of the White workers. We must, therefore, in consultation with the established White trade unions, make sure that the organisation of the Blacks will not be carried through at the expense of the security or established standards of the Whites.

There are many other complicated and controversial questions to be answered. Should we aim at mixed unions or racially segregated unions? And if there are to be segregated unions should there be some institutionalised affiliation between parallel Black and White unions? Should Black unions be organised on a national or regional basis or on a company or group basis? Should there be some connection between Black trade unions and the authorities in the homelands? What functions should be filled by Industrial Councils? And what should the relationship be between Black Unions and Industrial Councils?

I will not attempt at this time to suggest definite answers to these questions nor would I expect this convention to be able to do so. It is plain that final solutions will not be found without evolutionary changes in Government policy and it is encouraging to note that Government is showing a new flexibility in these matters. What is needed now, it seems to me, is to set up as soon as possible a small commission of experts from government departments, from management and trade unions both Black and White, to investigate the situation and put forward for consideration by the Government and industry a plan for effective representation for all the workers. If Government were prepared to take such an initiative it would, I think, be very helpful indeed.







industrial enterprise in our Group. There have, however, been striking advances in pay in all our companies. Perhaps the best illustration is provided by the figures for Group companies that operate within or observe the industrial agreement of the Steel and Engineering Industries Federation of South Africa (SEIFSA) – Scaw Metals, Highveld, Transalloys and Vereeniging Refractories. SEIFSA represents more than 3 000 firms employing some 420 000 people (or 33 per cent of the total employment in heavy and manufacturing industry) of whom 76 per cent are Black. The majority of Blacks are not represented by trade unions, though a number of unregistered Black unions operate in SEIFSA industries, some on a regional and others on a national basis. The table opposite compares the earnings of SEIFSA's Black and White employees in May 1972 and May 1975. It will be noted again that minimum cash wages for Blacks have risen substantially and more rapidly than their maxima. In percentage terms Black wages have risen more rapidly than White wages and Black maxima expressed as a percentage of White minima have improved. Nevertheless the gap between Black maxima and White minima in money terms has increased.

At the Anglo American head office and our research laboratory we have reached a situation which, although not satisfactory in all respects, is more advanced than anywhere else in the Group. Between June 1972 and January 1975 the minimum Black wage, including the 10 per cent annual bonus paid to all employees, was increased from R79 to R149 a month and a unified pay curve for Black and White employees was introduced in January 1975. Pension and leave entitlements are the same for Black and White. A number of Blacks are being given increased responsibility, and a formal training programme has been set up, partly to increase the inflow of able young Blacks and partly to accelerate their acquisition of administrative and business skills. Generous education schemes and allowances for Black children have been introduced, and a house improvement scheme has recently been approved. When the White medical benefit plan was found not to

meet the requirements of Blacks, a doctor and nurse were taken on to look after Black employees and their families.

There have been long and often heated debates internally and externally on questions of communication, consultation and negotiation. We believe that different channels have to be developed to handle upward and downward communication. If management uses elected employee representatives to communicate company policies, attitudes and practices to their constituents, they tend to become labelled as 'management men' and to lose their effectiveness as representatives of the employees, nor can they be expected necessarily to be effective conveyers of management policies and views. Furthermore, the positions of those in management or supervisory roles are weakened if company directives, plans, progress reports and such like are communicated through people other than themselves. The Anglo American and De Beers Groups, after a nine-month pilot operation on two gold mines, two coal mines, one diamond mine, two industrial operations, one head office department of Anglo American and the research laboratory, decided that the 'briefing group' system devised by the Industrial Society of the United Kingdom should become the accepted method of downward communication, and the system is now being introduced at all the mines and industrial companies.

As far as upward communication is concerned, Black unions are not illegal in South Africa but they are not recognised in terms of the Industrial Conciliation Act, which means that they cannot make agreements that are binding, and that they have no status in relation to the statutory procedure for settling Black labour disputes. Works and liaison committees have legislative backing<sup>‡</sup> and are preferred officially to unions, which excite misgivings and fear in the minds of many – not only on the government side.

Anglo American's views on the representation of Black workers' interests were stated by Mr Oppenheimer at the Interface Conference organised by the Institute of Personnel Management in Johannesburg in July 1974. On the previous page I have quoted extensively from his speech, not only because it is

the official attitude of the Corporation, but because it expresses so well what are to my mind the compelling arguments in favour of Black worker representation through trade unions. It is not, however, in line with the Government's thinking, and Mr Oppenheimer's suggestion of a small commission of experts has not been accepted. Other prominent industrialists likewise remain concerned over the implications of Black trade unionism. Apart from these considerations, Black unions, although growing in numbers and membership, remain relatively small and inexperienced, and it seems clear that an interim evolutionary period will occur before the final shape of Black industrial representation will emerge.

The need for adequate representation of Black opinion is far too urgent, however, to await the outcome of that debate, and it has been necessary for us to move along other lines, which are likely to have value whatever the long-term solutions may be. We are being careful, however, to avoid introducing structures and practices that would inhibit the eventual establishment of a healthy trade union movement among Blacks. For more than two years a Black Joint Consultative Council (BJCC) has been operating at head office, and not without difficulty – for example in evolving a mutually satisfactory grievance procedure and in gaining understanding and acceptance of the pension scheme. The council is composed of 12 Blacks, each elected by the work group that he represents, and four representatives of management. The chairman and secretary are Black and the Black representatives caucus before meetings, making it a cross between a liaison and a works committee.

<sup>‡</sup>The Bantu Labour Relations Regulation Amendment Act No. 70 of 1973 provides for the establishment of works or liaison committees to represent Black workers' interests in industry. A works committee comprises elected worker representatives only, while a liaison committee comprises both elected worker representatives and the employer's nominated representatives, who are not to constitute more than 50 per cent of the liaison committee. In what appears to be a major policy development the Government recently announced that it is to introduce legislation in 1976 to establish industrial committees which will have the power to negotiate binding conditions of pay and service directly with employers. Membership of these committees will be drawn from Black representatives on works and liaison committees.



10/10/10

Year	Value
1990	100
1991	100
1992	100
1993	100
1994	100
1995	100
1996	100
1997	100
1998	100
1999	100
2000	100
2001	100
2002	100
2003	100
2004	100
2005	100
2006	100
2007	100
2008	100
2009	100
2010	100

Year	Value
2011	100
2012	100
2013	100
2014	100
2015	100
2016	100
2017	100
2018	100
2019	100
2020	100



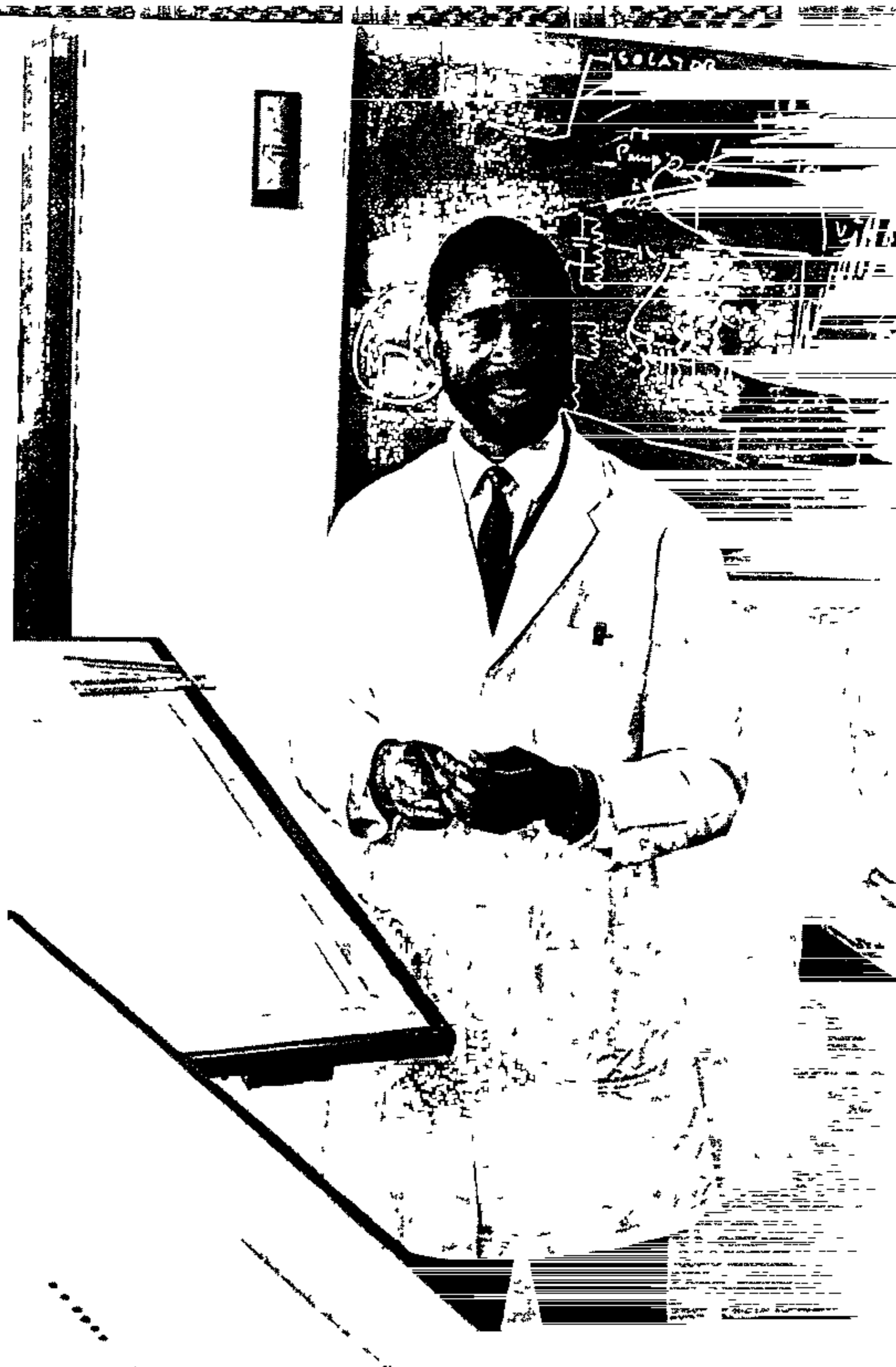
*Above* A furnace tapping team with their White foreman at Highveld Steel and Vanadium Corporation

*Above right* Johannes Nkosi repairs the lining of the huge steel receptacles used in the continuous casting of liquid steel at Highveld. Previously White bricklayers did this work. Once a cook on a farm, he joined Highveld seven years ago as a labourer and is literate only in the language of his tribe.

*Left* Jim Slala, once a farm labourer, has trained on the job to be a tapping labourer.







*Above* Dan Matholobagene was once a scooter messenger at the AAC Electronics Research Laboratory. His initiative and flair for detail led to on-the-job training and a position as electronics draughtsman.

*Top left* The longest serving Black graduate at Anglo American's head office is Mark Ntshangase, who joined 12 years ago. A personnel officer with the Industrial Relations team, he is fluent in several African languages – invaluable in his work of conducting attitudinal surveys among Black employees throughout the Group. Here he discusses a point with a security guard during a briefing session.

*Left* Zeph Nomvalo, at 28, is the first Black research technologist at the AAC Research Laboratory in Johannesburg. He decided that his B Sc in chemistry was insufficient for the sophisticated work he was doing and returned to university for an honours degree.

The training of Blacks in the procedures and responsibilities of works and liaison committees and other forms of representation, and the provision of an introduction to the legal, economic, industrial and social background necessary for them to represent their constituents adequately, are essential. Employee representatives on the BJCC have been endeavouring to evolve a training programme for their own needs. To assist the development of committees for the industrial companies a manual was prepared centrally, and all these companies now have works or liaison committees, some of them operating with a substantial degree of success. It should be mentioned here that during the negotiation of the SEIFSA wage agreement last April, Black attitudes were for the first time expressed to the employers by Blacks.

In a wider field we have encouraged and participated in the establishment of a committee of employer and employee representatives under the chairmanship of Professor S. P. Cilliers of Stellenbosch University to enquire into the possibility of establishing an industrial relations training institute, and we are also indirectly involved in the Institute of Labour Relations established by the University of South Africa in Pretoria with the help of R100 000 each from the Chamber of Mines and SEIFSA.

The gold mining industry faces special and grave problems in the field of upward communication. Over the last two years serious riots have occurred during which lives have been lost, property destroyed and production affected. In some cases the disturbances have been due to dissatisfaction with conditions of service, or relative wage rates or work stratification. In others the causes have not been related to working or living conditions but, for example, to the introduction by the Lesotho government of a compulsory deferred pay scheme, or to faction fighting between different national or tribal groups. In all cases communications have at best been partially effective or at worst wholly ineffective. Established systems have simply failed to respond. Nor is this altogether surprising, given the characteristics of the migratory labour situation on the mines, where huge congregations of workers of many races,

with no common tongue, live under conditions which lack the stabilising influences of family life in settled communities, where labour turnover is 100 per cent a year, and where there is no authoritative leadership among the workers themselves. Political developments throughout Southern Africa are also raising Black aspirations and expectations, and the higher wages themselves have affected behaviour patterns.

The consequences of failure to find answers to the problems of upward communication on the mines could be very serious indeed and great efforts are being made in a field where the industry is largely on its own: there are no ready-made models to hand, no short-cuts to a solution. The most important areas – and they are also the most difficult – are the development of managerial skills in handling consultation and negotiation in what traditionally has been an authoritarian industry, which for safety reasons alone call for high levels of discipline, the development of worker leaders in a migratory labour situation; the evolution of mine consultative committees ultimately into a structure for negotiation on an industry basis; securing the support of the first line supervisor, the key interface area, for radically changed policies; and increasing the confidence level of Blacks to the point where they accept official mechanisms for settlement of disputes and grievances in preference to riot, violence and intimidation, looting and wanton destruction of property.

Multiplicity of languages and cultural backgrounds, illiteracy and lack of education remain formidable barriers to effective communication upwards and downwards, particularly among the labour force on the mines. It is a mistake to imagine that men who are illiterate and short of education are unable to understand or to contribute creatively to productivity, or that with ingenuity means cannot be found to compensate to some extent for these deficiencies. Fanakalo, for example, is a remarkable phenomenon which has evolved out of a need to compensate for the lack of a common language; but it is at best a crude, insensitive and incomplete substitute for more mature and sophisticated languages and because of this can contribute to misunderstanding. Inability to read

and write robs communication of one of its most important tools, the written word, and renders the whole mechanism of industrial relations – committees, councils and such like – much more difficult, tedious and uncertain. Lack of education inhibits understanding of the industrial environment and of the factors and reasoning that lie behind industrial decisions, and therefore obstructs the process of increasing Black commitment to and involvement in industry. It is much to be hoped that literacy training will be transferred from the list of welfare activities to the formal industrial training arena where it really belongs, and that incentives to literacy will be built increasingly into pay and promotion procedures. Increased attention also needs to be given to language problems and to adult education.

Much as we would like to reduce our dependence upon migratory labour, we have to admit that comparatively little progress has been made. At Kimberley and Koffiefontein where De Beers, unlike the gold mines, can turn for its labour to established Black townships outside the mining areas, migratory labour is gradually being phased out, the high wages paid and the good mining conditions make diamond mining attractive to the urban Black. On the other hand the numbers employed are extremely small compared with the gold mining industry and the cost of housing about 1 350 families in the townships, estimated with services at some R13 million, is acceptable to De Beers. For the gold mining industry, unfortunately, it is evident that until greatly increased resources can be made available and flexibility invades the South African scene in the shape of Black title to property in so-called White areas, sufficiently secure to attract institutional funds and to encourage expenditure by householders, costs alone will prevent any real impact being made on the migratory labour system. The recent announcement by the Government that it intended introducing 30-year leases in Black towns in 'White' areas is to be welcomed with caution, because no detailed proposals have yet been published and the lease period seems far too short. Nevertheless, Anglo American's policy is to move toward stabilised labour to the maximum



extent permitted by law and the financial capabilities of the individual companies, and I have no doubt that significant progress in this direction will be made in the coming years

A degree of gradualism may be no bad thing. It is apt to be overlooked that until employment opportunities in the homelands multiply, the abolition of the migratory system would present many Blacks with the stark choice between a life of unrelieved poverty in the country, or – if they were permitted to do so – of embarking with their families on a scarcely less poverty-stricken existence in some urban shanty-town, with the additional hardships that loss of one's roots and identity entails.

Black advancement at present has to be seen mainly in the context of job advancement, where significant progress has been made. In 1974, for example, the mining unions agreed to the introduction of Black team leaders and artisan aides, which opened up new avenues for approximately 8 000 Blacks. The number of Blacks who have moved into what were previously regarded as White jobs in the SEIFSA companies is difficult to calculate with any precision, but there is no question that many thousands have done so, and probably at an accelerating rate (nor is there any question that the growth of the SEIFSA industries that those extra hands have made possible has provided the Whites with better-paid opportunities too). Elsewhere absolute shortages of White skills have compelled the employment of Blacks with or without union or official support and newly-established industrial companies have been able to employ Blacks in many occupations previously the domain of Whites. These are welcome improvements, but the fact that the primary method of Black advancement in mining and heavy industry remains the surrender by Whites of whole categories of jobs, either because there are insufficient Whites to fill them or because they are jobs Whites no longer wish to undertake, is open to criticism on several scores, and certainly does not meet the requirement that advancement should be based on considerations other than race.

Advancement of Blacks into professional and semi-professional positions is of course taking place across South Africa, and though the principle

of equal pay does not yet have wide application their earnings have moved far closer to those of their White counterparts. The picture is both confused and confusing – as is true of much else in our changing society today – there are qualified Blacks frustrated by an apparent lack of opportunities, there are employers frustrated by the apparent lack of qualified Black applicants.

The Government, albeit somewhat belatedly, is now substantially increasing the funds and facilities available for Black training and is swinging the emphasis from 'border' areas adjoining the Black homelands to 'White' areas where the largest concentrations of industry and population occur. The Government is building, and will operate, seven manual training centres in Black urban areas which for all practical purposes are in 'White' areas. More significant is its decision to build 20 training schools in the principal industrial centres, on condition that private industry agrees to run the schools, establish training courses appropriate to local conditions, and meet the operating costs. The Government also will subsidise in-company training by tax concessions.

At Anglo American the head office training department has been strengthened and men brought in who are experienced in the methods used with conspicuous success on the Zambian copper mines and it has been particularly helpful to have at head office during this period Dennis Etheredge, now an executive director and head of our gold division, who for many years was responsible for training and staffing in Zambia. The new and excellently equipped residential centre for advanced training of Black supervisors is operating successfully and the mines have strengthened their own capabilities in order to train the 4 500 team leaders and 1 000 artisan aides that are required. On the gold reduction plants White artisans have been retrained as plant officials and Black operators who have completed their on-the-job training have moved up the ladder. These are merely instances of progress in a field which the mining industry has always regarded as of outstanding importance, and in which it has been conspicuously successful. The speed with which, over the years,

countless people who entered the industry illiterate, devoid of industrial experience and from environments where the simplest mechanical equipment was unknown, have made valuable contributions to a highly technical operation, is a great tribute to management and to the Black.

On the mines of the Anglo American and De Beers Groups large-scale housing programmes are under way which between 1975 and 1980 are expected to cost some R240 million. They include the construction of new living quarters, the modernisation of existing quarters and, subject to the authorities' approval, the building of further married accommodation. Our policy is to establish new standards both in the quality and appearance of the buildings, to reduce the size of units, and to decentralise administration and services. Imaginative and flexible concepts which pay attention not only to the design of houses but to social and environmental considerations have been developed by our architectural department in conjunction with outside consultants.

The Oppenheims have always taken the view that they had a responsibility not only to their employees but to society as a whole, and over the years countless institutions and individuals have benefited from their generosity. Some will remember, for example, that Sir Ernest took the lead in raising a £5 000 000 low-interest loan from the mining industry to the Johannesburg City Council for the removal of the notorious slum known as the Orlando Shelters, and that on Sir Ernest's death in 1957 Harry Oppenheimer donated R2 000 000 to establish the Ernest Oppenheimer Memorial Trust, which has helped hundreds of needy students of all races to further their education. Two years later the Anglo American Group Chairman's Fund was established in the belief that more could be achieved by a large central fund than was possible through the scattered donations of a large number of individual companies. As the benefits of centralisation became apparent the administration of the Fund and Trust – and since 1966 the De Beers Chairman's Fund – were brought under one roof in the charge of Paul Henwood. The bulk of the two



Morgan Gopane, a clerk who followed his father into the diamond mines, in a hostel reading room at Kimberley

### The social responsibility projects

THE FIRST PROJECT to be identified was an agricultural high school between Alice and the Hogsback in the homeland of the Ciskei. It had the advantages of being the first school of the kind in the country, of ranking at the top of the priority list of the Ciskei government and of already having been planned and designed – it lacked only for funds. The Ciskei government is providing the land and will be responsible for staffing and running the school. The Anglo American Chairman's Fund, at a cost of R1,8 million, will pay for earthworks, roads and buildings. The school will cater for 300 boys and 200 girls and is expected to open early in 1976. Although it will have an agricultural bias it is not the intention that any pupil graduating should be precluded from other university courses,

and to this end mathematics and other relevant subjects will be taught.

The second project, started at the beginning of 1975, is a teacher upgrading programme in Bophutatswana, the homeland of the Tswana people in the western Transvaal.

One of the severest handicaps in Black education is the low educational standards of many teachers. The programme aims to upgrade the qualifications of about 1 000 teachers from junior certificate to matriculation, using a combination of correspondence courses and tuition centres, the latter being manned by specially selected tutors from the Bophutatswana Department of Education. The project enjoys the full support of the Bophutatswana government and has got off to a good

start. Its administrative, educational and financial characteristics are being evaluated as it progresses and the findings will be made available to other interested parties. The programme, if successful, will cost about R600 000 and will continue for five years.

A third project still in the planning stage is an institution for technical education for the KwaZulu homeland sited at Umlazi near Durban. Anglo American's commitment is to provide an initial blue print for the KwaZulu government, and should this meet with approval, to pay for the design and the building of the first stage of the institution up to an expected R2 million. This should be sufficient to enable a viable unit to be established, though the ultimate cost of the college will be far higher.





William Magulubu, 62, worked on a coal mine for 20 years,  
towards the end as an 'induna' or senior tribal representative  
He is now living in the Transkei and draws a retirement benefit

Chairman's Funds and most of the income of the Trust are devoted to education, with growing emphasis in recent years on Black education

Last year it was decided virtually to double the size of the Anglo American Chairman's Fund, and to concentrate the additional resources on a limited number of major projects that we ourselves would seek out, and which were likely to have generating or multiplier effects. Responsibility for the the undertaking was given to Michael O'Dowd, a manager of the Corporation. It was fundamental to our thinking that each project should be either of a capital nature or have a definite conclusion in time or money, so that we would be in a position to move on to new ones. Three of these 'social responsibility' projects are described on page 95

The progress of the last three years could not have been made but for the hard work and solid achievements of previous years. For example, the popularity among Blacks of the Anglo American gold mines, from which we benefited greatly during the recent critical shortage of labour, stems not only from the lead given in the matter of wages, but from the steps taken earlier to treat people as individuals, to induct them humanely, to establish a fairly rated job structure with simple, easily understood promotional routes, to create training facilities to enable men to climb the promotional ladder, and to the care and consideration given to housing, feeding, welfare and health. We owe a debt, too, to many other companies inside and outside the mining industry and to many public authorities for the generosity with which they have provided information, advice and experience. The frank and willing exchange of ideas which is characteristic of South African industry is something of great value, and a testimony to the sincerity with which solutions to our huge problems are being sought.

To sustain and if possible increase the momentum, a decision was taken earlier this year to establish within our head office a Manpower Resources Division comprising the Medical, Personnel and Industrial Relations departments. Dr Zach de Beer, an executive director of the Corporation and until recently head of our Zambian operations, has responsibility at director

level, and Selwyn Kossuth, one of the younger managers of the Corporation working in the Chairman's Office, is involved at manager level. While the Personnel and Medical departments have been in existence for many years, the establishment of an Industrial Relations department is largely new. It is available to advise operating divisions in such areas as terms and conditions of employment, communication including consultation and negotiation, relations with employer and employee organisations, Black advancement, migrant labour, housing and race relations. It is the logical successor to the Employment Practices Office which had identified many of the critical areas ahead and made it possible to bring together a team ranking high in expertise and motivation.

The new division faces a patchwork of uncompleted business – gaps, inconsistencies, varying rates of progress among different companies – as was to be expected given the initial and correct decision not to look for uniformity in a developing situation. The institutionalisation implicit in the establishment of the division will have great advantages in consolidating and developing on a professional basis the initiatives already taken. Where it faces its greatest challenge is in the areas of greatest need: the wage gap, upward communication, the migratory labour situation and equality of opportunity. As will be apparent from what has been written earlier, the deficiencies in these areas have been recognised for a long time, in some cases for decades. The failure to remedy them has been due not only to the magnitude of the task, but also to the absence on a national basis of a conviction that they have to be remedied, and as a matter of the utmost urgency. Unless such a conviction develops I do not believe that real inroads will be made except in isolated and comparatively rare instances.

The thought that a lead might come from the highest authorities in the shape of an unequivocal statement that South Africa must move away from racial discrimination, backed by more visible and positive steps to convert words into action, may not be as improbable as some might think. There is increasing awareness that the rewards of removing the basic causes of friction with our neighbours would be prodigious and

that failure to do so could be disastrous to both. There seems also to be a growing recognition that so long as racial discrimination continues without challenge to occupy a central position in South African society, lasting accord is impossible. Certainly the Government has already created an atmosphere for significant change, and has aroused a sharp sense of expectancy here and abroad.

Evidence of remarkably changed White nationalist attitudes and thinking can be seen particularly in the new outlook and stance of the Afrikaans Press, which after years of unquestioning acceptance of and support for official policies in regard to colour which were plainly discriminatory, is now calling strongly on the Government to make serious moves to end colour discrimination in South Africa. One could cite too, as evidence of the degree of changing attitudes and of the new climate of political possibility, the speech of the South African permanent representative to the United Nations, Mr R. F. Botha, to the Security Council on October 24, 1974. "I want to state here today very clearly and categorically," he said, "that my Government does not condone discrimination purely on the grounds of race or colour. Discrimination based solely on the colour of a man's skin cannot be defended. And we shall do everything in our power to move away from discrimination based on race or colour."

That statement cannot be regarded as a resting point for Government policy. It can only be seen as an important beginning, and South Africa's friends as well as her critics view it as such and await its implementation. But while it is right and necessary that Government should give the lead, it would be very wrong for South African industry to adopt a passive attitude in the meantime. There is a grave imbalance of power between employers and employees in South Africa which imposes a uniquely heavy responsibility on employers, in their own long-term interest, to follow enlightened labour policies, and in particular to think very seriously about their own attitudes to colour in employment practices, and what they themselves are prepared to do steadily to remove discrimination. □



## QUESTIONS AND ANSWERS

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F.M. 9/1/76

# Anglo's deal for Blacks

For the past three years Anglo American has been pursuing a major campaign to give its Black employees a better deal. Bill Wilson, retiring deputy chairman, has been one of the prime movers. He recently described the campaign in Optima. The FM takes up where Optima left off and asks Wilson to add some personal views.

### What are its biggest successes?

The most significant progress has been in wages, which have been nearly quadrupled. This is a mining industry achievement, not merely an Anglo American achievement.

There has been a major impact on abject poverty. More than 300 000 men are affected and Black earnings are now running at between R400m and R500m a year. Men at the end of their contracts frequently take home R500. It's by no means unknown for them to take home R1 000. The industry is now in a far less indefensible position than three years ago, when wages were absurdly low.

### Are wages now competitive with secondary industry?

No, I don't believe we have achieved competitiveness with major responsible and progressive industries. De Beers probably has, but the gold mines still fall somewhat behind in minima. In higher categories they may be approaching competitiveness.

### Will wages be able to go higher?

This may be a real problem with the lower price of gold. I had hoped that we could have one more year where we could afford a very substantial wage rise.

The wage movements which have been made in the gold mining industry could only be made because of the increase in the price of gold.

### Could you be prepared to push wages up high that some mines have to go back to State assistance?

There will undoubtedly be some mines which will find it extremely difficult to continue paying high wages at the present price of gold and these mines must inevitably face closing down or continuing with State assistance.

### Do you foresee Anglo again moving away from the wage rates laid down by the Chamber of Mines?

We attach the greatest importance to the Chamber. We moved out of line on Black wages a few years ago, but only because we felt very deeply and sincerely that the policies being followed in relation to Black wages constituted a threat to the mines. I've got no reason to think that Anglo American will move out of line again.

### Isn't the present minimum of R57,20 a month still very low compared with studies which put the poverty datum line at around R120 a month?

One must include payments in kind, which increase wages substantially. One must also realise that these are the minima payable to novices.

### But wages in kind aren't much help to the family back home.

This is perfectly true. But the man himself has to live, and how many families, White or otherwise, expect to exist on the earnings of an 18-year-old son alone?

### What effect has the increase in wages had on profits?

Wages represent roughly 50% of costs. The mining industry is both capital and labour intensive, so any substantial increase in wages represents a very substantial increase in working costs.

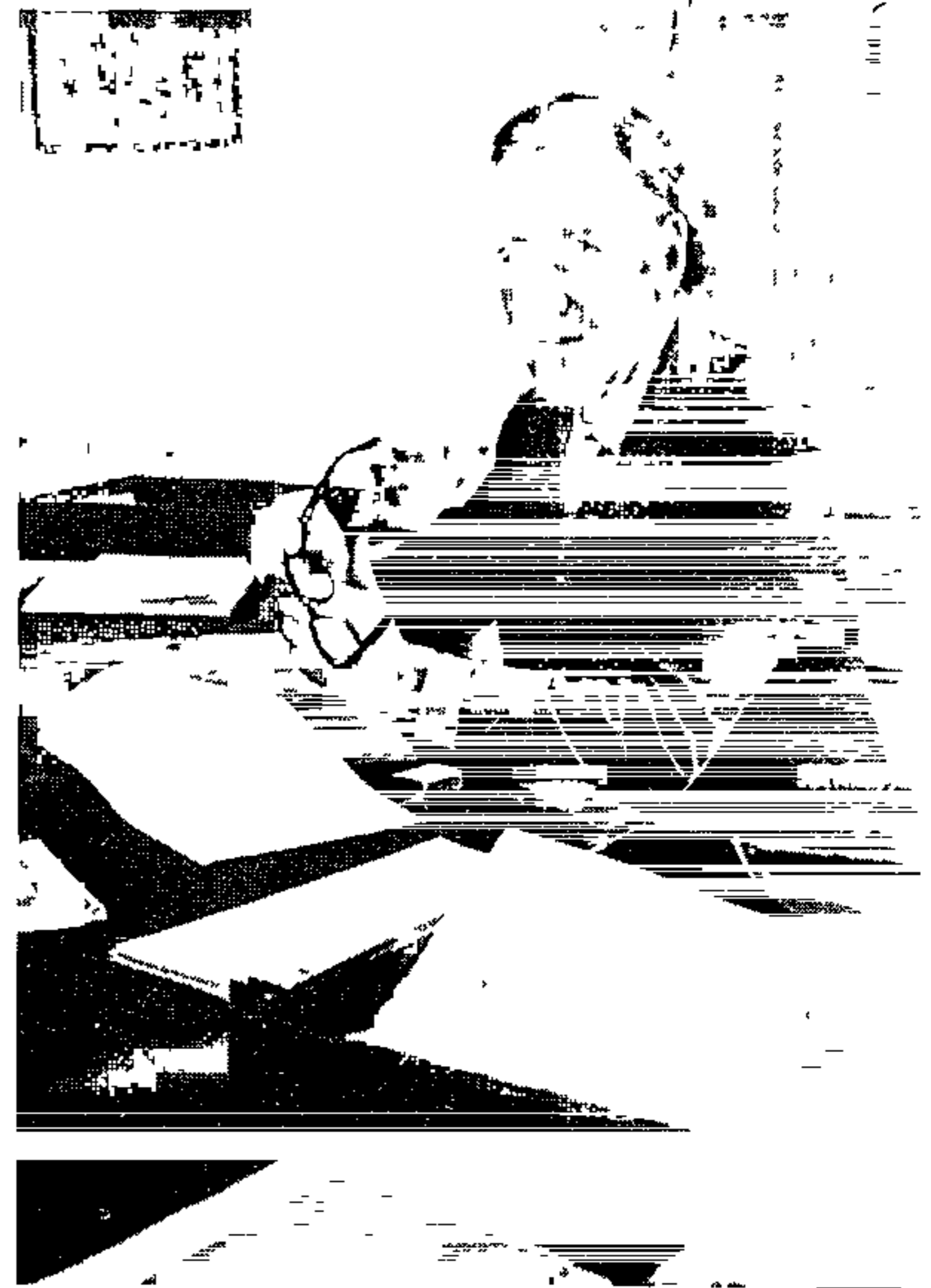
### How much validity is there in the view that increases in wages may not only not increase the supply of Blacks but have an opposite effect?

There may be something in this. The industry has introduced shorter contracts believing that they — and therefore target working — are popular with Blacks. There is some evidence of a tendency among workers to break their contracts, leave the mines early, and go home. This may be due to other factors as well, particularly the recent abandonment of the penal sanctions against breaking a contract, but there is reason to believe that some Blacks are target workers.

### What about the wage gap?

There are two sides to it. One is Black wages as a percentage of Whites; the other is the actual financial gap between Black and White. The percentage figure has changed in favour of the Blacks but the gap in terms of money has not decreased except in the diamond mines. We have to accept for the foreseeable future that there will be a gap.

Even when we have established a theoretically sound non-racial wage curve, it is going to take a long time to implement. There will be bulges due to a number of factors, for example, the bargaining power which Whites have to promote their wages above the wage curve, or



Bill Wilson: some major successes

market considerations.

### What is the highest that a Black on the mines can now earn?

Production workers, approximately R225.00 per month if one allows R33,00 for food and accommodation. In staff grades it's possible for Blacks to earn considerably higher — as high as R320 per month on gold and R390 per month on diamond mines.

### Can we come back to major successes?

There has been progress in housing, both in actual building and in the evolution of social ideas on planning and layout that will make life easier.

There is greater appreciation of the necessity to be sensitive to Black opinion. Recognition of the fact that upward and downward communication have to be handled through different channels is of great importance. The mechanics of communication have been improved.

Even in the area of migratory labour, advances have been made. De Beers in Kimberley is phasing out the system. In the gold mining industry, some progress is being made, although the advances are not likely to be as spectacular as with De Beers, which has a comparatively small complement of Black labour.

### What are your big failures?

The area in which least advance has been made, and in many ways it is the most critical, is in tackling the real core of racial discrimination.

### On the gold mines?

Yes, but more so in other sectors of business and industry and in society as a whole. There are real difficulties in moving in the mining industry and advances can be made more readily elsewhere.

Advancement of Blacks, by surrender



of jobs previously done by Whites, does not necessarily mean that racial discrimination has decreased. At the present moment there are hardly any Blacks in the upper echelons of professional management. This is not entirely the fault of management because there are too few Black people with the training to fill high positions available to them even now. Nevertheless, one cannot rest on that position and I believe we have to take positive steps to change it.

For a couple of years now Anglo American has been endeavouring to do something at grass-roots level by offering vocational scholarships to Blacks — about 45 in number at present — most of whom it is hoped will be absorbed into the general management structure. But this is a long-term project and more immediate progress is necessary.

**Why is this the most critical area?**

Because it is a deeply emotional issue to the Blacks and is indefensible internally and externally. Also because non-involvement in decision making and implementation contributes to a failure amongst many Blacks to appreciate the responsibilities and disciplines inseparable from successful business management and the difficulties involved in changing the situation without damage to individual enterprises or the economy.

Lack of visible and determined pro-

gress, coupled with disillusion, promote the examination of alternatives which, to my mind, are certainly not in the interests of private enterprise, the country or Black people themselves. One seeks calm, perhaps over-cautious, words in discussing this subject, but I should stress how very deeply I feel is the gravity and urgency of this issue.

**What of Black job advancement?**

Most Black advancement hitherto has taken place by fragmentation of White jobs. It has been comparatively rare for whole White jobs to be handed over to Blacks and the reason for this is that the training involved in the handing over of complete jobs would be much longer and much more difficult to accomplish.

**Do you think that the mining industry is too soft with the White unions?**

We have never taken these issues so far as to cause a major strike. Negotiations have been prolonged and tough. I do not believe we could have done better without risking industrial trouble and loss of confidence of White employees, who are utterly essential both to the future of the industry and to the further advancement of Blacks.

The bargaining position of the White miners is exceptionally strong and I would be surprised if they did not use it. The industry at times feels it has had to go too far in increasing White wages, but

this is the normal process of bargaining.  
**Are Anglo mines more popular among Blacks?**

The number of SA Blacks in service on the Anglo American mines as a percentage of their total complements compared with the mines of other groups has for many years been appreciably higher. This is evidence that the Anglo American mines have been popular. In addition, the percentage of Blacks returning for second, third and subsequent contracts has been generally higher on Anglo American mines.

The SA labour content on the Anglo American gold mines has risen over the last year from 33% to 42%.

**Where are these extra SA people coming from?**

The bulk has come from the Eastern Cape, particularly the Ciskei, but also from the Transkei. There has also been an increase in the number of SA Blacks from urban areas. This means that to some extent the mining industry is beginning to draw labour from the same sources as secondary industry.

There has also been a substantial increase in labour coming from Natal and Zululand and from the OFS.

I would be surprised if some people had not come from the farms but the bulk of the new SA labour comes from the Homelands.

## REORGANISATION OF THE CAYZER GROUP IN SOUTH AFRICA

To meet the changes in the shipping scene and in order to marshal the resources of the Group in South Africa effectively, with the objective of broadening the scope of its activities changes in the boards of the principal companies will take place as from 1st January 1976.

The board of Cayzer Investments South Africa (Pty) Limited, the holding company in overall control of the Group's interests in South Africa will be as follows:

Chairman L G Abrahamse  
Deputy Chairman D B Lawrence  
Members J H Smeddle, D W McGregor, J A Thomson, E H R Womersley,  
N E M Newman, N D Sempill

Cayzer Investments will have ultimate responsibility for the most effective use of the Group's financial resources and the extension of their investments in South Africa, where the emphasis up to the present has been mainly in the shipping and property fields. Mr Lawrence will be the focal point for co-ordination.

Arising out of these changes will occur in the board of Cayzer Irvine South Africa (Pty) Limited. Because of the introduction of a containerised service in 1977 and the changes that this will bring to the shipping scene, it will be necessary to some extent to expand the activities of this company. To this end it will concentrate on providing services such as property development, management, marketing, secretarial and accounting to companies of the Group and other clients.

Mr D B Lawrence will retire as managing director of Cayzer, Irvine South Africa (Pty) Limited and will be replaced by Mr N D Sempill. The board will change its character to the extent that it will consist entirely of executive directors, with the exception of Mr Lawrence. To comply with this objective Mr L G Abrahamse the chairman will resign as will Messrs D W McGregor, N E M Newman and E H R Womersley. Mr L D E Dixon, at present managing director of Cayzer Property Developments, will join the board, which will consist of the following:

Chairman	D B Lawrence
Managing Director & in charge of shipping activities	N D Sempill
Director Finance & Administration	D G C Smith
Director Property Administration	L Hilton
Director Property Development & Group Marketing	L D E Dixon

**Mr N D Sempill appointed chairman of Europe/South Africa Conference**

Following upon forthcoming retirement of Mr D B Lawrence as managing director of Cayzer Irvine South Africa (Pty) Limited, the Europe/South & South-East Africa Conference Lines advise that Mr N D Sempill has been appointed as the representative in South Africa of the Lines trading between Southern Africa and Europe and chairman of the Europe/South & South-East Africa Conference. This appointment takes effect from 1st January 1976.



(1) 165  
(2) 211  
(3) 200

19/1/76 RDM.

# Mines pay gap is widening

By PATRICK LAURENCE  
THE pay gap between Black and White miners widened in the early 1970s in spite of a sharp increase in Black wages, Dr Francis Wilson of the University of Cape Town said last night.  
Addressing a conference on migrant labour in Johannesburg, Dr Wilson said average Black wages on gold mines more than doubled from R208 to R565 a year between 1971 and 1974.  
During the same period

average White wages increased by a small percentage from R4 329 to R6 974.  
The higher percentage increase on Black wages meant that during the four year period the ratio of White-Black wages dropped from 21:1 to 12:1, Dr Wilson said.  
But the gap in actual money received or what is described as "real terms" widened. In 1971 the difference in average wages was R4 150 and in 1974 it was R4 641.  
The increased gap amount to a 12 per cent widening in the White-Black wage gap on gold mines.  
"Although the gap in ratio terms was getting very much better, the difference in absolute terms was getting wider."  
In another address Dr

Professor Lawrence Schlemmer of the University of Natal questioned the assumption that migrant workers had a rural base in the homelands which acted as an economic "sheet anchor".  
Studies in the Transkei showed that more than one hectare of land was available to some 100 people.  
He went on to question another assumption often used to defend migrant labour, the belief that the cost of living in the homelands or rural areas was markedly lower than in the cities.  
A table of figures for 1975 shows that the cost of living in rural areas was not markedly lower than in the urban areas, he said.  
The rural living level for the rural areas of the Transkei was 72 in 1975 and that for the Venda and Lebowa homelands in July 1975 was 73.  
Durban, he said, was a city of 100.  
In a third address at the conference, organized by the ecumenical industrial mission, Dr Tutu of the Church of the Saviour Church asked why the church had not come to recognize its role in the rural areas.  
Many of these men were forcefully recruited from their wives in the rural areas.  
Migrant labour is a result of the fact that women entered into this relationship in the full knowledge that their husbands were supporting other families in the rural areas, Dr Tutu said.

RD/176 20/1/76

# Talks seek better life for migrants

By CLIVE EMDEN  
Labour Correspondent

THE 90 South African and Lesotho delegates to the consultation on migratory labour yesterday made proposals which could bring far-reaching changes in the quality of life of migrants and their families and South Africa's labour relations with her neighbouring states.

The conference demanded new thinking and planning on migrant workers from the State, the mining houses, employers, the trade unions and the church.

The meeting said the problems of migrant workers were problems for Southern Africa and stressed the need for a common policy among the states and homeland governments.

The politicians, academics, trade unionists, businessmen and churchmen who took part have formed

an action committee which will liaise and act as a pressure group on the authorities.

The conference listed among its priorities:

- The need for trade unions and the church to monitor migrant workers' conditions
- The need for a charter detailing the rights of migrant workers.
- That businesses immediately recognise Black trade unions.
- That the colour bar in legislation such as the Mines and Works Act be scrapped.
- That businesses and the Government should explore and implement new housing ventures

The church delegates said the migratory system was evil, and said it was imperative for Christians to work with others for its abolition.

(1) 164

(2) 200

(3) 211



**BLACK MINERS**  
**New bonus**

*F.M*  
*23/1/76*

A special new bonus has been introduced on the goldmines. The aim is to help stabilise the labour force by persuading Africans working underground to stay on the mines for a minimum specified period of time and to reduce the time they spend at home between contracts.

Men who have worked on a mine for at least 45 weeks will be entitled to a bonus of 60c for every week worked provided they return to the same mine within a specified period. This period is worked out on the basis that they should not stay away for more than one week for every four weeks worked.

Thus a man who has worked just 45 weeks will qualify for a bonus of R27 if he returns to the same mine within 11 weeks, while a man with 50 weeks' service will receive R30. The bonus rises to a maximum of R60.

The certificate, called the Re-Employment and Early Return Bonus Certificate, will state the date by which the miner must sign on again in order to qualify for the bonus.

This new scheme may help solve a problem which has recently arisen on the mines. As Anglo's retiring deputy chairman, Bill Wilson, told the *FM* recently, there is now a tendency for Black miners to break their contracts, leave the mines

early, and go home.

This may be due to the recent abandonment of penal sanctions for breach of contract. It may also be due to wage increases over the past few years, enabling men to earn more money in a shorter space of time.

A Chamber of Mines spokesman tells the *FM* the move is another step in the industry's campaign to make Black miners more "career orientated".

211



**Becoming more career orientated?**





# Rustenburg pushes up Black pay

**Mining Editor**  
**RUSTENBURG** Platinum  
mine — hit by the world  
slump — improved Black  
wages by 80 per cent in the  
year to August 31 last.

Sir Albert Robinson, the  
chairman, explains in his an-  
nual review how this was  
done by improving produc-  
tivity on the mines.

To temper the effects of  
rising production costs, a  
large-scale productivity plan  
covering all aspects of  
production has been  
launched.

In stoping, the introduc-  
tion of mechanisation in the  
form of winch/scrapper  
cleaning has enabled the  
mine to increase significant-  
ly the centares an under-  
ground employee, com-  
pared with the conventional  
herring-bone cleaning  
system.

Monorope winches have  
improved the transport of  
timber into stopes. Mine  
layouts have been modified  
to incorporate long-walls,  
which will result in better  
supervision, improved ven-  
tilation and greater face  
utilisation.

Hydraulic-operated box  
fronts have been installed to  
speed up the loading of ore  
into hoppers.

Concrete packs have been  
successfully tested, and will  
replace about 80 per cent of  
the timber used under-  
ground. They ensure bet-  
ter support, improve ventila-  
tion controls, reduce the fire  
hazards, and are less expen-  
sive than timber.

In development, the in-  
troduction of a composite  
development crew has  
proved effective, resulting  
in a marked improvement in  
the number of metres ad-  
vanced per underground  
employee.

A jumbo drill rig is on  
trial, and if successful will  
bring about another further  
reduction in labour with im-  
proved efficiencies. Inclines  
previously cleaned by hand  
are now all cleaned  
mechanically.

In addition to these mining  
measures, second-hand  
material has been reclaimed  
underground and on surface  
on a large scale, resulting in  
cost savings.

Works studies in the  
metallurgical plant have

brought about a 24 per cent  
reduction in Black labour.

Overall, the measures  
taken in mining and metal-  
lurgy have enabled the  
mines to contain in some  
measure the sharply rising  
costs which are a feature of  
the mining industry.

On the refining side, ad-  
vances have been made in  
the treatment and refining  
of the converter matte  
produced by the mine.

A combined matte treat-  
ment and refining process  
will reduce pipeline stocks  
and have a beneficial effect  
on operating costs.

The process will be ap-  
plied to parts of the mine  
output during 1976.

The reduction in pipeline  
stocks, which accumulate  
because the production and  
refining process takes  
several months, will result  
in a quicker cash flow and  
give the mine much greater  
flexibility to reduce or in-  
crease output to meet  
market changes.

1 211  
2 204



...strongly de-  
ended, and so-called  
wild statements"  
om church bodies  
larified and set  
gainst what are  
rmed — "the facts."  
Mr Tony Fleischer,  
ad of the Chamber of  
ines labour organisation,  
lams out at recent asser-  
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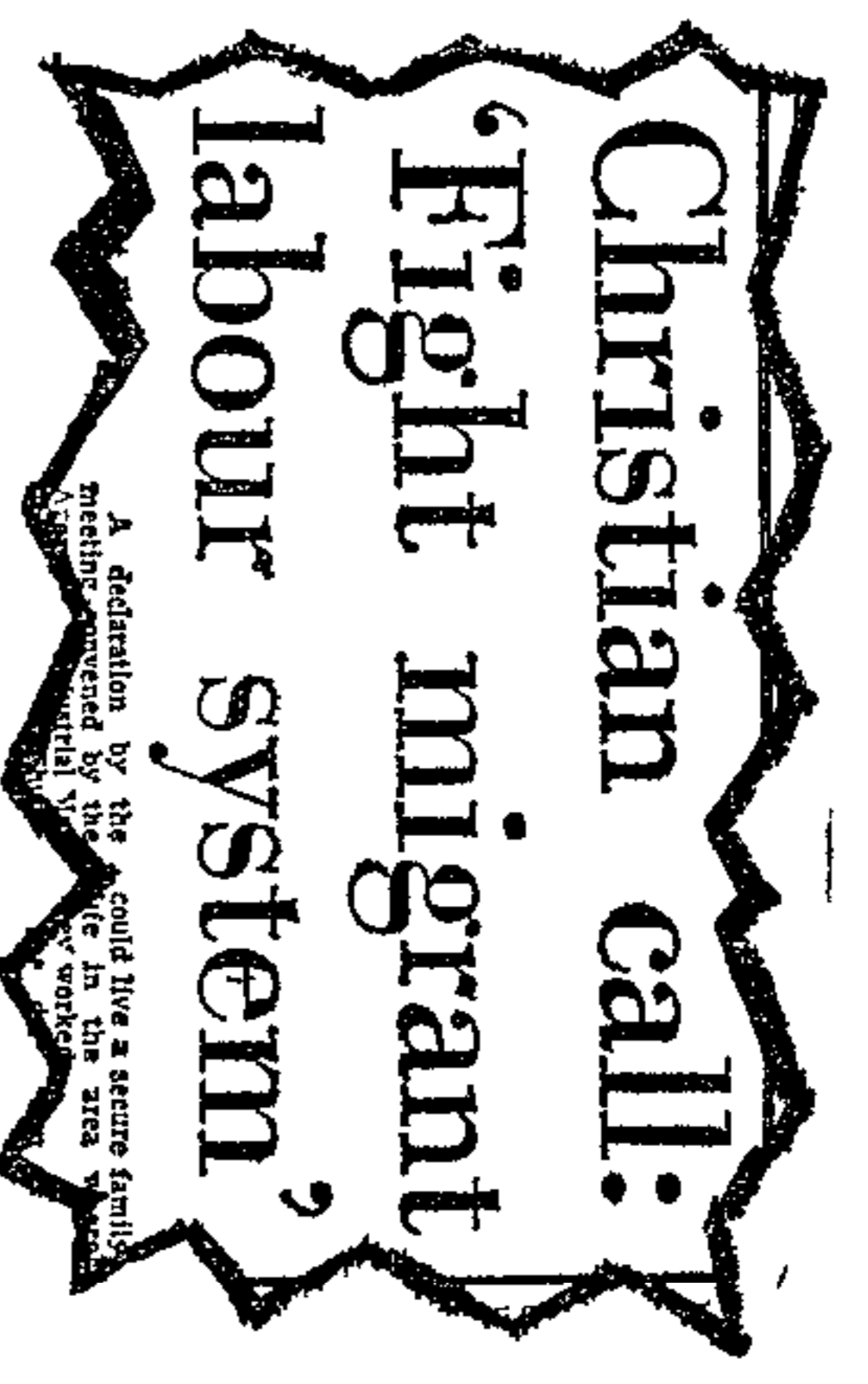
Mr Fleischer admitted  
hat the migrant labour  
ystem of the South Afri-  
an mining industry is not  
eyond criticism.  
But he fiercely con-  
ed that it was evil.

"I would go so far as to  
ay that the Chamber of  
ines is doing everything  
hat could reasonably be  
xpected of it in the way  
f improving wages, work-  
ng conditions, fringe  
enefits, accommodation,  
ood, health and safety  
tandards for Black mine-  
orkers," he said.

# Mine labour policy defended

S-TRAF  
18/2/76

## 'What is evil about providing jobs?'



Headline from The Star, January 20.

...times claimed to be, contends Mr Tony Fleischer, head of the Chamber of Mines recruitment organisation.  
In an interview with The Star's labour reporter, SIEGFRIED HANNIG, he puts the case for the mines.

finance for a small busi-  
ness at home?"  
Mr Fleischer pointed  
out that.

● Economic develop-  
ment is seldom uniform.  
Some countries in  
Africa are fortunate to  
have oil and can grow fat  
on this resource. Others  
grow from a less profit-  
table agricultural base  
"In South Africa we  
happened to find gold,"  
he said.

● The nature of the  
gold deposits — not a  
particular policy — made  
gold mining in South  
Africa labour intensive  
From the outset large  
numbers of low-skilled  
workers were required.  
Research and mechanisa-  
tion costing millions of  
rands annually have had a

significant impact but  
have not eliminated the  
problem.

● The principle of sup-  
ply and demand — the  
basis of the free enter-  
prise system — dictated  
recruitment and wage pol-  
icies, particularly during  
the long period when the  
dollar price of gold re-  
mained unchanged while  
costs increased.

● The rise in the free  
market price of gold  
allowed dramatic wage  
increases in recent years  
and shortages of Black  
labour accelerated the rise  
in underground pay which  
today stands at R2 20 a  
shift for novices. Average  
pay for Blacks stand at  
R3,50 a shift.

● Improved pay has

made the mines more  
competitive on the South  
African labour market.

Thus, 29 786 of the 62 786  
men recruited last month  
came from South Africa.  
"Today our Black wages  
are so attractive that they  
draw better educated and  
higher skilled men," Mr  
Fleischer said.

"We do not want to  
prejudice the develop-  
ment of neighbouring ter-  
ritories by drawing, say,  
mines.  
"But we have to main-  
tain a wage level in accor-  
dance with the re-  
quirements of the mines.  
"As ever we are con-  
ducting our labour re-  
cruitment on the basis of

sound business  
principles."

Within the limitations  
of these economic prin-  
ciples, the mining indus-  
try wanted to do justice  
to the suppliers of labour  
as well as to the labourers  
themselves, Mr Fleischer  
said.

Black mineworkers did  
school teachers to the  
not only have "half a loaf  
of bread and a cool  
drink" for the main meal,  
nor did they lose all con-  
tact with their homes  
They enjoyed a balanc-  
ed diet of "as many  
helpings as they please,"  
medical services of a par-  
ticularly high standard,  
accommodation in gener-  
ally well-run single quar-  
ters, entertainment and  
recreation — all free of  
charge.

They also travelled un-  
der the aegis of an organi-  
sation that assisted them  
to remain in touch with  
their homes.  
"It is the haphazard

movement in search of  
bright lights that brings  
distress to those (not only  
Black men) who move in  
hope to the cities," Mr  
Fleischer said.

"That is a matter of  
concern and here the  
authorities need to inves-  
tigate the effects of a  
policy that does not allow  
permanent residence for  
those in permanent indus-  
trial jobs."

### Housing

Mr Fleischer said the  
mines were striving to  
obtain Government per-  
mission to house more of  
their higher skilled Black  
workers permanently with  
their families  
"However, there is little  
prospect of providing fam-  
ily accommodation for all  
our Black workers," he  
said "The costs would be  
too high and the result  
would be a loss in em-  
ployment opportunities  
for thousands.  
"It has become clear

Mr Tony Fleischer... conducting our  
labour recruitment on the basis of sound  
business principles.

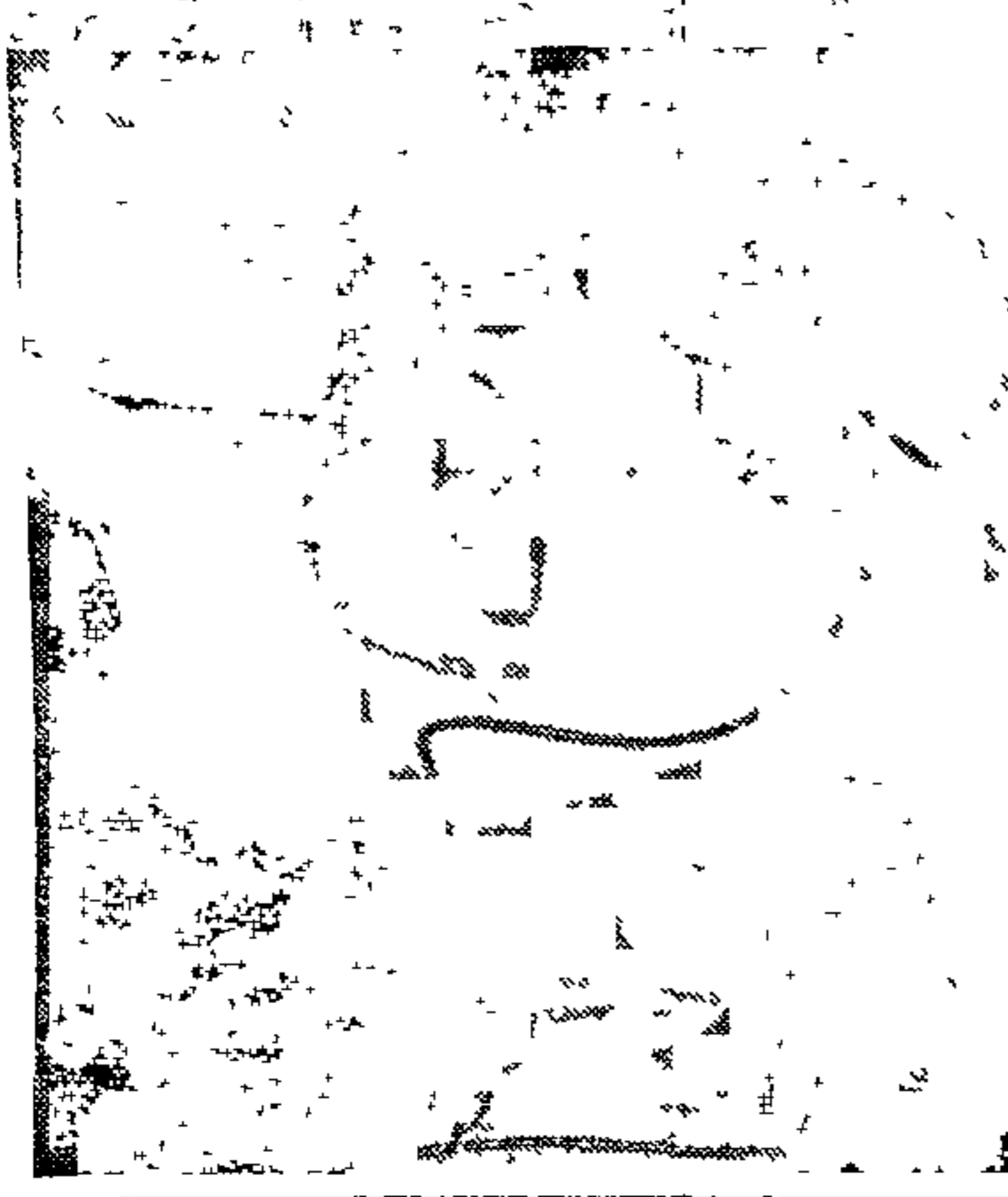
recently that South Africa  
may have problems in  
creating sufficient em-  
ployment for all her gro-  
wing population in years  
to come  
"With this in mind, the  
mining industry must pro-  
vide a decent return on  
investments in order to  
attract more capital for  
future investments which

will open up new mines  
and new employment op-  
portunities  
"In the long run, it  
seems to me, we shall  
have to continue operat-  
ing within the framework  
of demand and supply  
while making all reason-  
able provision for im-  
proved wages and working  
conditions, as we are now  
doing," Mr Fleischer said.

The Star Wednesday Feb 18 1976

Last month 62 786 Black men  
came to work on South African  
mines — 20 000 more than the  
previous January and a record  
in keeping with the unprece-  
dented recruitment of 434 151  
men last year.

Trainee miners learn how to put in a mat  
pack.





**Recruiting  
for mines  
will go on**

*RDM 26/2/76*  
'Mail' Africa Bureau  
SALISBURY. — The Rhodesian Government has no complaints about the working and living conditions of Rhodesian African workers recruited for South African mines.

The Minister of Labour, Mr Rowan Cronje, said in the House of Assembly in Salisbury yesterday that the Government would not stop recruitment for South Africa.

Mr Cronje was asked by an African MP, Mr Tom Zawaira, if he would stop the recruiting in view of the "plight" of Rhodesian miners at the Durban Deep Mine.

The Minister said African workers going to South Africa were all volunteers and the numbers were increasing.

He said reports received indicated that the Durban Deep disturbances on February 14 were started by three drunken Rhodesian mineworkers who attacked a Shangaan without provocation.

(1) ~~Rhodesian Labour~~

(2) 711

(3) ~~213~~

**RETRENCHMENTS** F.M.  
**Anglo's rethink** 27/2/76

Following opposition from employees, Anglo American has abandoned proposals to retrench African staff at head office

According to Anglo's Zac de Beer, an investigation into efficiency, "which any company owes to its shareholders", revealed redundancies Anglo decided to lay off 87 of the 600 plus Africans working at head office as cleaners, messengers, teamakers, and the like

The Black Joint Consultative Committee was brought in to discuss the method

(1) 211  
(2) 315

— though not the principle — of retrenchment. De Beer says that after consultations with the BJCC it was decided "on compassionate grounds" not to dismiss people. The Africans informed management that the "redundant" men had wives and children and would suffer

"This is true," acknowledges De Beer. The BJCC also pointed out to management that dismissals could jeopardise rights to remain in "White" areas under Section 10 of the Bantu (Urban Areas) Consolidation Act.

The *FM* understands from other sources that the BJCC rejected the redundancy proposals altogether. It made it clear to management that all would prefer to be dismissed rather than the axe fall on only some.

This too was a factor in management's decision. The plan now is to transfer staff to other departments, or simply not replace men who leave or retire.



1) 211  
2) 165

# WAGES ATTRACT MINERS

W/E ARGUS 28/2/76  
Argus Africa News Service

MASERU. — Higher wages on the South African gold mines have helped to attract an increasing number of Basotho mineworkers, according to the manager of the mine labour recruiting organisation here, Mr M. S. Hobson.

There was an increase of about 30 percent in the 1975 recruitment figure over that of 1974 — from 66 746 to 86 062.

A poor agricultural year in Lesotho also boosted the recruitment figures, Mr Hobson said.

The total number of Basotho employed on the gold mines reached a record 84 177 in August 1975.

The amount of deferred pay (money held until the miners return home) was R10 865 000 for 1975 compared with R6 571 000 in 1974. The remittance payment (money sent home to relatives by mineworkers), rose to R6 853 000 last year from R4 923 000 in 1974.

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# Black miners get TV

Labour Reporter

South African television is to get a large Black audience on Monday when Harmony gold mine in the Free State switches on a battery of sets in one of its hostels.

ERPM gold mine on the East Rand is already tuned in on a few sets in its Black hospital and recreation hall, and 27 sets are to be installed in the Johannesburg hospital of the Chamber of Mines recruitment organisation.

But Harmony is the first mine to switch on in a big way with television in a dining hall, compound hall and in special TV rooms — each capable of comfortably holding 200 men and catering for 1 600 viewers in all.

Mr Tony Fleischer, head of the Chamber of Mines recruitment organisation, said: "All mining houses are looking closely at the provision of television services in their hostels."



REGULAR EMPLOYEES AS A PERCENTAGE OF REGULAR PLUS CASUAL EMPLOYEES

RACE - ALL RACES

DATE - AS AT 31ST AUGUST 1973

EC REGION PERCENTAGE	1	2	3	4	5	6	7	8	9	10	11	12
96.79	46.01	44.56	49.93	57.59	48.99	49.24	47.79	50.92	71.68	40.92	48.54	
EC REGION PERCENTAGE	13	14	15	16	17	18	19	20	21	22	23	24
54.01	42.48	40.95	35.73	35.29	58.29	52.81	51.35	47.26	56.06	60.68	49.41	
EC REGION PERCENTAGE	25	26	27	28	29	30	31	32	33	34	35	36
67.38	61.89	54.85	74.1			57	53.44	86.40	58.15	64.78	87.42	
EC REGION PERCENTAGE	37	38	39	40	41	42	43	44	45	46	47	48
72.64	74.53	78.19	56.1			11	58.80	61.19	47.47	36.78	54.77	
EC REGION PERCENTAGE	49	50	51	52	53	54	55	56	57	58	59	60
53.12	54.19	54.73	55.1			586	51.02	45.20	54.11	44.57	70.46	

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Hansard 7  
col 503 9/3/76

Mozambique Convention

\*4 Mr B W B PAGE asked the Minister of Mines

When was the Mozambique Convention dealing with deferment of wages earned in South Africa by workers from Mozambique last reviewed

†The MINISTER OF MINES 1970.

Mr B W B PAGE Mr Speaker, arising out of the reply of the hon the Minister, is payment still being made in gold bullion, as it was in terms of the original agreement?

The MINISTER Payment is still being made according to agreement

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### Labour

In the year 1975 changes made themselves felt in the pattern of supply of Black labour at our collieries. In particular was this so with regard to underground loading labour which at certain of our labour intensive undertakings fell to below 50% of requirements at the time of the seasonal outflow of Black labour. The collieries have traditionally recruited their Black labour in roughly equal proportions from Mozambique, Lesotho and the Republic of South Africa but during the year successful efforts were made to increase the proportion of labour from the Republic and it is hoped that this trend will be maintained. During the year a disturbing increase in the rate of labour turnover was experienced. An illustration of this situation occurred between August and October 1975 when of the total number of hand loaders who resigned from three of our collieries 93% had served for less than nine months, 80% for less than six months and 40% for less than three

Financial Mail March 19 1976

months. In order to offset this trend a termination bonus has been introduced for Black underground workers who have worked at a mine for an uninterrupted period of at least nine months.

The evaluation of all jobs in the coal mining industry was completed during 1975 so that there is now uniformity in job classifications and rates of pay throughout the industry. In June 1975, basic wages of Black underground workers were raised by an average of 31% and of Black surface workers by 18% resulting in an average increase for the Black workers of 28%. The average cash earnings (excluding overtime) of Black underground workers on our collieries was thereby increased to 307 cents per shift.

An important development during 1975 was the agreement between the Mine Workers Union and the Chamber of Mines for the progressive introduction of five-day week working in the coal mining industry in the Republic. Starting in 1976 the industry will work on the basis of an eleven shift fortnight and during 1978 a five-day week will be introduced. Both parties to the agreement accepted that, in the national interest, the methods of introducing five-day working on the collieries must not prejudice the maintenance of coal production or the attainment of the planned growth in production. Equally it was accepted that the coal mining industry is a seven-day-a-week industry where certain operations go on 24 hours a day. The terms of the agreement will result in the generation of higher working costs and additional capital expenditure at the collieries. These increased payments must inevitably be reflected in the price of coal to the consumer.



STAR  
Black 19/3/76

211

## mine pay warning

A prominent mining industry figure today warned that further large pay increases to unsophisticated Black miners would actually mean lower productivity.

The wages drawn by the Black miner more than covered his "rather unsophisticated wants" and the rest was often spent on drink, said Mr P. G. D. Pretorius, president of the Association of Mine Managers of South Africa.

"Drunkenness has assumed serious proportions, especially over the weekends, which are often followed by increased absenteeism," he told the association's annual meeting.

"The introduction of the five-day week could further aggravate this problem."

Higher wages meant many workers spent less time on the mines, and stayed away longer between contracts.

Each time the worker returned he had to be inducted, and there was a period of adjustment before achieving full productivity. Shorter contracts made it necessary to find more new recruits.

"This means more induction, training and adjustment periods," said Mr Pretorius.

"Until the labourer has developed more sophisticated tastes and ways of spending money it is felt that further large wage increases will serve as serious disincentives to effective labour use," he added.

It was hoped that the early return bonus and guaranteed re-employment schemes would shorten the period between contracts and balance the intake of raw recruits and seasoned workers.

# Pay rises are trouble, says mining chief

RDM 20/3/76.

A TOP mining leader yesterday warned against granting further large wage increases to Black mineworkers until they were more sophisticated, and said more money meant more trouble with Black labour.

Drunkenness had become a serious problem among Black workers at weekends, and the introduction of the five-day week with increased leisure time could make matters worse, Mr P. D. G. Pretorius, president of the Association of Mine Managers, said yesterday.

The substantial wage increases granted to Black mineworkers had led to "a series of new and disturbing phenomena," he

told the association's annual meeting.

"The wages he now draws adequately cover the labourer's still rather unsophisticated wants, and he finds himself with large amounts of cash in hand.

"Not having much else to spend his money on, he often spends it on drink, and drunkenness has assumed serious proportions, especially over the weekends, often followed by increased absenteeism.

"It is felt that the added leisure that would follow the introduction of the five-day week could further aggravate this problem."

Mr Pretorius said the extra money they now received had led to many

men spending less time on the mines. The labourer could afford to work shorter contracts, and he could stay away longer between contracts.

"Until he has developed more sophisticated tastes and ways of spending money, it is felt that further large wage increases will serve as serious disincentives to effective labour use."

Mr R. S. Lawrence, president of the Chamber of Mines, told the meeting it was not surprising that there should be a period of adjustment to the new circumstances.

Considerable emphasis was being placed on the provision of recreational facilities and amenities, and attention was also being given to the encouragement of savings.

"Instances have been noted recently of savings of R1 000 or more in a year to 18 months," he said. "These are, of course, the exceptions, but there is a general trend towards a relatively high level of saving."

Mr Lawrence said the huge wages over the past fourfold increase in two and a half years had been a major factor in the success of the drive to increase the number of South Africans working on the mines.

South Africa was now the chief source of Black labour, supplying 40 per cent of the labour force, followed by Lesotho, Botswana and Swaziland, which together supplied 30 per cent, and Mozambique with 25 per cent. — Sapa.



# Halt Black pay rise says miner

JOHANNESBURG — A top mining leader has warned against granting further large wage increases to Black mineworkers until they are more sophisticated, and says more money means more trouble with Black labour.

Mr. P. D. G. Pretorius, president of the Association of Mine Managers, said yesterday that drunkenness has become a serious problem among Black workers at weekends, and the introduction of the five-day week with increased leisure time could make matters worse.

Substantial wage increases granted to Black mineworkers had led to "a series of new and disturbing phenomena," he told the association's annual meeting.

"The wages he now draws adequately cover the labourer's still rather unsophisticated wants and he finds himself with large amounts of cash in hand.

"Not having much else to spend his money on, he often spends it on drink."

Mr. Pretorius said until the Black developed more sophisticated tastes and ways of spending money, large wage increases would not promote the effective use of labour.

Workers had to be inducted every time they returned and the shorter the contract periods, the more new recruits were needed to keep the labour up to complement. This meant more induction, training and adjustment periods.

Mr. R. S. Lawrence, president of the Chamber of Mines, said the fourfold increase in minimum wages over the past two and a half years had been a major factor in the success of the drive to increase the number of South Africans working on the mines. — (Sapa.)

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## BLACK MINE WAGES 211 Backlash building up?

*F.M. 26/3/76*  
Is there a backlash building up in the mining industry against further Black wage increases?

Last Friday, Association of Mine Managers president P G D Pretorius claimed that as a result of the fourfold pay increase over the past two-and-a-half years, Black wages "now adequately cover the labourers' still unsophisticated wants". As a result, said Pretorius, drunkenness is now prevalent while men tend to work shorter contracts and spend more time away from the mines between successive contracts.

Pretorius continued: "Until (the Black miner) has developed more sophisticated . . . ways of spending money . . . further large wage increases will serve as serious disincentives to effective labour utilisation."

Exactly what avenues exist in barrack-like compounds for "sophisticated" spending Pretorius omits to mention. Would he consider a desire to live with wife and family in a proper environment too "sophisticated" for Black miners? In view of the finding by government's recent enquiry (*FM* last week) that the migrant labour system is to blame for the

violence on the mines, it is rather surprising that Pretorius's speech should have failed to see the alleged problem of drunkenness within this wider context.

The next Black wage increase is due in mid-year. For some years there has been a wide gulf in the mining industry between progressives (like Anglo American) who favour a more rapid pace of Black wage advancement and conservatives (like Gold Fields) who wish to retard the pace.

For example, when the Gold Producers' Committee of the Chamber of Mines discussed Black wage increases towards the end of 1974, Anglo was forced by the conservatives to scale-down its proposed wage increases.

The *FM* understands that the conservatives — some in Anglo itself — are now once again mustering their forces, and that there are even those who believe that Black wages are already too high. With the mid-year increase on the horizon, it looks as if Pretorius's speech could be the first salvo in a campaign to reduce the rate of increase



# S.A. main source of Black labour

211

Staff Reporter

JOHANNESBURG. —

South Africa is now the mining industry's chief source of Black labour, supplying 40 per cent of the labour force, says Chamber of Mines President R.S. Lawrence.

S.A. is followed by Lesotho, Botswana and Swaziland which together supply 30 per cent, and Mozambique 25 per cent.

He revealed these figures in an address to the annual general meeting of the Association of Mine Managers of S.A. last week.

"We are continuing our drive to attract Black South Africans," Mr. Lawrence said. "Having already reached our immediate target of 40 per cent, we are now aiming at 50 per cent."

"However, we shall continue actively to seek labour from other sources and with the potential of the mining industry for expansion, we shall be able to continue to offer men from our

traditional areas of recruitment abroad the same careers in mining as we offer to South Africans."

The President mentioned that among other things, attention was being given to the encouragement of Black mineworkers to save. He added.

"Instances have been noted recently of savings of R1 000 or more in a year to 18 months. These are, of course, the exceptions, but there is a general trend towards a relatively high level of saving."

Earlier in his address Mr. Lawrence said there was "no doubt" that the four-fold increase in minimum wages over the past two-and-a-half years had enabled the mining industry to become much more competitive.

A year ago the industry's underground strength was 78 per cent of requirements, as a result of the withdrawal of labour from Malawi.

Today the percentage is about 98 "and rising", Mr. Lawrence said.

He was speaking at the annual dinner of the Association of Mine Resident Engineers last week.

"We are already benefiting from the emphasis which the industry has placed in the past two or three years in aiming for higher productivity and on the expansion of research and development," he said.

The gold mines had a total income of more than R2 500-million in 1975.

The Chamber and the seven mining houses operate a dozen or more research laboratories with a staff of about 1 000. The Chamber alone spends over R12-million a year.

The industry's research

## 'USE ALL WORKERS, BACK THEM UP': PRES.

Staff Reporter

JOHANNESBURG. —

The pattern of mining in South Africa makes it imperative that the industry uses all its workers and then strives to back them up with the development of mechanised systems and improved environment wherever possible.

This will help contribute to the industry's campaign, in conjunction with the Collective Action Programme Against Inflation, to hold down costs, says Chamber of Mines President R.S. Lawrence.

programme is currently being directed at areas where the rewards for innovation are likely to be major. During 1975 a notable achievement was to mobilise the co-operation of leading international manufacturers of mining equipment, specialist institutions and the gold mines themselves.

In that year R6-million was spent on sub-contracts.

More than 20 leading international manufacturers of mining equipment and allied products are now actively involved in the Chamber's expanded research programme, according to Mr. Lawrence.

*Will cost massive R26m...*

# INCREASES FOR MEPF PENSIONERS

MINING  
NEWS  
26/3/76  
211

Staff Reporter

## JOHANNESBURG.

— The Mine Employees Pension Fund has announced increased pensions which will cost it a massive R26-million. It is hoped that pensioners will benefit from next month's cheques.

The increases for those who were pensioners on December 31, 1974, will vary from 27 per cent to eight per cent according to the length of time on pension.

The announcement points out that part of this increase — about a third — was awarded and paid to pensioners during last year as an interim relief measure.

"Pensioners who retired in January, 1975, will receive a seven-and-a-half per cent increase

"New members who first contributed to the Fund after December, 1974, will, when they retire, receive pensions at a rate three-and-three-quarters per cent higher.

"Members who began

contributing to the Fund before January, 1975, and who still have a period to run before they retire, will receive increases in pension, when they retire, varying from seven-and-a-half to three-and-three-quarters per cent

## HIGHER RATE

"The actual percentage will depend on length of service and on the future service to retirement

"The cost of the increase is R26-million which," the announcement says, "the Fund can afford thanks to the use of a higher rate of interest in the recent actuarial valuation."

It is hoped to pay the increased pensions and the arrear increases in the April pension cheques.

Any further information can be obtained from the General Manager of the Fund.

"These increases are phenomenally large and are not likely to be repeated."

A further innovation, says the announcement, is that once a person has

retired and receives a pension, this will be escalated annually in January. The present annual rate of increase is two-and-a-half per cent.

"If the current high rates of interest continue, this rate could increase, but there is of course no guarantee in this respect."



# Better pay draws more SA workers

STAR 26/3/76

211

## Labour Reporter

Forty-seven percent of the Black workers on South Africa's biggest gold mine, Vaal Reefs, are Black South Africans — as a result of better wages and recruitment publicity.

Within the limitations

of wage restraint in all but the lowest pay categories, the policy of increasing Black wages where possible will be pursued until they are competitive with wages in secondary industry.

That is the message in the annual reviews of the chairman of Anglo American's Transvaal gold mines: Mr D A Etheredge, Mr N F Oppenheimer and Mr D B Hoffe.

They gave the average cash earnings of Blacks at Vaal Reefs as about R90 a month and at Western Deep Levels as R100 a month.

Other improvements announced are:

● The Government has decided to permit senior married Black employees from South Africa and the homelands to be housed with their families in Black residential areas, where they are "reasonably close" to the mines.

## EXPERIMENT

● An experiment whereby Black workers are accommodated according to their work groups rather than by ethnic grouping is proving a "great success"

● To reduce the number of men to a room,

sections of older hostels are being renovated.

● "Briefing groups" as an additional means of downward communication (with Black workers) have been extended to all Anglo gold mines.

● A new "consultative committee" structure — whereby elected Black representatives can communicate more effectively to management "the collective ideas and views of Black employees" — is being developed on three mines.

# The Star

Tuesday March 30 1976

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## Mines fill up as Malawians go

The South African mining industry is back to full employment in spite of the drain of 130 000 Malawians from the mines which becomes complete next month.

President Banda of Malawi suspended recruitment in April 1974 when 74 Malawi - bound miners returning from South Africa died in an air crash at Francistown, Botswana.

With contracts lasting no longer than two years, the last few hundred Malawians will have returned home by the end of April.

It is reliably learnt that some Malawians have reached the mines by way of Mozambique; others, as Mozambicans; others, who hold Rhodesian

documents, may also have filtered through.

While it is impossible to establish the full extent of this infiltration, it is considered relatively small.

The exodus of Malawians - aggravated at one stage by rumours and disturbances - put the mining industry under severe strain and depleted the Black underground labour complement by more than a quarter of the stated requirement.

### Air lift

A transcontinental aircraft and chartered Hercules flights had to augment the nine-flights-a-week Air Malawi service to take home anxious Malawians who broke their contracts during the worst unrest.

But the outflow of mineworkers also accelerated improvements

in working conditions, particularly wage increases, which.

● Enabled the mines to compete on the Black labour market with farmers, and, to a small extent so far, with secondary industry.

● Diminished the reliance on foreign labour, which constituted more than 75 percent of the Black labour force before. Increased productivity and a rising gold price enabled the mines to ride out the storm without severe damage.

Today Black mineworkers start with a minimum wage of about R57 a month underground, and earn an average of about R90 a month - more than four times as much as in 1970. Food, accommodation, medical treatment and entertainment are free of charge.

Among the amenities that have come into existence are a fortnightly newspaper for Black mineworkers which has now reached a circulation of almost 40 000; a monthly newsreel-cum-feature film for the mines' film circuit and homeland consumption; and the introduction of television in some mine hostels - with the prospect of videotape material specially designed for Black mineworkers.

### Amenities

While the mining industry is now in the clear, Malawi is faced with the task of providing work for 130 000 men who worked in South Africa two years ago.

It is also faced with the task of making up a tremendous loss in foreign exchange. At the current average pay of R90 a month, 100 000 Malawians would have taken home R60-million a year in compulsory deferred pay alone - more than the value of Malawi's total exports in 1973.

### Prepared

It is clear that the mining industry is prepared to take back Malawians as other mineworkers complete their contracts and as overall labour requirements rise with the industry's expansion.

But a resumed influx would be slow, and might never build up to the

The total Black labour force of the South African mining industry now stands at about 395 000 men, of whom 40 percent are South Africans.

The underground complement of 315 000 men represents 98,79 percent of requirements, while on surface there is an oversupply.

"Overall we are 4 000 men short underground, but in effect this is full employment," said Mr Tony Fleischer, head of recruitment for the Chamber of Mines.

previous strength of 130 000 Malawians.

President Banda's attitude on a resumption of recruitment was reflected in January in a letter from a Malawi information department official, published in Johannesburg.

The official said he accepted responsibility for a misleading statement on

the recruitment question.

The erroneous statement was that President Banda had said in September that he would send the Minister concerned to hold discussions with his counterpart in South Africa.

What President Banda really said was: "I have to ask the Minister to send for



## BRIEFING

### In the light of the withdrawal of Malawians, SIEG HANNIG reports on the labour position on the mines.

his counterpart in the country concerned and then let the Minister from the other side tell my Minister what they are prepared to do and tell Wenela (the recruitment organisation) what we expect Wenela to do.

"It will be only after I have heard first what the Government concerned is prepared to do, and, second, to what Wenela is prepared to do, that I will make my decision . . ."

Since then there has been no news of any development. A statement by the Anglo American Corporation last week said: "Meanwhile negotiations continue for the resumption of recruiting in Malawi."



The conditions of mineworkers have improved since the Malawian debacle.

# Setback for mine

STAR 30/3/76

## demands

**Labour Reporter**  
Prospects for a five-day week in the mining industry have suffered a serious setback as a result of the decision by the artisan unions to withdraw their demands for a five-day week on the gold mines.

Informed sources feel the decision means that the demands for a five-day week on the coal mines are likely to be shelved as well.

This also raises a question mark over the already settled dispute over a five-day week between

the Chamber of Mines and the Mine Workers' Union.

The artisans' withdrawal is a temporary one based on the argument that the price demanded by the chamber in return for a five-day week is far too high, it is reliably learnt

It is understood that the decision was based to a large extent on the economic and political questions facing South Africa at the moment

A joint statement issued by the Council of Mining Unions and the chamber said discussions between the chamber and the remaining members of the council would be held while discussions regarding the five-day week on collieries were proceeding.

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March 30, 1976.

30/3/76

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# Goldmine workers end talks

**JOHANNESBURG** — White artisans yesterday broke off talks with the Chamber of Mines and shelved the idea of a five-day week on gold mines.

This year, the Mine-workers' Union and the Chamber agreed on the five-day week after protracted bargaining, and the new system was to be introduced within three months of an agreement with the other unions involved.

Yesterday's breakdown

will cause further delays in bringing in the shorter week — it had been hoped to introduce it this year — but sources said there were still hopes that the whole concept would not fall away.

A joint statement from the Council of Mining Unions and the Chamber of Mines said: "Unions representing artisans on mines have withdrawn their request for a five-day week on gold mines."

This action followed a failure to reach agreement with the Chamber on conditions of service for a five-day week.

The decision was accepted by the Chamber at a meeting yesterday of the conciliation board appointed by the Minister of Labour to resolve the dispute on the matter between the Chamber and the Council of Mining Unions.

The Chamber will have further discussions with the remaining members of the Council of Mining Unions with regard to the five-day week on gold mines.

"Discussions with regard to the five day week on collieries are proceeding." — (Sapa.)

# Working costs the key to gold quarterlies

The amount of revenue received by the mines from gold sales for the quarter to the end of March will probably show little change on income from the last quarter of 1975. But the vital question for investors is how working costs have performed

Reserve Bank operations on the free market are likely to have been more finely tuned, but foreign exchange requirements necessitated the disposal of all newly mined gold

Krugerrand sales have been erratic, with January a particularly poor month. The recent European currency upheaval stimulated demand but it looks as though the total for the quarter will be lower than for the final three months of last year.

It must be borne in mind that payment to individual mines varies quite widely in the short-term, but the average could work out at around the equivalent of 130 dollars (R113) an ounce produced

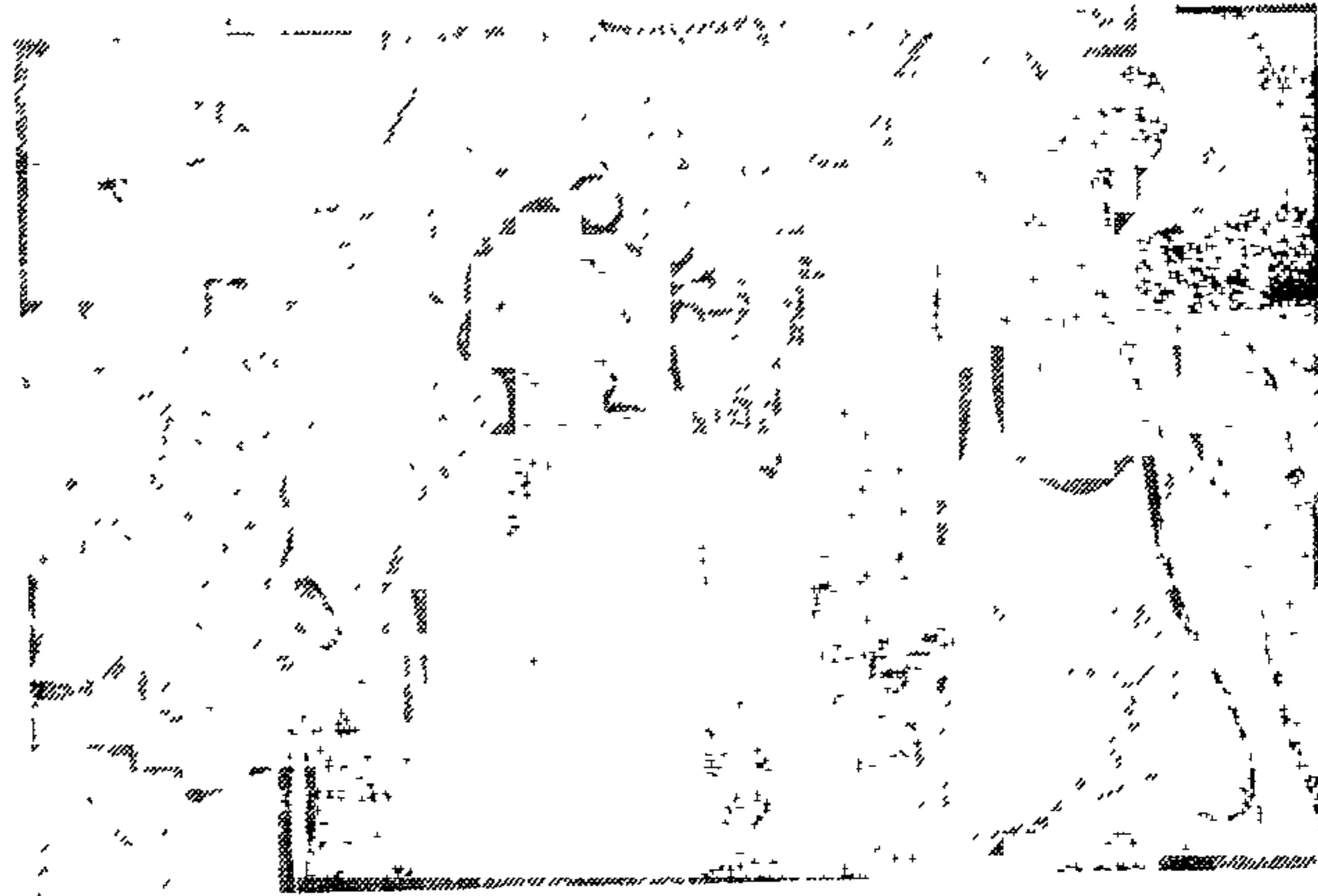
## CHEERING

The most cheering aspect of the December quarterly reports was the slowdown in the rise of working costs.

The industry's average increase for the last quarter was 4 percent an ounce produced, against 5.1 percent in the previous period and 6.4 percent in the quarter to June last year

One of the main reasons for this was the improvement in the number of Black underground workers from its nadir of 78 percent of requirements earlier in the year. This trend has continued and the labour force now stands at 98 percent

There has also been an increase in efficiency with the training of new recruits. Also contributing, according to Mr R S Lawrence, president of



The miners are happy . . . but what's in store for investors?

the Chamber of Mines, are benefits from the overall productivity programme started two years ago

With mill throughputs recovering from the effects of last year's labour shortages, the wage and salary component of unit working costs is now relatively static. This exerts the most influence on stabilising costs

**April 13 is when the first of the gold mining quarterlies will be published. Will it be unlucky 13 or an Easter surprise? MAC THAIN assesses the prospects.**

because it accounts for 56 percent of expenditure.

Other costs are, of course, subject to various price increases, but the industry is keeping a watch for unjustifiable rises by suppliers

The high level of capital expenditure during the 1974-5 period has tapered off, partly because programmes are nearing completion. In addition, the lower gold price caused the reassessment of some projects

A large portion of capital spending involves imported plant and equipment,

and the cost of this has been hoisted by devaluation. Even before September 19, prices of capital items were rising rapidly and the industry had adopted a policy of forward purchases — notably on heavy items which would not be installed for some time

Depending on what is happening on individual mines, overall capital spending could be down, which would raise distributable profits.

Some uranium producers could provide the icing on what promises to be a plumless cake. With growing demand and rising prices, they may have enjoyed "special" sales in recent months. Special sales of uranium increased in the second half of last year to bring aggregate profits for 1975 to R18m. However, there is no set pattern with these sales

The performance of the

gold price remains the dominant factor in quarterly results. Cost increases could well be kept down over the next three months, but after that they are likely to come under pressure as the five-day week is introduced in the industry

There are hopes that the short week will not slow production, but teething troubles seem inevitable.

## JOKER

Senator Horwood might pull a Budget joker out of the pack. It seems unlikely that mining taxation will be increased, mainly because this would hit overseas investors, who are already unhappy over the effects of devaluation

He might come up with a loan levy, justifying it on the grounds that it is only a deferment of distributable profits.



# Black labour trims GFSA

Industrial Editor  
RDM 13/4/76

A BIG turnover and shortage of Black labour, coupled with a lower average price received for gold, lowered profits on the Gold Fields group of gold mines by greater margins than was possibly expected in the March quarter.

Bright spot is East Dreifontein where, having escaped the labour problems experienced at the other mines, results continued to strengthen.

Tonnage milled and grade improved, the former up 6 000 t from 408 000 t, and the latter up to 20,0 g/t from 18,5

g/t. Operating costs showed a marginal decline.

Taxed profit for the quarter climbed to R21 433 000 (R20 979 000)

Another feature is Kloof. Because of labour setbacks, it experienced a reversal in fortunes compared with the December quarter, thus reverting to the form it set for most of 1975

The decline in profitability was not as steep as at Gold Fields' other mines, which must be attributable to the recovery of a higher grade and improved containment of costs.

Tonnage milled at Kloof

was 335 000 t (336 000 t) with the grade up at 11,4 g/t compared with 11,3 g/t in the December quarter. Taxed profit fell from R5 956 000 to R5 505 000.

Vlakkfontein had no significant labour problems, but in spite of this and an increase in tonnage milled (up from 157 000 t to 165 000 t) its results reflected a significant drop in profitability

This is attributable to a reduction in grade from 4,9 g/t to 4,7 g/t and the lower average price received for gold. Taxed profit fell from R336 000 to R101 000

Tonnage milled by mines

in the group declined by 1,6 per cent. Coupled with a reduction in grade — down to 13,0 g/t from 13,3 g/t — and a lower average gold price of \$125,40 an oz (\$136) group working profit was depressed by 19 per cent from R84 300 000 to R68 300 000.

Net profit for the group for the quarter was R47 900 000 — 16 per cent down on the December quarter's R58 million.

The additional tax and loan levy payable up to the end of the current quarter, due as a result of the increases announced in the Budget is about R2 500 000.

# Times RECRUIT MORE

AR645 5/4/76

By a Special Correspondent

THE SOUTH AFRICAN mining industry is back to full employment as the drain of 130 000 Malawians from the mines becomes complete next month.

President Banda of Malawi suspended recruitment in April, 1974, when 74 Malawi-bound miners returning from South Africa died in an air crash at Francistown, Botswana.

With contracts lasting no longer than two years, the last few hundred Malawians will have returned home by the end of April.

But it is reliably learnt that some Malawians have reached the mines by way of Mozambique, ostensibly as Mozambicans. Others, who hold Rhodesian documents, may also have filtered through.

While it is impossible to establish the full extent of this infiltration, it is considered relatively small.

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to take home anxious Malawians who broke their contracts during the worst unrest.

But the outflow of mineworkers also accelerated improvements in working conditions, particularly wage increases, which

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modation, medical treatment and entertainment are free of charge.

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pulsory deferred pay alone — more than the value of Malawi's total exports in 1973.

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But a resumed influx would be slow and might never build up to the previous strength of 130 000 Malawians.

President Banda's attitude on a resumption of recruitment was reflected in January in a letter from a Malawi information department official, published in Johannesburg.

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misleading statement on the recruitment question.

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Since then there has been no news from Malawi of any development. But a recent statement by the Anglo American Corporation said, 'Meanwhile negotiations continue for the resumption of recruiting in Malawi.'





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# Tackling asbestosis

INSIDE INDUSTRY

F.M. 30/4/76

SCHOOL OF ECONOMICS

At R400m pa, the asbestos industry seems healthy enough. Mining and conversion, though, are not entirely without risk

Last year, the National Research Institute for Occupational Disease (NRIOD) studied 3 022 deceased miners' lungs for pneumoconiosis — a disease caused by the inhalation of mineral dust. Of these, 88 had been exposed to asbestos only.

Though totalling less than 3% of the cases studied (in this instance), the exposure of humans to asbestos dust and fibres is of particular concern. That is why the asbestos industry is eagerly awaiting a government report on industrial diseases, due to be published any day now.

The report is of primary importance because SA is the third largest producer of asbestos minerals in the world, after the USSR and Canada. Minerals extracted for the asbestos industry are crocidolite, amosite and chrysotile. Crocidolite is considered especially hazardous and its use has already been banned in Britain.

The country's major producers of the three minerals are Cape Asbestos, Gefco and Msauli in the General Mining group, and Asbestos Investments. The major converters into asbestos products are Everite, Turners, and Superocla. Collectively, the industry employs a labour force of around 23 000, and is worth some R400m pa.

From the inhalation of asbestos dust and fibres comes the disease asbestosis. It causes scarring of the lungs and a real risk of cancer either of the lungs or of the bowel. A victim, however, is unlikely to realise that anything is amiss until some 20 or more years later, when difficult breathing and a crackling noise in the lungs tell the tale.

Though the disease is by no means rife, there is no cure, nor is it known why

asbestos dust and fibres cause it. Consequently, safety precautions taken by the mines and factories for protection of employees' health are based on only what is so far known about asbestosis.

Meanwhile, the hopelessly undermanned Occupational Safety section at the Department of Labour is convinced that the industry is doing everything possible to reduce the risks. An *FM* investigation bears this out.

For example, Simon Doherty, MD of Cape Asbestos (which last year increased its profits from R2m to R11m), acknowledges the hazards but claims that the crocidolite and amosite mines which his company operates have no greater risk-rating than gold mines. "All our mines are water-sprayed to suppress dust," he tells the *FM*, "and the government requires that all mining personnel undergo regular medical checks." Cape Asbestos produces around R120m worth of asbestos minerals pa, 95% of which goes for export.

Everite is the largest converter of asbestos minerals in SA. It manufactures asbestos cement products (10%-12% asbestos, the rest cement) such as pipes, ceiling boards, sheets, and so on. Says technical manager, Hans Guettinger:

"Asbestos cement was patented in Europe 75 years ago. Until the 1950s little was known of the effects of asbestos dust or fibres infiltrating into the body — and dust extraction equipment wasn't what it is today. Unfortunately, most people suffering from asbestosis today are victims of that earlier era."

In relation to factory handling of the minerals, he lists advances made since the Fifties: special vacuum cleaners to clear dust, suction equipment attached to

the saws that cut asbestos cement, improved filter units; dust masks, and dust hoods with air compressors, and of course, the wet-treating of asbestos.

"Everite," he says, "is now in the process of introducing special medical tests for our employees to try and detect the early stages of asbestos allergy."

Guettinger, however, complains that the chief problem is apathy. "Forcing awareness of the dangers on the people who manhandle this stuff is not easy," he sighs, "and this applies to both Whites and Blacks. We tell them to change their working clothes frequently, but there are some people who just don't bother."

Gradually, however, the labour force is getting the message, and Guettinger rates the chances of contracting





asbestosis now as very low. "But at present," he adds, "total immunity cannot be guaranteed, particularly when handling raw asbestos."

Industrial workers are not the only ones subject to danger. There have been several cases recently (notably in Britain) where domestic users of asbestos products have become asbestosis suspects. And, over the Easter weekend, 200 residents were evicted from a London block of flats when a corridor ceiling was damaged, resulting in a shower of blue asbestos dust (the illegal crocidolite) spreading through the building.

But the mine worker, and the converter of asbestos minerals, are obviously at far greater risk. Thus NRIOD (an Institute of the Medical Research Council) is spending some R800 000 pa on industrial pneumoconiosis (general term for dust diseases) research.

Says Institute director, Professor Ian Webster: "Since 1972, we've conducted around 18 surveys a year. Asbestosis has been included in five or six of them."

How many workers are likely to have

the disease? "Impossible to say," asserts Webster. "The difficulty is in establishing who has actually got the disease, and who is suspected of having it. The latter could well have another form of dust disease, but because he might have been subjected to asbestos exposure any time over the past 30 years, there is the possibility."

The 3 022 cases that NRIOD studied last year all came from mines, for it is compulsory for mining companies to pass over death cases to the Institute. No such regulation, however, is in force with other sections of the asbestos industry.

Additional research that NRIOD has undertaken is helping to produce what Webster calls the "immunological theory" — the explanation of the cause and development of the disease, from which it is hoped to establish early detection and cure. Webster reckons that he's quite close to the answer now.

The report commissioned by the government on industrial diseases was completed at the beginning of the year

and is now being printed. Before it can be published, however, it has to be tabled in Parliament. Although it contains information on pneumoconiosis, nothing of the detailed content is yet known.

Deputy chief of occupational safety at the Department of Labour, Hein Kieser is eagerly awaiting the report. "Asbestosis is one of those things that we must give serious thought to," he tells the *FM*, "but we can't reach any new conclusions on the control of the asbestos industry unless we've seen it."

He is adamant that industries which emit toxic dusts must be very carefully controlled, but concedes that no new regulations are likely to be forthcoming before 1977 at the earliest. "Rules," he says, "take time to draft."

The asbestos industry already views the health problem with concern. Whatever the government's report recommends, it is likely that the industry will implement them long before the Department of Labour drafts any new regulations.

That could be sooner than later.

## Five for the price of one

**Black television**, planned now for 1980 (*FM* last week), will start with five languages, according to the SABC. They will be North and South Sotho, Tswana, Zulu and Xhosa. The SABC is also seriously considering transmitting two simultaneous regional channels, one in Sotho, the other in Zulu and Xhosa. On the Reef, however, all five languages will be in one channel.

Director-General Jan Swanepoel tells the *FM* that "the idea is to get it going as soon as possible." A further five production studios, two news studios and two presentation studios will be built. Staff will be recruited and trained and this could mean, in round figures, a further 1 000 Black jobs (biggest proportion being operational staff).

The original R102m starting up cost estimated for Bantu TV includes running costs up to getting the channel on the air, training costs, buying and making programmes, and interest on loans. About R40m will be for imported equipment, including more transmitters. However, Deputy Director-general Gert Yssel points out that the R102m estimate is at 1974 prices — and costs of equipment have been rising at around 16%–17%/year.

As far as programmes are concerned, Black TV will differ from the current service in that non-studio productions will predominate. "Our production teams will be out in the rural areas among the African people. We'll take the instrument to the artist, so to speak," says Swanepoel.

To facilitate this, the SABC is considering buying mini video cameras (as opposed to film cameras) for outside broadcasts. The camera team could either use a video camera synchronised with a portable sound recorder and feed straight back to the SABC studios through the microwave network via the nearest transmitter, or even carry a portable microwave transmitter. A vehicle with this sort of equipment, including editing facilities, could cost about one quarter of the price of the present OB mobile units the SABC is currently using.

Meanwhile the SABC hopes that electrification of Black homes will have increased considerably by 1980. "Also," says Swanepoel, "the stimulus of getting their own programmes should motivate those Africans who have to be paying for power connections."

On the controversy over whether Blacks would rather have R102m (or more) spent on education than a TV service, Swanepoel points out, reasonably, that neither Black education, nor Black housing for that matter, is the SABC's responsibility. "However," he adds, "television could be a tremendous medium for Black education. Bantu TV will transmit around the same times (from 0h1800) as the present service. This means our transmitters lie idle all day. We have told the Department of Bantu Education that this facility is open to it. The Department can use TV for educational material to schools (or homes) during the day as long as it pays

It's purely a question of money."

Swanepoel confirms that Black TV will carry advertising from the outset. He also makes the point that, contrary to the views of many pundits in the advertising world currently touting that commercial TV will start early, the first ad will appear on SABCTV on January 1 1978.

## CITY DEEP ABATTOIR First grade

In 1936, the Johannesburg Municipality decided a new abattoir was needed. Come June, 40 years on, it should be ready.

The existing one at Newtown was originally built in 1910, and for some time has hardly been able to comply with modern efficiency and hygiene standards (the UK even banned meat imports from SA because of unsanitary conditions).

The new abattoir at City Deep will cost about R25m, and be able to produce about R500 000 worth of meat each day (from an estimated 1 650 cattle and 7 250 sheep). Capacity is much the same as Newtown, which it replaces.

City Deep abattoir covers 17 ha and incorporates many advanced features — for efficiency and to fit in with the 1967 Meat Hygiene Act, as well as with EEC requirements. These include rounded corners in all process areas to increase cleanliness, facilities designed so that "clean" products — for consumption



# Mine pay rises within limits

RDM  
1/5/76

Mining Editor

THE RISE of R36 to R47 a month in trade union workers' standard rates of pay on the gold mines, announced yesterday is within the bounds set by the anti-inflation manifest. It is not more than 70 per cent of the rise in the consumer price index.

The unions' acceptance of this level indicates that they have maintained a responsible approach to the anti-inflation drive, and secondly that they realise the mines have not the funds to distribute that they had in the boom times of 1974 and early 1975.

Last year, the 18 000 White workers received a rise of R54 a month, which Mr Arrie Paulus, secretary of the Mine Workers' Union, called "merely a cost-of-living adjustment".

But the union workers last year had sweeteners in the form of better allowances. These included R50 extra on the annual leave bonus, taking it to R300, increases in night shift allowances, and a new R8 a month allowance for treble shift work (round the clock).

The agreement last year brought the minimum monthly earnings of a White miner to about R550 and this year's rise brings it to just on R600.

Last year's increases cost the industry an estimated R16-million. This year's cost will be lower.

Wages of White and Black mineworkers account for about 50 per cent of total working costs, with African labour accounting for rather more than half the total labour charge.

African pay rises have yet to be announced.

These are expected to be lower than the rises granted last year when the mines were able to be more generous and were deter-

mined to attract South Africans to the mines — an aim which has been realised.

Taking Anglo American's seven Free State mines as an example, an average increase of about 40 per cent in the cost of African labour was the major factor in their rises in costs. Overall, costs increased by 22 per cent on these mines in their year to September last.

For the seven mines the average percentage contributions to the cost structure were White labour 21,3 per cent in 1975, compared with 22,9 per cent in 1974, African labour 26,7 per cent, against 23,3 per cent.

The figures show that the African mineworkers have been well considered, especially as they have no unions.

F.M. 7/5/76

**WHITE MINERS****Less than 10% up**

This month's pay increase for some 18 000 White union men on the gold mines is the smallest in three years. It is also considerably less than they asked for.

Ranging between R36 and R47 a month, the increase in basic pay amounts to 9,74%. Union sources tell the *FM* they originally asked for an extra R80 across the board, but the Chamber of Mines dug in its heels

The Chamber is a signatory to the Anti-Inflation Manifesto. Even though some of the unions concerned are not, they felt themselves "morally bound" by it. Those involved are the members of the Council of Mining Unions, comprising the Mine Workers' Union, the SA Engine Drivers, and the five artisans' or mechanics' unions (Amalgamated Engineering, Woodworkers, Building Trade Workers, Boilermakers, and Electrical Workers)

In 1971 the men received an increase in standard rates ranging from R8 to R12, in 1972, R15; in 1973, R50; in 1974, R48; and last year R54. In 1973, in addition to the R50 increase in standard rates, the artisans received a R50 responsibility allowance and the other men a R30 attendance allowance. These were tied to concessions on African job advancement. No further concessions were sought by the Chamber in this latest round of negotiations.

Inclusive of responsibility or attendance allowance, the new standard rates in some of the best-paid underground jobs are: general miner R507 a month, certified loco driver R465, shaft timberman R507; journeyman R529. Surface workers receive less

Lowest paid union men are learner miners and trainee winch transporters with no previous experience, who will now start at R251

The R2 extra per month paid for each year of service on the mines remains unchanged, as do fringe benefits.

The Chamber will not disclose what the increases will add to the industry's wage bill, but the *FM* calculates that the figure is in the region of R9m



211

An unemployed Xhosa's hopes for an enriching stint on the gold mines were dashed last week when he returned home empty-handed more than a month after quitting his job.

"I'm ashamed to face my relatives and I do not want to be a burden to them," said Mr Ferguson Skweyiya (32), an unmarried resident of Mdantsane, near East London

"I want to work and I don't have enough money for the train fare home. But I will not work underground — I am not used to that kind of hard work"

He earned R120 a month as a scooter rider for an East London firm until November, when he fell from the scooter and received medical attention until January. When he returned to work, he was told his job had been filled by another man.

# Xhosa and the lure of gold

STAR 3/5/76

3/5/76. STAR

Mr Skweyiya told Star Line that he signed up for a six-month stint at the East London agency of Teba, the mine labour organisation, on March 9

He explained to Teba that he did not want to work underground and was told the question would be settled in Johan-

nesburg, Mr Skweyiya said

The contract to which he put his fingerprint was not explained to him, nor was he given time to read it, he added

He chose to work on the ERPM gold mine, one of five mines still looking for workers. On his arrival there he was given an aptitude test and went on to five days' acclimatisation training for underground work. He went along because a personnel assistant had held out hope that he might get surface work after being posted out to the South West Shaft Hostel.

At the hostel he was told he had signed an underground contract and only Teba could change it. The hostel manager refused to give him a train ticket to see Teba because that was his "own indaba," Mr Skweyiya said.

He sold a pair of trousers for the train fare from the hostel in Germiston to Teba in Johannesburg. There he was asked to get his contract from the mine. The hostel manager appeared to have mislaid the contract and Mr Skweyiya spent several days waiting for it.

Several more trips, on borrowed money, followed. During that time Mr Skweyiya continued to live and eat at the hostel and spent almost a week in a mine hospital with pneumonia.

Eventually he was paid off, receiving R10,92 after deductions, and being refused a train ticket to return home. He still wanted to work, Mr Skweyiya

Mr H S Peters, chief inspector of Teba in Johannesburg

Mr Peters said most of the gold mines were fully staffed and all had a surplus of surface workers. While previous employees could return to their former mines regardless, if they did so within a specified period. Novices had to take what was available

"The situation is explained in detail to people who sign up at all our agencies and I do not believe that Mr Skweyiya was not aware that he had entered into an underground contract," he said.

"By refusing to work out his contract, he breached the contract. In such cases we do not pay the return fare unless the man concerned does not have money to pay for his fare."

Mr Peters showed Star Line 54 warrants for railway tickets for men from ERPM who had been at Teba the previous day with similar problems.

He instructed one of his officials to make out a rail warrant for Mr Skweyiya and warned that he would not be re-employed in future.

"We try to be as human as possible," Mr Peters said. "But we handle hundreds of thousands of men annually and cannot allow individuals to disrupt our operations."

RDM 14/5/76  
**White coal  
miners get  
pay increase**

THE 4 300 White miners on Chamber of Mines member collieries are to get pay rises this month ranging from R36 to R48, it was announced yesterday.

A joint statement issued by the Chamber and the Council of Mining Unions said the increases were in terms of the anti-inflation manifesto. Existing responsibility and attendance allowances had been taken into account in calculating the rises.

The pay of trainees will remain unchanged.

Miners wages were last reviewed a year ago. The increase is the same as granted to White workers on gold mines two weeks ago.

The wages of Black mine-workers are due for review soon. — Sapa.



RDM 14/5/76

Mines

boss

wants

pay on

merit

LONDON. — Rustenburg Platinum Mines wishes to see that wages are paid for the skills available on a nonracial basis, the chairman, Sir Albert Robinson, told the "platinum dinner" in London last night.

Of the 30,000 employed at Rustenburg's three mines, he said, the great majority were Africans drawn from the homelands and from neighbouring countries.

The Rustenburg board's policy was governed by the knowledge that part of its mines lay in White South Africa and part in the African homeland of BophuthaTswana.

"It is our aim to train people, irrespective of race or colour, so that Whites will continue to work in the Black homeland areas and Blacks will be allowed to take on more responsible work in the White areas."

It was the official policy of the South African Government, as announced in the United Nations and elsewhere, to do away with discrimination.

"This is also the official policy of Rustenburg Platinum Mines," said Sir Albert.

"A number of White trade unions favour the training of Blacks provided the rate for each job is paid. We do not wish to see the watering down of wage levels of any section. On the contrary, we wish to see that wages are paid for the skills available on a nonracial basis." — Sapa

# FRS ON THE REE

SUNDAY TIMES, May 23, 1976.

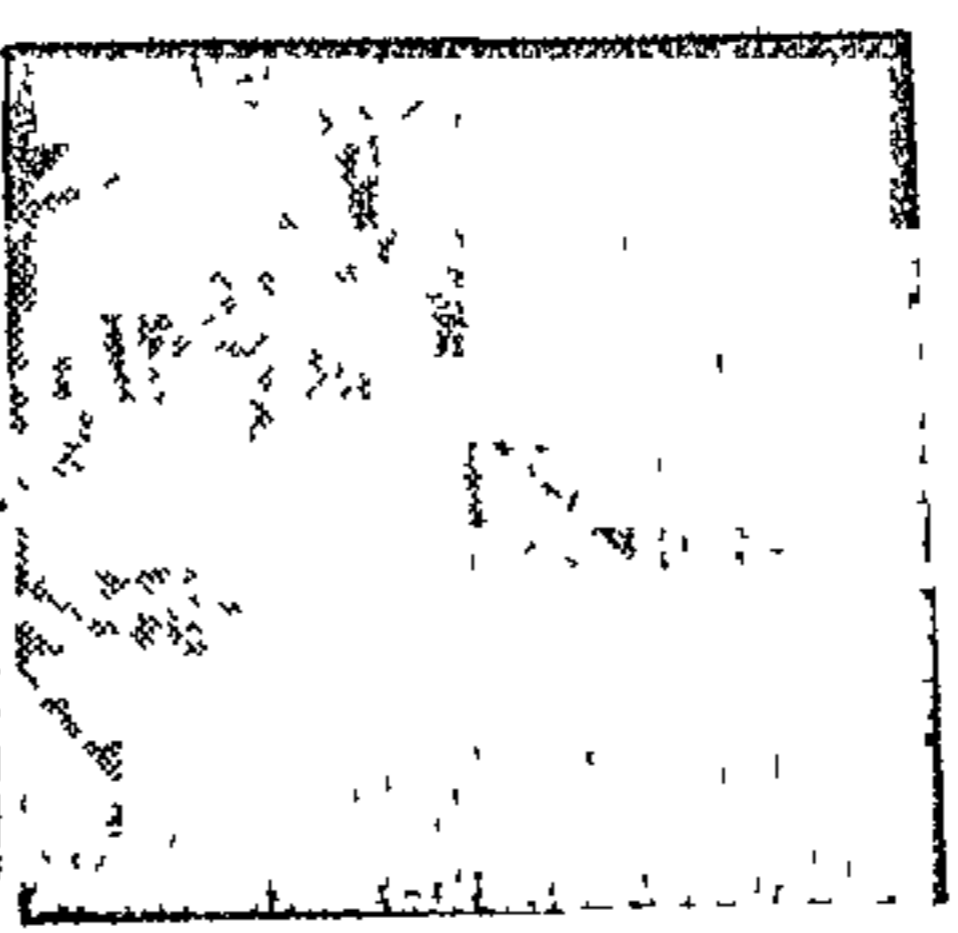
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ers are being overcharged on an sale at some concession stores on mines.

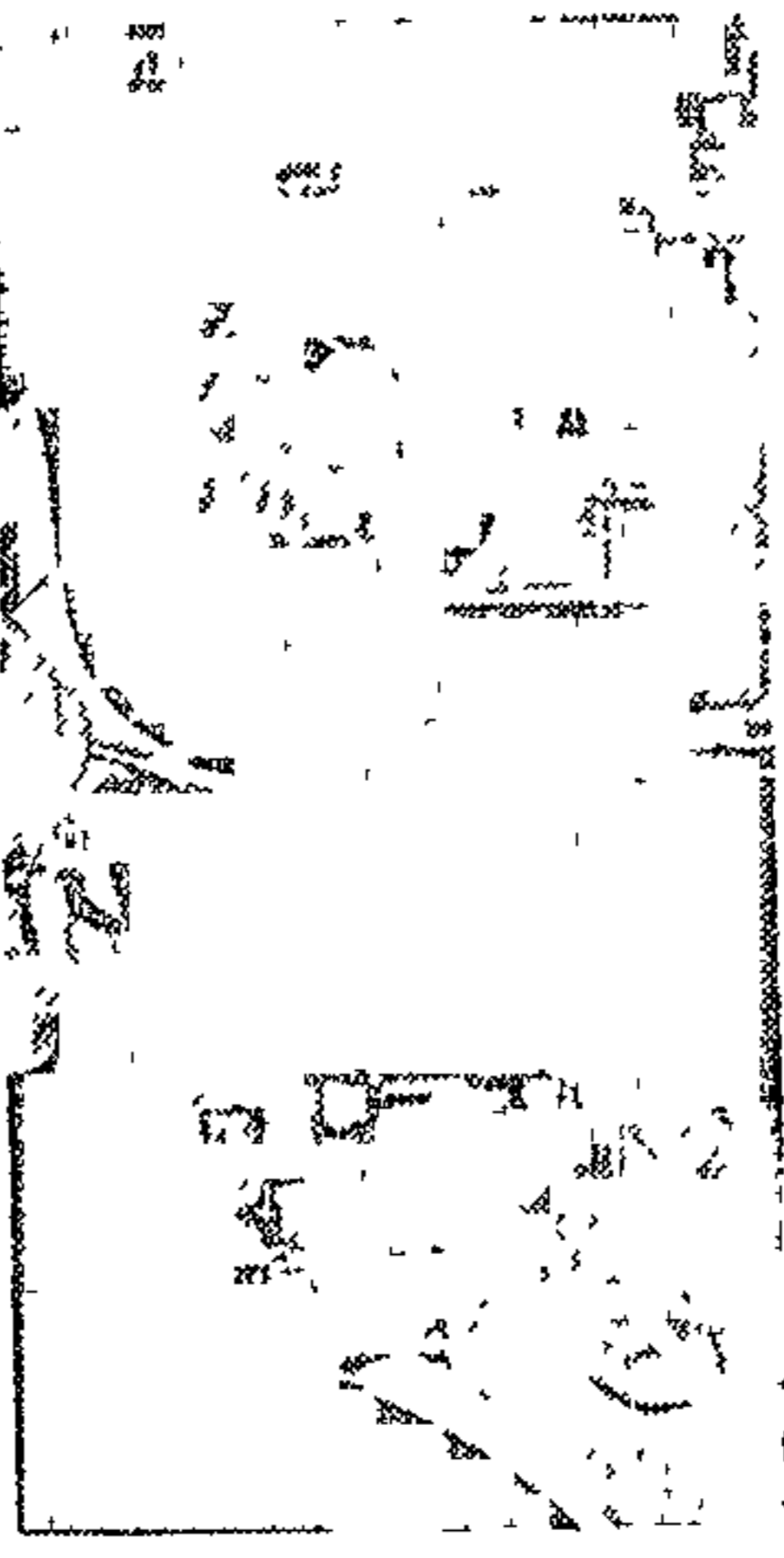
Some stores are exploiting Black customers to that they are creating labour unrest and damaging according to a spokesman for a major mining

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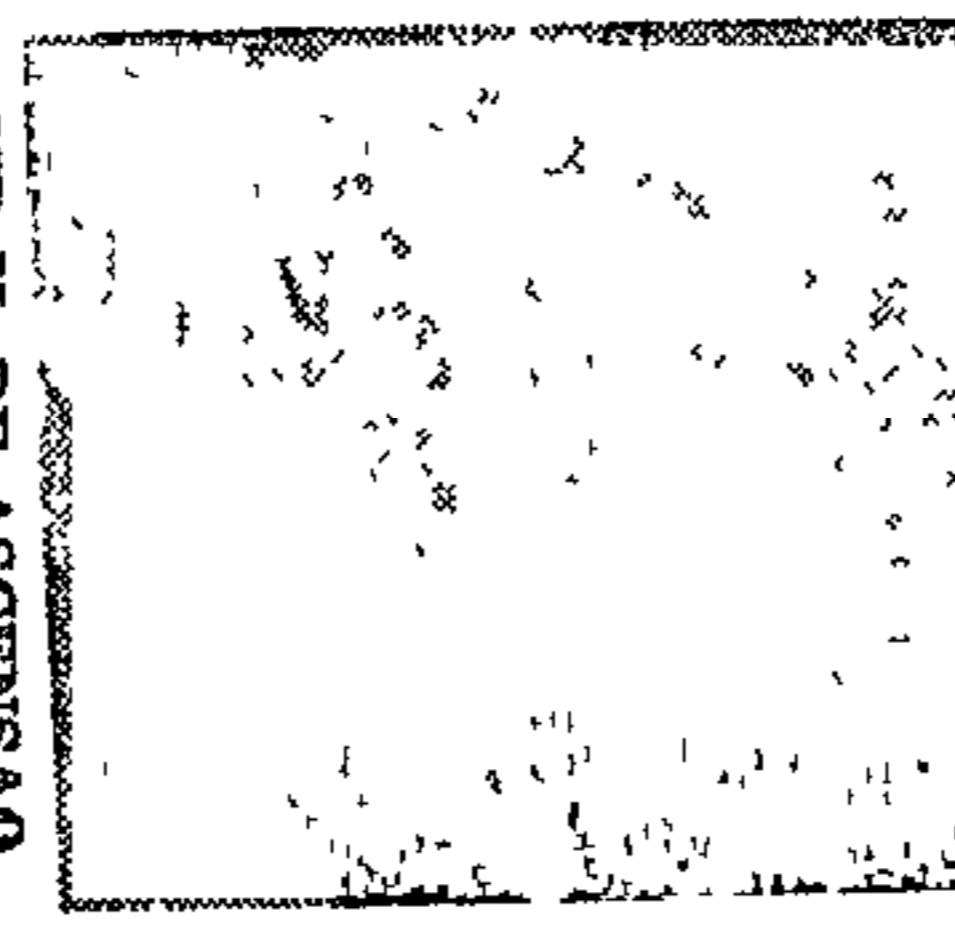
## CONCESSION STORES



MR ANTONIO JARDIM  
7c more for sugar



Sunday Times man Martin Creamer confronts an assistant on being short-changed.



MR M. DE ASCENSÃO  
Admission and denial

## Measuring 'competitive' Black mine workers

### SUGAR INVESTIGATION BY MIRA N. BRITTON

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sugar — 50c instead of  
the maximum of 43c

Two other Venterspost stores also overcharged on sugar. Mrs Johanna Pez-zoli, of Malawi Stores, said it was her husband who had put the extra 7c on sugar.

Mr M. A. F. de Jesus, of Rahco Trading Company, admitted selling sugar at 44c — 1c too much. "I have always charged 44c," he said. "He has been trading in Durban for years."

An inspector from the Price Controller's office in Johannesburg was present when the purchases were made.

Mining men are alarmed at the Sunday Times findings. They said, however, they had no control over concession stores. Store owners received their right to trade from the Government.

The three mines investi-gated have a total work force of 100,000. Mr

ample market for conces-sion-store owners, say mine men, without over-charging.

Mr Carel Nagel, resident secretary of Venterspost Gold Mine, said the mine had recently arranged spe-cial bus trips to town shop-ping areas for its Black workers in an attempt to prevent them being ex-ploited at concession stores.

Mr E. J. Dunstan, assis-tant general manager of Durban Deep, said the only action the mine could take was to complain to the Mining Commissioner. He had been told of mal-practices in concession

stores at other mines, but those at Durban Deep had never caused major prob-lems.

Mr R. J. van Emmenus, general manager of West Rand Consolidated Mines, Krugersdorp, said he was not surprised to learn of overcharging.

The Chamber of Mines would not comment. But the industry is known to be concerned and is under-stood to be negotiating with the Government for permission to provide bet-ter shopping facilities at mines.

Trade, to which most of the concession stores are affiliated, said his associa-tion would not condone overcharging.

He said most of the peo-ple running eating houses were sub-tenants and not members of his associa-tion.

"Many of the original concession-store owners are too old to run the busi-ness and the Minister has allowed them to sub-let on compassionate grounds," he said.

At a store at No 6 shaft, Durban Deep, a small tin of jam was sold for 25c. In Johannesburg, shops the price of a tin of jam was 10c.

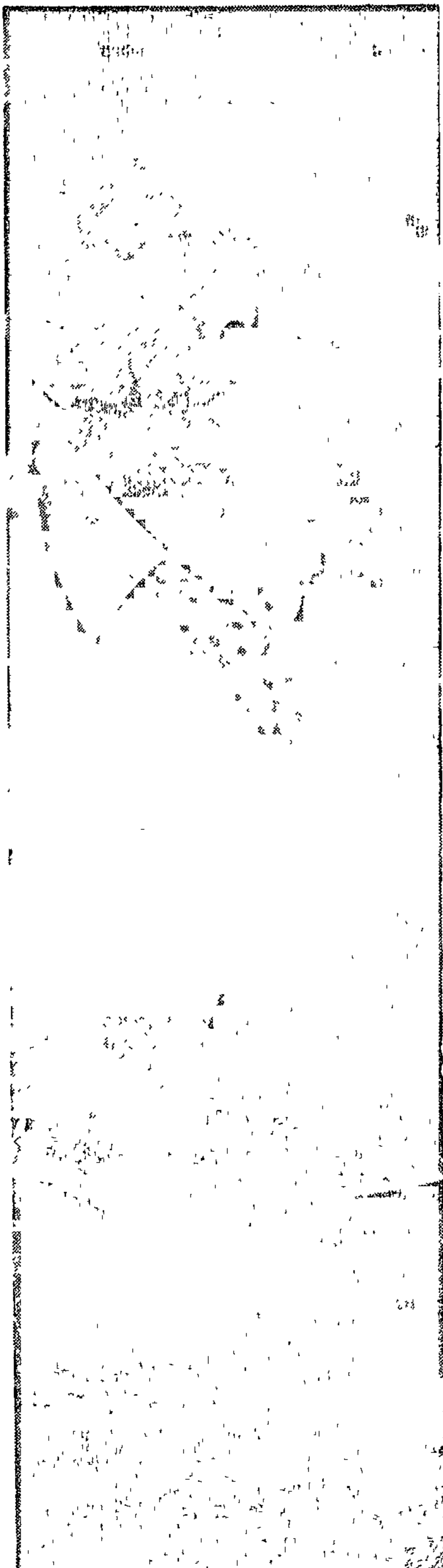
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The sub-letting was sub-ject to certain conditions, however, and overcharg-ing would not be tolerated.





# BLACK miners are being overcharged on an alarming scale at some concession stores on Reef gold mines.

Profiteers at some stores are exploiting Black customers to such an extent that they are creating labour unrest and damaging race relations, according to a spokesman for a major mining group.

A Sunday Times investigation undertaken this week in conjunction with Johannesburg price-control inspectors exposed shocking exploitation of a section of South Africa's 350 000 Black mine-workers

Black miners' wages have increased substantially in recent years and as soon as wages go up, prices at some concession stores go up too, a mining group spokesman told me

The colossal mine labour force is a captive market for some concession-store owners, whose businesses are often within a stone's throw of compounds.

The Sunday Times investigation was carried out after reports were received of exorbitant pricing and other business malpractices.

The probe uncovered widespread overcharging on price-controlled foods and exceedingly high profits on non-price-controlled commodities

Nineteen price-controlled items were bought. Prices paid for 10 of these were up to 30 per cent higher than the maximum laid down by the law.

At one store four test purchases were made. The price of each item bought exceeded the laid-down legal limit.

For non-price-controlled items, prices were up to 100 per cent more than those charged at shops outside the mining area

## CASE 1

FOUR price-controlled items were bought at Durban Deep Eating House, a concession store directly opposite a compound at Durban Deep mine, Roodepoort. Fifty cents was charged for 2,5 kg of sugar — 16 per cent above the legal maximum of 43c, a brick of yellow margarine was sold for 35c — nearly 13 per cent above the legal maximum of 31c; BB tobacco was sold at 45c instead of the maximum 43c, and 25c was charged for a litre of paraffin fixed at 23c.

Mr Lambros Asprogerakas, owner of the store, said he was not aware of the official prices.

## CASE 2

AT a store at West Rand Consolidated mine, Krug-

# Concession stores fleecing

## Sunday Times Special Investigation

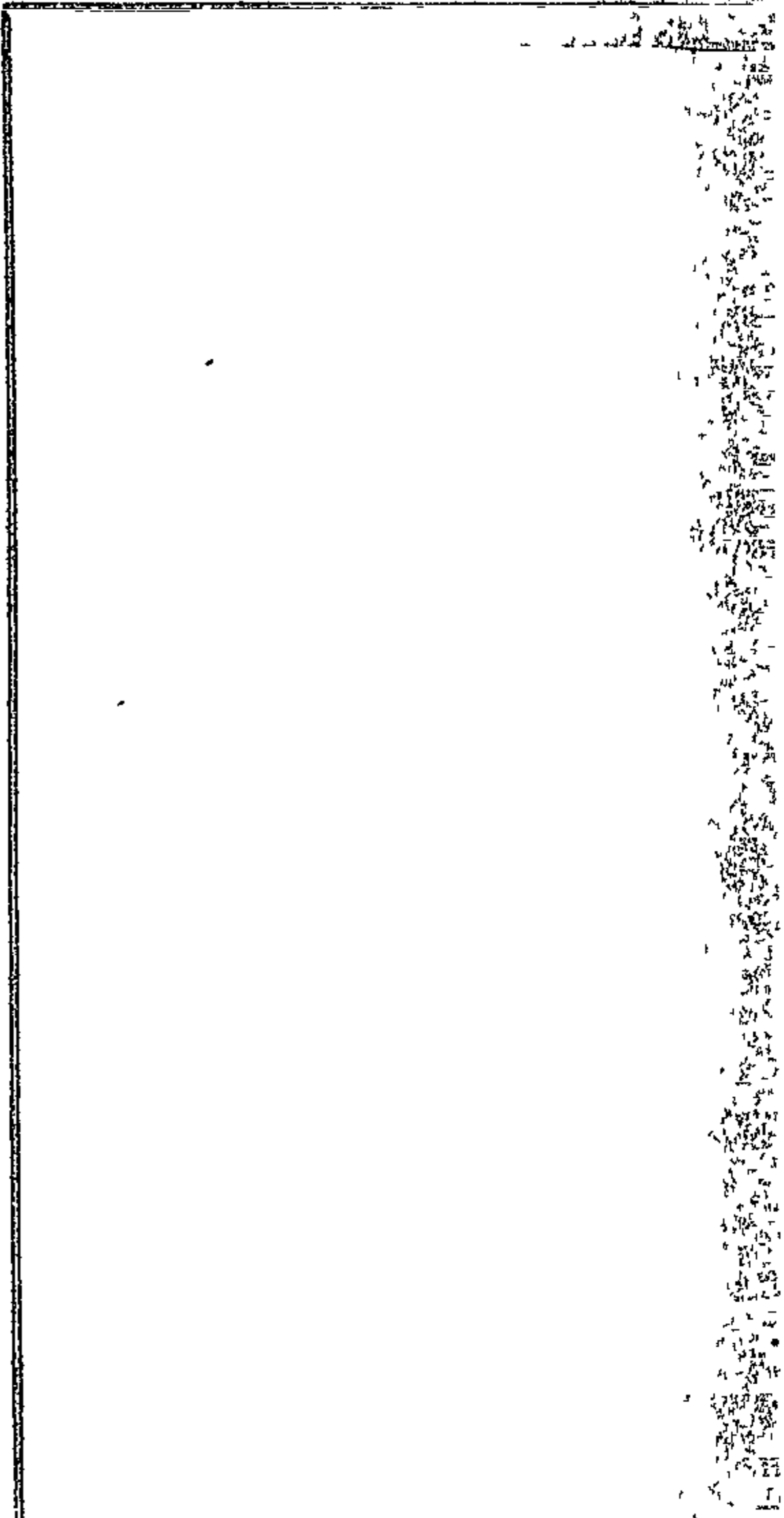
sugar — 50c instead of the maximum of 43c

Two other Venterspost stores also overcharged on sugar. Mrs Johanna Pez zoli, of Malawi Stores, said it was her husband who had put the extra 7c on sugar.

Mr M. A. F. de Jesus, of Ranco Trading Company, admitted selling sugar at 44c — 1c too much. "I have always charged 44c," he said. He has been trading for three

years. At Theron's Durban Deep, Sunday Times testives were 7c. Mr J. S. Rog gised and 7c, saying a mit been made.

At a store Durban Deep of jam was sold. In Johannesburg same brand costs



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Mr Lambros Asprogerakas, owner of the store, said he was not aware of the official prices.

#### CASE 2

AT a store at West Rand Consolidated mine, Krugersdorp, J and A Eating House, the Sunday Times again paid 50c for a 2,5 kg of sugar — 16 per cent above the legal maximum; 40c for a brick of yellow margarine, and 19c instead of 18½c for a packet of ten cigarettes.

Condensed milk — a non-controlled item — was bought at 45c, 50 per cent more than in city stores.

Mr M. de Ascensao initially admitted selling sugar and cigarettes at prices above the maximum. But later when his son, Manuel, denied selling the yellow margarine at a higher price, Mr De Ascensao then denied selling the sugar at the incorrect price, but admitted selling the cigarettes at a price above the legal maximum

#### CASE 3

AT a store at Venterspost Mine — Banda Fish and Chips — Sunday Times representatives were again charged 16 per cent more than the stipulated maximum for 2,5 kg of sugar. Jam, a non-controlled item, sold for 30 per cent more than in city shops

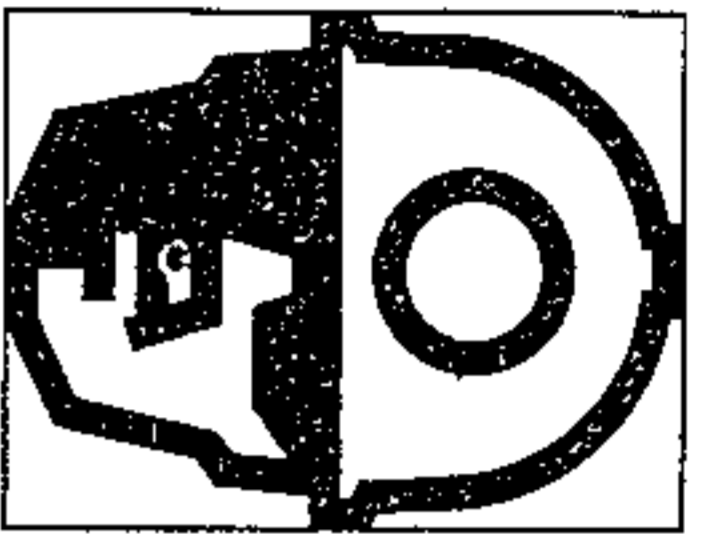
Mr Antonio Jardim, the store owner, admitted that he had charged more for

Mr Lambros Asprogerakas . . . not aware of the official prices.



# Mining

Registered at the G P O as a newspaper.  
May 28, 1976



# NEWS

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## Officials: minimum rates go up

### rates go up

**JOHANNESBURG.** — Increases in minimum salaries for gold mine officials have been announced by the Chamber of Mines. They will be effective from June 1.

The Chamber's minimum salary scales have been increased overall in terms of the anti-inflation manifesto

of which the Chamber is a signatory.

A statement by the Chamber says the amounts by which the on-appointment rates for men have been increased will vary between R28 and R82 a month. The increases in minimum salary rates will apply to the 17 000 White members of the Underground Officials' Association, the Mine Surface Officials' Association and the S.A. Technical Officials' Association. The Chamber determines only minimum salaries. Actual salaries paid are determined by the mining houses.

## Affects 22 300 union men..

# PAY RISES: FROM

# R36 TO R48

Staff Reporter

**JOHANNESBURG** — Increases of from R36 to R48 a month in the standard rates of pay of union men on gold and coal mines (other than trainees) have been announced. Approximately 22 300 union men will benefit, 18 000 on gold mines and 4 300 on collieries.

A joint statement by the Chamber of Mines and the Council of Mining Unions says the increases, from the May pay month, were granted in terms of the anti-inflation manifesto, of which the Chamber is a signatory.

"Existing responsibility and attendance allowances were taken into account together with standard rates in the calculation of increases," says the statement.

### EXAMPLES

Union men had a wage adjustment a year ago.

Here are a few examples of this month's pay rises. The standard rates for a General Miner (gold) and

a Section Miner (coal) go up by R45 from R432 to R477 a month.

The rates for Surface Journeymen go up from R410 to R455, a rise of R45 a month.

A certificated Underground Loco Driver on gold mines gets an extra R42 a month, ie, his standard rate goes up from R393 to R435. The Council of Mining Unions is made up of:

Amalgamated Engineering Union of S.A., Amalgamated Society of Woodworkers of S.A., Amalgamated Union of Building Trade Workers of South Africa, Ironmoulders' Society of South Africa, Mineworkers' Union; S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society; S.A. Electrical Workers' Association; and the S.A. Engine Drivers', Firemen's and Operators' Association.

**BLACK MINERS** F.M. 28/5/76

## Back to full strength

The flow of Mozambicans to South Africa's mines is declining. In December last year the number of Mozambique workers on the gold, platinum and copper mines recruited through Wenela peaked at 107 000, after a period of unusually high intake from that country.

This number had now dropped to about 91 500, which is much the same as the total a year ago.

The Chamber of Mines says that "administrative difficulties" in Mozambique are probably the cause of the decline. The Chamber does not seem to be worried, however: "The industry is full of labour at the moment."

Since the end of last year the number of South African Blacks on the mines has increased from 110 000 to 160 000.

There is normally an increase in the SA intake early in the year, but this jump is

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# Drop in <sup>RDM</sup> Basotho miners <sup>3/5/76</sup>

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MASERU — The recruitment of Basotho mine workers to the South African gold mines dropped last month, compared with the figure for April last year, the mine labour organisation in Maseru said.

Figures released by the organisation show that 8 043 Basotho mine workers were recruited in April this year, and 8 751 in April last year.

But the number of Basotho actually working on the gold mines has risen by 6 271, April's figures show. Last year there were 77 916 working on the mines.

The amount of deferred payments rose to just over R1-million in April from R735 000 in April last year. — Sapa

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711

# African miners <sup>RDM.</sup> get pay rises <sup>2/6/76</sup>

By CLIVE EMDON

Labour Correspondent  
THE mining industry has increased pay rates for 440 000 African miners with the minimum cash wage for underground novices rising to R65 a month — while most underground labour will earn R104,40 a month.

The pay rises range from 13,6 per cent at the lowest rates to 11,5 per cent at top rates, and roughly equal the percentage increases announced for White miners last month.

The shift pay for underground novices rises from R2,20 a shift to R2,50 a shift while the pay for the bulk of underground labour ranges from R3,60 a shift to R5,30 a shift.

Shifts are an eight-hour working day, with monthly earnings calculated on a six-shift week giving 26 shifts a month. Surface workers earn about 20 per cent less than underground workers.

The Chamber of Mines said yesterday its estimate for accommodation, food and other benefits, which

include medical and recreational facilities, was R40 a month for each man. Mining houses say this is a conservative estimate adding that payment in kind roughly equals the value of cash wages of most miners.

The pay rises do not affect about 90 000 African workers in mining industries other than the gold and coal mines governed by the Chamber of Mines agreement.

Traditionally pay rates on the collieries have lagged behind those on the gold mines but they are now practically on a par with the gold mines.

About 10 per cent of the 440 000 workers affected by the rises are surface workers. The higher rate of pay for underground workers is seen by the mining houses as an incentive to get men to work underground. The Chamber of Mines said yesterday the new minimum starting rate of R2,50 a shift — which gives increased earnings of R7,80 a month to underground novices — is nearly six times more than it was five years ago.



211

# Rise for NM 440 000 2/6/26 Blacks

JOHANNESBURG — Minimum wages for the 440 000 Black workers on collieries and gold mines which are members of the Chamber of Mines of South Africa are to go up by R7,80 a month to R65, plus free board and lodging.

A Chamber announcement yesterday said these increases would apply to starting rates for novice underground workers.

The new minimum rate of R2,50 a shift is almost six times more than it was five years ago.

The accommodation, other benefits and food provided free by mines are estimated to be worth about R40 a month to each man.

Minimum starting wages only are determined by the chamber. Mining houses set individual rates above the minimum to reward employees promoted to jobs requiring greater skills and experience. — (Sapa.)

211

# BLACK MINERS

F.M. 4/6/76

The wage increase for Black miners announced by the Chamber of Mines this week is much smaller than their previous pay rise

Last year, the minimum rate for an underground worker rose by 37,5% from 160c a shift to 220c. This week's rise is 13,6%, from 220c to 250c. With a 26-shift month, the minimum monthly cash wage will now be R65

Surface workers earn less. Their mini-

imum now goes up by 10,7%, from 140c to 155c. This is less than the 11,3% rise in the consumer price index over the past year (April to April). Surface workers will now start on R40,30 a month

Some 373 000 Africans on gold mines and 67 000 on coal mines which are members of the Chamber are affected by the increases. On the gold mines, 78 000 Africans work on the surface, and on the coal mines 20 000



# Rhodesia grabs workers' pay

By CLIVE EMDON

Labour Correspondent

AN AGREEMENT between the South African and Rhodesian governments means nearly all Rhodesian Africans working in the Republic are being forced to have 40 to 66 per cent of their pay deferred and sent to Rhodesia.

The move is seen as a new attempt by South Africa to help bolster Rhodesian foreign exchange.

Spokesmen for the West Rand Administration Board confirmed yesterday that the new deferred pay regulations came into effect on April 1.

They affect all domestic workers, farm labour and workers in the mining industry, and workers employed by hotels or licensed restaurants.

They affect all workers on 18-month contracts. Em-

ployers must conform to regulations by submitting deferred payments to the Bantu administration boards which pass them on to the Rhodesian Government.

The Rhodesian labour attache's duty is to ensure that each worker's deferred pay is sent to a post office nearest his home. It is understood workers' wives can draw on the deferred pay account if their husbands agree.

The new regulations will affect thousands of men working in South Africa. They appear to be part of a Government programme to ensure strict control over all foreign workers.

Earlier this year the Government granted an amnesty for all Rhodesian workers working illegally to declare themselves and become registered workers.

(1) Rhodesia - labor

(2) 211

(3) Agric - Labor

(4) 276

(5) 281

De Beers  
RDM 11/6/76  
ups pay for

12 000 Blacks

THE De Beers mining and industrial group has announced wage increases for the 12 000 Blacks employed in the group's mines in South Africa and South West Africa.

The new rates took effect on June 1. The minimum increase is R12,70 a month.

The minimum basic wage in the various mines now ranges from R92,50 to R105,10 a month, and in the operating category the highest rate becomes R406 a month, a figure that is exceeded only by the highest earnings of Blacks in staff positions.

The new wage scales are related to a standard job evaluation system adopted throughout the group last year. It provides the basis of an integrated wage scale for all employees up to shift-boss level — Sapa.



**BLACK MINERS**

F.M. 11/6/76

**Rise and fall**

211

There has been a sharp drop in the number of Africans coming to the mines from Mozambique. According to informed sources in Maputo, the April intake slumped from 10 000 to 2 000, with the decline continuing into May.

The Chamber of Mines will make no official comment other than that the issue is "very delicate". It won't reveal the latest figures for the monthly intake from Mozambique.

Mining industry sources believe — or hope — that the drop is not the result of political factors but of administrative delays in the implementation of a new passport system. This could be, for men are now starting to trickle through from Mozambique — one small gang arrived

(1) 211  
(2) Rhodesia - Labour

# MINE RECRUITING Rhodesians worried.

F.M. 25/6/76

Wenela's rising Rhodesian recruitment (FM June 11) in the face of a growing labour shortage on many of the country's farms, is worrying the Agricultural Labour Bureau.  
Rhodesia's farm labour shortfall is likely to reach 60 000 by 1980, accord-

ing to a projection in the Bureau's report for the period ending December 1975. Current shortfall is around 32 000.

The Bureau was set up early in 1975 to co-ordinate the labour activities of the six farming organisations. Comments Bureau chairman A H Openshaw: "This represents a very serious position for agriculture."

Unless determined action is taken in the near future, says Openshaw, "the expansion of agricultural production could

Financial Mail June 25 1976

be inhibited by the available labour supply; in fact, this is already the position in certain parts of the country"

The report (which has not been publicly released), goes on to express "serious concern" at the effects of Wenela recruitment — 8 622 in 1975, but 12 600 for January-May 1976

"Not only is the pace of recruitment accelerating, but early failures are already returning from SA with substantial sums of money which, it is felt, may

stimulate interest among potential and existing agricultural workers"

Openshaw discloses that the Bureau resisted efforts by the authorities to extend Wenela's areas of recruitment outside main urban centres.

Not entirely successful, it would seem. Apart from depots in Salisbury, Bulawayo and Fort Victoria, Wenela has begun recruitment in three new Tribal Trust Lands (Gutu, Plumtree and Matopos) in addition to TTIs in north-



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(2) 150  
(3) 211  
~~149~~

STAR 26/6/76  
**Seventh week  
of 'lockout'**

**Robert Kennaugh**

As the diamond workers "lockout" goes into its seventh week the families of 900 White workers are suffering hardships.

All efforts to end the dispute, including a meeting with the Minister of Mines and Labour, Mr S P Botha, have failed.

Diamond workers have gone without pay and stopped work because they fear the encroachment of unskilled cheap labour into sections of the work traditionally done by skilled workers.

The Diamond Workers' Union has agreed to train unskilled labour, but will not allow it to process

stones heavier than 0.89 carats.

The Minister has refused to settle the dispute by demarcating the weight of stones to be handed to unskilled workers.

Mrs Helen Muller (25), an Edenvale mother of four young children, said: "The longer the dispute goes on the worse it gets. We are battling to pay our house bond and our monthly expenses."

Mrs Yvonne Mercado, of Linbro Park, a mother of four teenagers, whose husband, Raymond (47), is unpaid vice president of the union, said "My family has lived through two strikes. It is very worrying. You never recover what you have lost."

# Manpower is critical area— mines chief

STAR 29/6/76.

Labour Reporter

Availability of manpower will remain a "critical area" for Southern Africa for many years to come, says Mr R S Lawrence, president of the Chamber of Mines.

"All races should increasingly share in the rewards and opportunities that economic growth of the region will bring," he told the chamber's 86th annual meeting in Johannesburg today.

Mr Lawrence called for an imaginative programme of education and training as "the key to the future," and added.

"Even in South Africa there is no prospect at all of the White group on its own continuing to meet the country's entire needs of skilled and professional labour."

### AN INCREASE

Mr Lawrence referred to the increase of South African Blacks in the mining industry — a rise from 25 percent of the Black labour force at the end of 1974 to 43 percent now — as a major feature of the past year.

An intensive recruiting and publicity campaign was underway in all South African areas to ensure that at least 50 percent of the industry's labour force came from South Africa, he said.

He hoped recently introduced incentives would ensure greater stability within the migratory labour pattern, though the migratory system would inevitably continue for "many years to come."

### LABORATORY

Mr Lawrence said deferred pay and remittances to individual Black workers and their families last year totalled R97-million.

A major laboratory had been established for research into the impact of technological change in the industry as well as socio-economic change in Southern Africa. A number of significant studies had been carried out and would require considerable attention from the industry, Mr Lawrence said.



# Miners back gem men

STAR 1/7/76

Labour Reporter

The executive council of the Mine Workers' Union has given approval in principle to the union's incorporation of the Diamond Workers' Union.

The general secretary of the 17 000-strong MWU, Mr P J "Arrie" Paulus, says he will now start studying the suggested incorporation.

This could mean a breakthrough for 900 diamond workers, who have gone without pay for seven weeks in a showdown with employers over the proposed introduction of lower-paid labour.

It may be too early to speculate about financial resources which the MWU

could put at the diamond workers' disposal.

Of much greater importance is the sympathetic hearing certain to be given the MWU at government level, particularly from the Minister of Mines and Labour, Mr S P Botha.

As Minister of Mines he has the authority to demarcate the weight of stones to be handed over for processing by cheap labour, thus ensuring that no skilled worker loses his job.

Diamond workers have insisted on such a demarcation because the Government subsidy to employers covers the entire wage bill for the industry. But so far Mr Botha has refused to intervene.

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# OFS miners protest

RDM.

15/7/76

WELKOM. — About 300 mineworkers from three Free State gold mines yesterday protested in Welkom against what they called "a deliberate delay in instituting a five-day working week".

Workers from the Virginia, President Steyn and Free State Geduld Gold Mines started their shifts 30 minutes late in protest.

A spokesman said a meeting between officials of the three mines and representatives of the protesting workers had been planned for later. There would also be a meeting of the Mine Workers' Union at 9 am this morning to discuss the matter and to decide on further action, if necessary, he said. — Sapa.

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# Cabinet men at miners' meeting

Labour Reporter

Two Cabinet Ministers met about 50 members of the general council of the Mine Workers' Union in Johannesburg today in an apparent effort to avert a strike.

The Minister of Mines and Labour, Mr S P Botha, and the Minister of Finance, Senator Owen Horwood, met the union men for about 1½ hours.

The meeting is understood to have been called at the request of the Ministers, but there was no official statement on the meeting or its purpose.

The general council of the union continued to meet after the Ministers and Government officials had left.

The Chamber of Mines and the union have broken off talks and have set no date for future meetings of the conciliation board which met yesterday to resolve the five-day week dispute.

## "NO DOUBT"

Mr P J ("Arrie") Paulus of the union conceded that implementation of the five-day week agreement reached a year ago between the chamber and his union was conditional on similar agreements being reached with the other employee organisations.

But he contended that there was no doubt at that time that the other agreements were to be reached soon.

He suggested that the chamber should find out how Impala platinum mines had introduced a five-day week from Mor-

day and how production had been increased at the O'Okiep copper mine after the introduction of a five-day week.

A spokesman for Impala denied that a five-day week had been introduced. He said that "as a compromise" Impala had introduced a new work pattern which involved "a certain amount of Saturday time off."



# MINERS

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# STRIKE

# TO HOLD

m 17/7/76

# BALLOT

"We have carried a great deal of the progress and well-being of the country for many years."

Matters such as the health and quality of life for mineworkers were at stake now, the statement added. For this, a five-day working week was essential. The country would not benefit from sickly and dissatisfied mineworkers. On the contrary, a perpetuation of the current situation could only be detrimental to the industry and the country.

The union could also not accept that a solution to the dispute between mineworkers and the Chamber could not be found, it went on.

"We are therefore being forced to take strong action against our own wishes. We are convinced that it will benefit the country as a whole. The Mineworkers' Union undertakes to do all in its power in the coming weeks to prevent a strike, we appeal to our members, therefore, to act only in accordance with instructions from the union management."

He said wildcat strikes and disorganised action could only harm the members and their cause. "The five-day working week has been awaited for some 40 years already. It is not too much to ask that you be patient for another few weeks." — (Sapa.)

**JOHANNESBURG**—The 8 400-member Mineworkers' Union is to hold a strike ballot over the five-day week dispute.

The union's general secretary, Mr. Arrie Paulis yesterday said voting would be on July 26.

The ballot decision was taken after discussions between the union's general council and the Ministers of Mining and of Finance, Mr. S. R. Botha and Senator Owen Horwood.

The union's statement said the union sincerely hoped a solution could be found to the dispute in the gold and coal mining industries over instituting a five-day week.

Yesterday's discussions with the Ministers centred on the country's economic conditions and the threatened strike.

After having listened to all the two Ministers had to say, the general council decided to call for a vote on strike action, the statement said.

"It was also decided that we will do all in our power before that date to find a peaceful solution to the problem.

"We want to appeal to the Departments of Mining and of Labour and to the Chamber of Mines to find an alternative solution to this problem together with the Mineworkers' Union.

"There is no question that we want to hold a pistol to the head of the country like a hijacker or a terrorist. The Mineworkers' Union is fully aware of its responsibility and of the responsibility of its members to the country.

~~Copy Times 17/7/76~~

ARGUS - 17/7/76

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# Ministers in bid to avert strike

The Argus Correspondent

JOHANNESBURG. — Two Cabinet Ministers met leaders of the Mine Workers' Union in Johannesburg today in an apparent effort to avert a strike.

The Minister of Mines and Labour, Mr S. P. Botha, and the Minister of Finance, Senator O. P. F. Horwood met the union after a deadlock was reached yesterday at the first conciliation board meeting over the five-day week dispute between the union and the Chamber of Mines.

Today's meeting is understood to have been called at the request of the Ministers even before the announcement of deadlock in yesterday's talks.

Both sides feel further negotiations are a waste of time and the union is preparing posters and voters' lists at every mine

for a strike ballot to be held in 10 days' time, Mr P. J. Paulus, leader of the union, said.

## NO WAY

The chamber said no acceptable way was found in which a five-day week could be introduced for members of the Mine Workers' Union while all other employees continued to work six days.

It repeated that the implementation of the five-day week agreement reached with the union exactly a year ago today was dependent on similar agreements with other employee organisations and such agreements were not forthcoming.



Cape Times 17/7/76

## Vote called 211 for strike

JOHANNESBURG — The 8 400-member Mineworkers' Union announced yesterday that it is to call on its members to vote on strike action in connection with a five-day working week for the gold and coal mining industries

The union's general secretary, Mr Arrie Paulis, said in a statement that voting would take place on the 26th of this month.

The decision was taken after discussions between the union's general council and the Ministers of Mining and of Finance, Mr S P Botha and Senator Owen Horwood. Mr Paulis said "The Mineworkers' Union sincerely hopes that a solution can be found to the dispute in the gold and coal mining industries in respect of the instituting of a five-day work week.

"There were discussions this morning at an extraordinary meeting of the general council of the Mineworkers' Union with the Ministers of Mines, Mr S P Botha and of Finance, Senator Owen Horwood

"The discussions were centred on the general economic conditions in the country and the threatened strike in the mining industry

"After having listened to all that the two ministers had to say, the general council has decided to call for a vote on strike action on the 26th of July

"We will do all in our power before that date to

find a peaceful solution to the problem.

"We want to appeal to the departments of mining and labour and to the Chamber of Mines to find an alternative solution to this problem together with the Mineworkers' Union

"There is no question that we want to hold a pistol to the head of the country like a hijacker or a terrorist

"The Mineworkers' Union is fully aware of its responsibility and of the responsibility of its members to the country. We have carried a great deal of the progress and well-being of the country for many years." — Sapa

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# Gold and coal miners set to vote on strike

The Argus Correspondent

JOHANNESBURG. — Posters announcing a strike ballot went up throughout the gold and coal mining industry on Saturday in spite of Friday's meeting between two Cabinet Ministers and the Mineworkers' Union.

Coal mines supplying major power stations were not left out by the trade union officials who worked overtime to prepare for the showdown over the call for a five-day week.

But there was no news of any of wildcat strikes which were feared to erupt at many gold mines.

The absence of such strikes was attributed to an appeal from the MWU leader, Mr P. J. Paulus

### WILDCAT STRIKES

Mr Paulus said wildcat strikes could only harm the union's cause and members should only act on instructions from the union management.

Mr Paulus said the extraordinary meeting between his general council and the Minister of Mines and Labour, Mr S. P. Botha, and the Minister of Finance, Senator Owen Horwood, concerned the general economic condition and the threatening strike.

After listening to the Ministers, the council de-

ecided to carry on with its proposed strike ballot on July 26, though everything possible would be done to attain a peaceful solution meanwhile.

### ESSENTIAL

Mr Paulus said it was not the union's intention to hold a pistol to the country's head like a hijacker or terrorist, but the five-day week was essential for the sake of the miner's health and the content of his life.

Meanwhile, the artisan unions have made it clear that they are not preventing the introduction of a five-day week.

Instead they blame the 'abnormal demands' made by the Chamber of Mines in return for a five day week.

Artisan had not worked a full six-day week for years and therefore the Federation of Mining Unions believe the five-day week could be implemented without the abnormal demands from the Chamber of Mines, a statement said.



# Strike ballot on at mines

STAR

19/7/76

## Labour Reporter

Posters announcing a strike ballot went up throughout the gold and coal mining industry on Saturday in spite of Friday's meeting between two Cabinet Ministers and the Mine Workers' Union.

Coal mines supplying major power stations were not left out by the trade union officials who worked overtime to prepare for the showdown.

The MWU leader, Mr P J "Arrie" Paulus, last night said the extraordinary meeting between his general council and the Minister of Mines and Labour, Mr S P Botha, and the Minister of Finance, Senator Horwood, on Friday concerned the general economic condition and the threatening strike.

After listening to the Ministers, the council decided to carry on with its proposed strike ballot on July 26, although every-

thing possible would be done to attain a peaceful solution meanwhile.

It was not the union's intention to hold a pistol to the country's head. But the five day week was essential for the miners' health, Mr Paulus said.

Meanwhile the artisan unions have made it clear again that they are not preventing the introduction of a five-day week.

Instead they blame the "abnormal demands" made by the Chamber of Mines in return for a five-day week.

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22/7/76  
Star

# More pay attracts Basotho

The Star's Africa News Service

MASERU — Higher wages drew 6 937 more Lesotho workers to the South African mines in the first six months this year than in the same period last year — an increase of 14 percent.

Last month alone recruitment in Maseru jumped by 2 000 after the mines had sharply increased the minimum pay rate.

A recruitment spokesman said in the first half of this year 55 192 workers signed up compared to 48 255 in the first half of last year.

He said they were earning four times as much as two years ago. Deferred pay increased from R4 303 219 in the first half of 1975 to R6 041 680 in the same period this year.

Similarly, money sent home by workers from the mines rose from R2 730 150 last year to R3 266 471 this year.



**ERPM: 25 p.c.**

MINING NEWS  
23/7/76

# labour cut-back

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Staff Reporter

**E.R.P.M.** — It has been decided to decrease the level of operations by temporarily suspending work in the unprofitable sections of the mine. This decision was brought about by the current low price of gold. Consequently a cut-back of approximately 25 per cent in White and Black staff will be necessary. "But I want to stress the difference between cut-back and retrenchment," General Manager J.A. Tyser said in an interview.

He had been asked about a statement made at a retirement function this month in which company Chairman A.C. Petersen explained the cut-back to staff.

"Only a third of the 249 White staff members involved in the cut-back were precluded, because of age, of being found alternative employment on other mines within the Group or in the industry. These employees were either re-employed pensioners or those who had reached pensionable age. The rest will be absorbed

within the Group or, if necessary, be placed elsewhere in the industry," Mr. Tyser said.

He pointed out that the cut-back involved a cross-section of staff ranging through all levels of management to other employees.

## THREE MONTHS

"The cut-back of 25 per cent in the Black staff would be achieved by normal wastage. None of the workers would be laid off but by temporarily suspending recruiting for the mine the reduced numbers will be achieved within the next three months as the contracts of workers expire," Mr. Tyser said.

"At its new scale of operations the mine should be able to remain active for the foreseeable future," he said.

"The mine is not closing down and this is merely a holding operation whilst the gold price remains at its present low level. Any increase in the price of gold will necessitate a further review of the level of operations on the mine and sections will be re-opened when the gold price allows this," Mr. Tyser said.

A spokesman for Rand Mines indicated that there is an extensive programme of expansion in its other gold and coal operations and many employment opportunities will be created by this expansion. There should be no fear of unemployment in the minds of the employees involved in the cut-back or a feeling of insecurity for those remaining on the mine concerning their future.

# STRIKE THREAT BY

Staff Reporter

MINING NEWS

## THE MWU

23/7/76

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**JOHANNESBURG** — The threat of a strike by the Mineworkers' Union has come about because a deadlock was reached in the dispute between the Union and the Chamber of Mines over implementation of the five-day week

The deadlock came when the Conciliation Board, appointed by the Minister of Labour to resolve the dispute, met on July 15

Chamber representatives told the Board that the Chamber has been unable to discover a feasible way to introduce a five-day week for the MWU only while other employees work a six-day week.

Agreement in principle on a five-day week for MWU members on gold mines and collieries was reached last

year but the agreement specifically stated that introduction was conditional on agreement being reached with all other employees organisations

It was accepted at that time that a five-day week could not be introduced for only a portion of the working force.

However, agreement with the employee organisations has not been forthcoming. The Federation of Mining Unions representing artisans withdrew its request for a five-day week earlier this year and opted to remain on a six-day week

Since that time mines have been examining the im-

plications of introducing a five-day week for members of the MWU while other underground employees work a six-day week

After careful consideration, the Board was told the Chamber has come to the conclusion that it would not be practical for mines to operate with miners working a five-day week and a major portion of the remainder of the labour force working a six-day week

MWU representatives at the Conciliation Board said they did not accept the Chamber's standpoint and demanded that a five-day week be introduced for the Union's members.



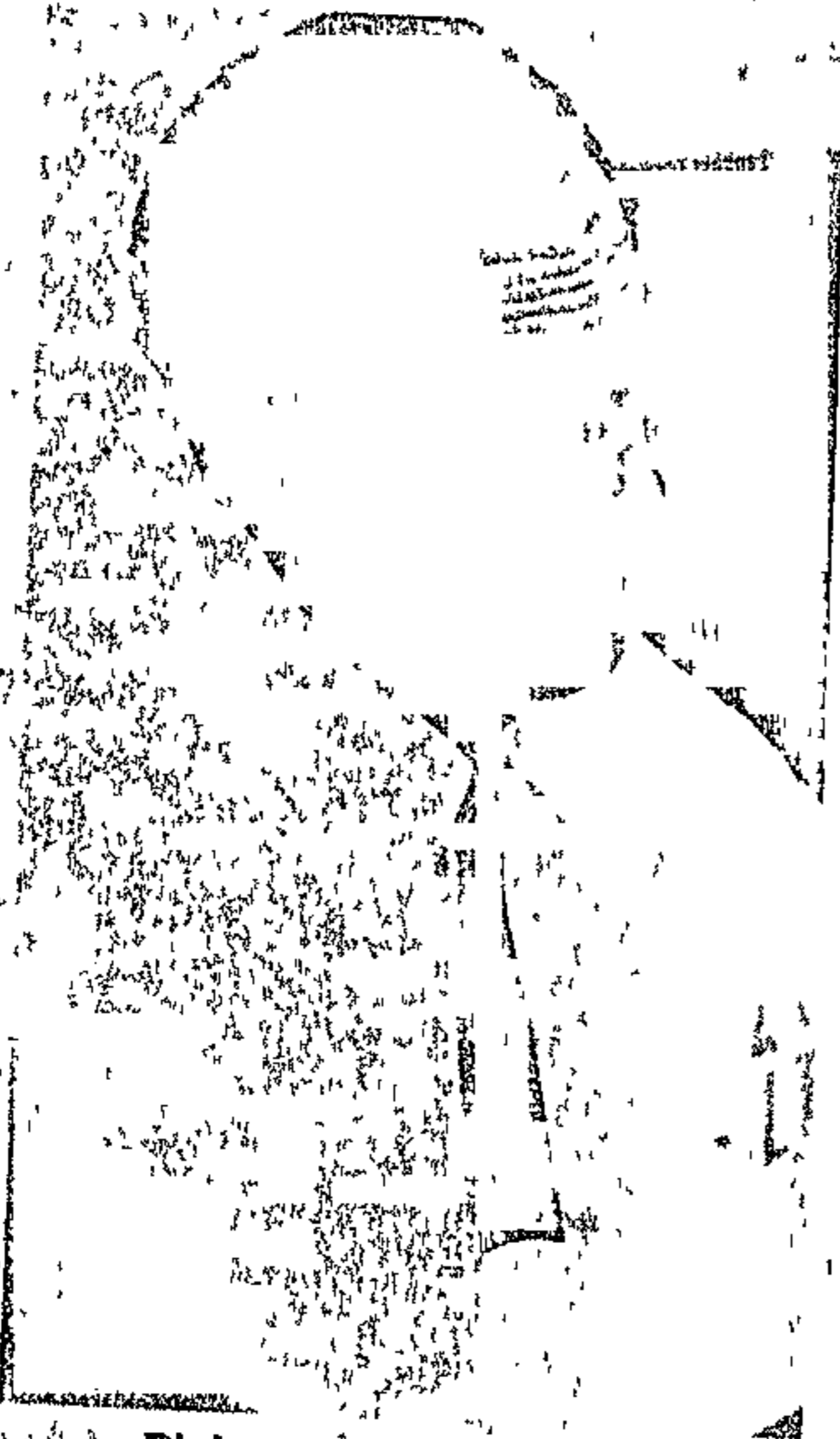
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ance has been stepped up from R50 to R75. The two parties have also agreed on a clause allowing either to request that the demarcation line be submitted to arbitration in a year's time or at any time thereafter. If this occurs, arbitration becomes compulsory.

A supplementary agreement guarantees sick pay and pension funds for an additional four years. This removes the union's fears that fringe benefits, some of which have been negotiable, can be used as a bargaining counter against them.

Union secretary Robin Rich tells the *FM* that, while the 1.19 carat cut-off point is a compromise on the union's part, he is satisfied the new agreement will give artisans a fair degree of job security. This will be achieved through the retrenchment clause, whereby no



**Rich... a compromise plus security**

retrenchment of artisans may take place without the approval of the industrial council or (should the council be deadlocked), an arbitrator.

Despite the signing of the agreement, it will be some years before unskilled labour is introduced. The would-be operators have not yet been recruited and will have to undergo fairly lengthy training.

There is a considerable backlog of work — a problem compounded by the fact that around 10% of the industry's artisans have found other jobs and will have not yet returned.

Rich adds, however, that many men have to work one month's notice in their alternative jobs before they can return.

## DIAMOND DISPUTE

### The compromise

The diamond cutters are back at work. The industry's 11-week work stoppage ended on Friday when the Master Diamond Cutters' Association and the Diamond Workers' Union agreed on a new six year industrial agreement allowing unskilled labour to work on stones weighing up to 1.19 carats.

It's a compromise between earlier employer and union demands.

Minimum wages have been increased from R60 to R75 per week and union members' monthly cost of living allow-

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Cape Times  
23/7/76

# Strike ballot in mining deadlock

Own Correspondent

JOHANNESBURG — The Mine Workers' Union votes on Monday on whether to strike after negotiations for a five-day week reached deadlock last week.

The decision to hold a strike ballot was taken on July 15, when the Conciliation Board failed to reach agreement, but since then a new element of instability has appeared in the mining industry with the sudden drop and subsequent rise in the gold price.

After dropping to \$105.50 an ounce during trading in London on Tuesday, it has begun to rise, but not to the level existing before the International Monetary Fund sales on July 14.

The Conciliation Board

said on July 15 it had been unable to find a way to introduce a five-day week for the 8,000 MWU members while most other employees were working six days a week.

A meeting with the Minister of Mines and Labour, Mr Fanie Botha, failed to resolve the issue.

A year ago the Chamber of Mines agreed in principle on a five-day week on gold mines and collieries, on condition agreement was reached with all other employee organizations.

More than 7,000 artisans employed on the mines are members on the Federation of Mining Unions, besides the 8,000 MWU members.

There are also 371,000 Blacks.



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# Miners back strike

JOHANNESBURG — Indications are that the majority of 10 130 miners who voted in this week's ballot opted for a strike over the five-day week issue.

28/7/76 DP

Mine Workers' Union leaders are confident that today's ballot count will give the go-ahead for the second white miners' strike since World War II.

If the strike is on, the

Mine Workers' Union executive will meet today to discuss when it will begin and how long it will last. "Depending which way the vote goes, the executive will work out all the details at a meeting today," a spokesman said.

It has been estimated that a five-day working week instead of the customary six could cost the industry R130 million a year. — DDC.

# Hopes for averting SA strike

ARGUS 28/7/76

The Argus Correspondent

JOHANNESBURG. — Unceasing efforts are being made at Government level to avert a strike on the gold and coal mines.

This assurance was given today by the Secretary for Labour, Mr Ben Lindeque, as the mineworkers' union executive prepared to count the strike ballot.

Mr Lindeque declined to comment on the reported visit abroad by the Minister of Mines and Labour, Mr S. P. Botha.

But he said that both of the Minister's departments were paying continuous attention to the delicate question and remained in constant touch with the mineworkers' union as well as the Chamber of Mines.

## UNION LEADER

In addition the Minister has a previously arranged meeting with Mr Paulus (the union leader) in Pretoria on Monday, Mr Lindeque said.

He was commenting on anxiety over the threat of a strike which would hit both the mining industry and the economy as a whole.

All concerned were confident today that a strike would be averted regardless of the outcome of the strike ballot. But fears lingered that an explosive situation could emerge if the union announced a highly successful strike ballot.

## NEGOTIATING

While there is no doubt that the union's future strategy will be shaped by the strength of the ballot, observers on the labour scene believe Mr Paulus will maintain a negotiating stand.

The question appears to be whether the Chamber of Mines is prepared to offer a compromise or whether the Government will come to the union's assistance to press the chamber for a worthwhile concession.

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# The last resort in mines dispute?

30/7/76 STAR.

**Siegfried Hannig,  
Labour Reporter**

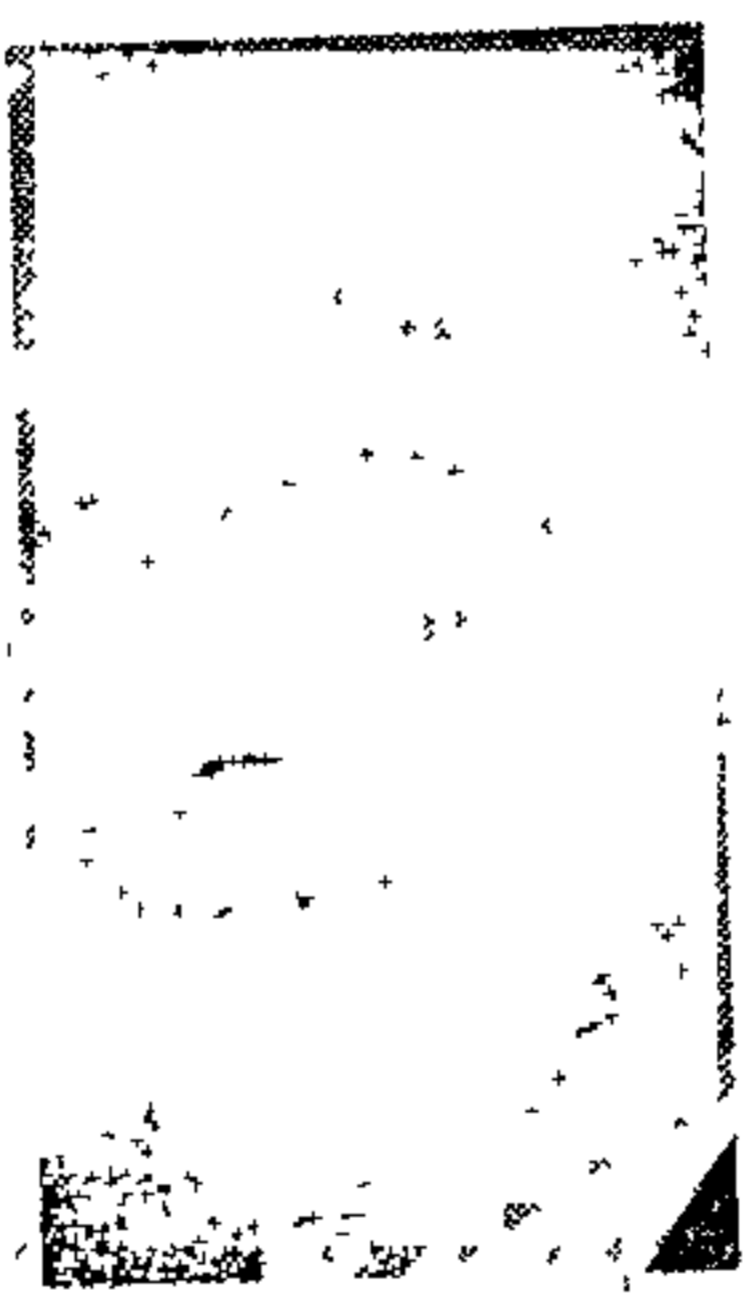
In the absence of an eleventh-hour concession from the Chamber of Mines — the last untried resort in the mine labour confrontation — is now widely held to be Government intervention of the kind that averted strike action a year ago

A marathon session of 10 days with the former Minister of Mines, Dr Piet Koornhof, then averted what was widely regarded as the most serious confrontation since the 1922 miners' rebellion

The surprise settlement amounted to a trade-off of Black advancement against a Monday-to-Friday working week plus other benefits for the union.

### BACKED DOWN

Contrary to all expectations, the union backed down on its previous refusal to allow a (White) holder of a blasting certificate to instruct a competent (Black) team leader to enter a blasted face two hours before the arrival of the contractor (White miner) in charge. The other principal



DR KOORNHOF

table authority as Mr P J "Arrie" Paulus of the Mine Workers' Union could carry off with a smile

The settlement — which followed five-day week demands going back for more than a generation — contained the provision that implementation of the shorter working week would come after similar agreement had been reached with the other employee organisations

But after the breakthrough with the most militant of South African trade unions the rest was expected to be no problem.

### HITCH



MR "ARRIE" PAULUS

employees work a six-day week."

There was nothing more to negotiate from the chamber's point of view

The agreement between the two parties on the five-day week on the collieries — reached after their gold mine settlement — also fell by the way

### FIRST STEP

It was then that the union took the next logical step and declared a dispute

In terms of the Industrial Conciliation Act it asked the Minister of Labour for the appointment of a conciliation board, the first step

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30/7/76

change provided for White miners to be permitted to instruct suitably trained Blacks to charge up two development ends simultaneously

The chamber called for these improvements in productivity to help offset production losses of up to R250-million a year which, it claimed, would otherwise have resulted from a five-day week

The union maintained then, and still maintains, that the five-day week involves no additional cost and will enhance productivity.

**OBJECTION**

It was not for that reason that the union's concessions to Black labour were remarkable

It was because of the union's long history of outspoken opposition to Black advancement, and because of its specific objection against it in the immediately preceding negotiations for the five-day week.

While nobody dared say so at the time, the concessions were considered a loss of face which only a leader of such indispu-



SENATOR HORWOOD

The hitch came when, after long drawn out negotiations, the artisan unions announced that they had shelved their demands for a five-day week

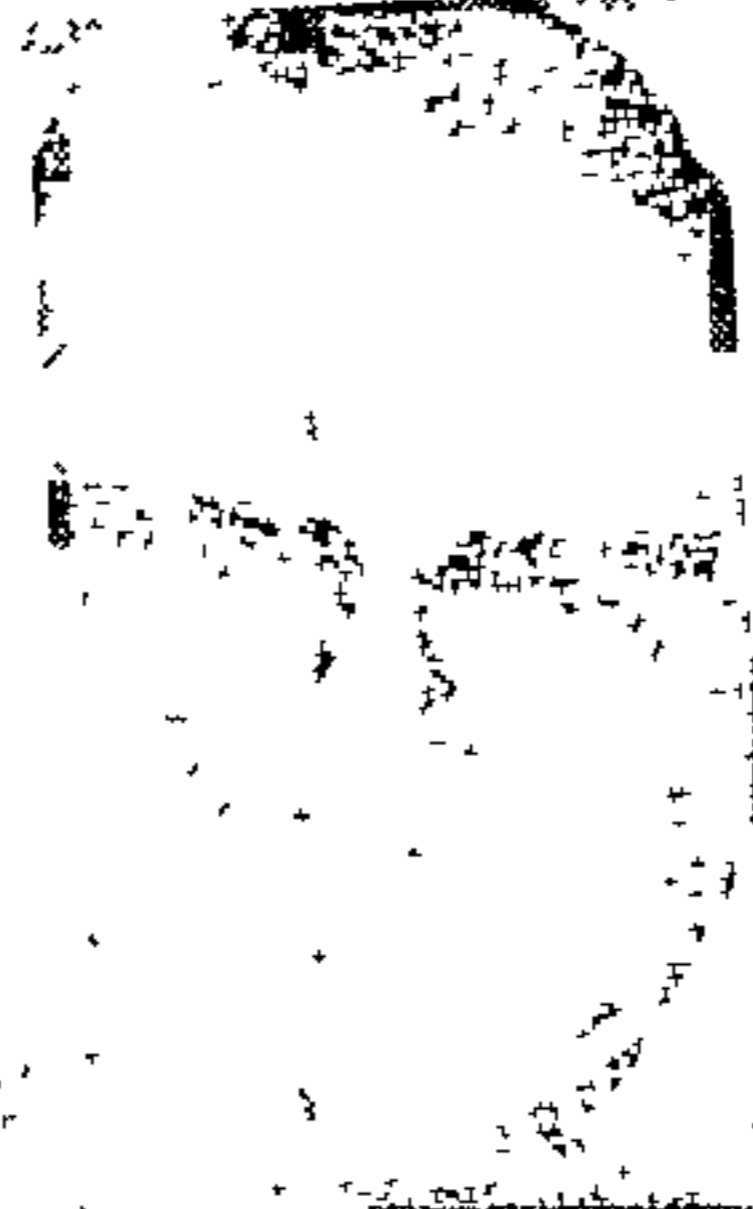
As in the case of the Mine Workers' Union, the chamber had demanded a trade-off from the artisans in return for a five-day week

The artisans claimed they had never worked a full six-day week in the first place. Furthermore they were prepared to work in lost Saturday time during the other five days

**HIGH PRICE**

The chamber's trade-off price was too high but they did not want to press their demands for a five-day week further "in view of the depressed state of the economy" and because they were not doing a full day's work on Saturdays anyway

From there the chamber took its cue. It asserted it was "unable to discover a feasible way to introduce a five-day week for the Mine Workers' Union only while other



MR S P BOTHA

towards a lawful strike

The Act, incidentally was passed in the early 1920s as a result of the bloodiest confrontation in South Africa's labour history, the 1922 miners' rebellion

Among other things it has built-in "cooling off" periods — which are now exhausted — and offers a choice of arbitration

Impatient miners went on wildcat strikes three Saturdays ago and again two days before the conciliation board reached deadlock over the chamber's unchanged stand

The union said the chamber was hiding behind a "thin veil" and called its strike ballot

**PREDICAMENT**

Appeals from the Minister of Mines and Labour, Mr S P Botha, and the Minister of Finance, Senator Owen Horwood, who pointed out South Africa's current economic predicament, failed to divert the union from its course

In announcing his overwhelming strike mandate on Wednesday, the leader of the union, Mr Paulus, reasserted his readiness to avert the "drastic and undesirable" measure of a strike

"The Mine Workers' Union is convinced that the State and the Chamber of Mines has done extremely little (bloodweaving) up to now to prevent a strike," he said

There had been nothing apart from appeals to the union not to strike

Is there still time for a solution through the kind of tripartite talks conducted so successfully on the same issue a year ago under Dr Piet Koornhof?



# White miners vote to go on strike

Capl 29/7/76 Own Correspondent

**JOHANNESBURG** — White miners on South African gold and coal mines will be called out on strike next week unless the deadlock is broken over their demands for a five-day working week.

In a terse statement issued after yesterday's meeting in Johannesburg of the Mine Workers' Union executive, Mr Arrie Paulus, the union leader, said that miners had voted overwhelmingly earlier this week in favour of striking to achieve their demands.

Slightly more than 88 per cent of the 10 099 miners who went to the polls voted in favour of the stay-away.

The decision by the union's executive not to call the miners out on strike immediately could be attributed to an intense behind-the-scenes effort by Government officials to avoid such action.

The Secretary for Labour, Mr B. G. Lindque, an-

nounced in Pretoria earlier yesterday that representatives of the Mine Workers' Union would meet the Minister of Mines and Labour, Mr Fanie Botha, on Monday in a last-ditch attempt to resolve the issue.

"We regard every strike as serious and this is a very serious situation that we could land in," Mr Lindque said.

"The Mine Workers' Union would like to stress again that it will do everything possible to avoid such a drastic step. But we are convinced that the State and the Chamber of Mines have done very little to prevent a strike," Mr Paulus said last night.

"Until now there have been only appeals to the miners not to strike and the Mine Workers' Union is convinced that with the wholehearted co-operation of the State and the Chamber of Mines this issue can be resolved in a peaceful manner.

## Six days

The executive of the Mine Workers' Union believes that every citizen should make a contribution towards the welfare of the country. The miners are also prepared to do their share by working six days a week, but then the Cabinet must take an immediate decision that all workers in South Africa — including Cabinet Ministers and Members of Parliament — must also work a six-day week," Mr Paulus said.

The union's executive also decided at yesterday's meeting to impose stiff penalties on miners who did not join the strike, if one was ever called.

# Five-day week call in wake of strike vote

## Labour Reporter

A mine officials' association today said conditions for the introduction of a five-day week on gold and coal mines had never been more suitable.

Mr H Mallet-Veale, general secretary of the South African Technical Officials' Association, said he favoured this particularly in view of the reduced gold price.

"Under this price mines will operate most profitably on a lower ore output and by concentrating on higher-grade ore, but that means less work and likely retrenchments," he said.

"A shorter working week will help to reduce these retrenchments."

The association, which in the past claimed to represent the vast majority of winding engine drivers, also announced it would not permit these men to take over the work of banksmen and onsetters in the event of a strike.

But other mining men said that move was meaningless.

While banksmen and onsetters played a vital role in keeping hoists going, there were other men who could perform the function in the event of a strike, they said.

Mr R H Botha of the Mine Surface Officials' Association claimed his association and the Underground Officials' Association counted about 50 percent of the industry's winding engine drivers among their members.

Neither intended to prevent their men doing any other work if called on by management.

Mr Mallet-Veale insisted his association did not support the Mine Workers' Union in its strike.

Today all eyes moved to the Chamber of Mines and the Government to put out the strike fuse lit last night by the Mine Workers' Union.

But silence from the chamber, and the continued absence of the Minister of Mines, Mr S P Botha, indicated the fuse would be left burning until Mr Botha's return on Sunday.

Mr Paulus renewed his appeals to the Government and the chamber for efforts to avert the strike, which he set for six days' time.



Cape Times 30/7/76

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# Strike could 'cripple' SA

Own Correspondent

**JOHANNESBURG.** — South Africa's vulnerable economy could be dealt a crippling blow by a prolonged miners' strike, economists warned here yesterday.

Gold, coal and mineral production lost during a strike could never be recovered, they claimed, and the loss of foreign exchange from exports would snowball into many millions of rands.

A senior researcher at the Bureau for Economic Research at the University of Stellenbosch, Mr W F Killian, said yesterday that a work stoppage on the mines could have a disastrous effect on the country's economy.

Already in the doldrums with foreign reserves falling and the balance of payments in a perilous state, the economy would be adversely affected for months by even a short strike.

Mr Killian said there was already difficulty in meeting the local demand for coal and some industries had complained of shortages.

If production stalled because of a work stoppage the effects, including unemployment, would be serious.

When he announced a substantial rise in the coal price a few weeks ago the Minister of Economic Affairs, Mr Heunis, said a major reason for the increase was to ensure higher production and adequate local supplies.

Supplies are still not adequate and a coal miners' strike could mushroom into a supply crisis.

## Power

Power production and output in the manufacturing industry could also be adversely affected, depending on the duration of the strike.

The chairman of Union Steel Corporation and a director of Iscor, Dr M D Marais, said in Pretoria yesterday that a miners' strike of only a week could cause serious disruption throughout industry.

There was already a shortage of coal and if supplies were further restricted output in many industries would shrink.

He stressed too, that South Africa's serious balance of payments problems would be greatly aggravated if gold, coal and mineral exports were affected, as they probably would be, by a strike.

South Africa's economy relied more heavily on the mining industry than probably any other country

in the world with the possible exception of the United States.

To maintain mining production was basic to a stable and growing economy.

He appealed to the trade unions concerned to negotiate further and abandon the strike demand even although it came with a ninety percent mandate from mine workers.

South Africa's image abroad could also be seriously harmed by a strike. South Africa had an almost unblemished record as far as strikes were concerned and this had been a bull point in attracting investment capital.

## 'Maximum effort'

It was difficult to blame the mineworkers for their clamour for a five-day week as virtually every other industrial worker enjoyed a short working week.

"But what this economy needs now is a maximum work effort of six days a week with longer working hours," Dr Marais added.

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Arrie Paulus . . . will he call them out?

will strike unless the deadlock is still unbroken after seven days

A successful strike ballot is only a mandate to union leaders to call a strike if they so choose. While formal negotiations between the Chamber of Mines and the MWU have broken down, informal lines of communication are still open. And government may itself attempt to pre-empt a strike by setting up a committee to investigate the economics of a five-day week.

The mineworkers' demand for a five-day week has been at issue for decades. Last July, after MWU strike threats, the parties reached an in-principle agreement in which the union agreed to more productive utilisation of Black workers in exchange for a five-day week. The deal was conditional upon agreement also being reached between the Chamber and other mining unions.

In March, the artisans withdrew their request for a five-day week charging that the Chamber's "price was too high" — the price was that Black artisan aides be allowed to do more work with less White supervision. Earlier this month the Chamber informed the MWU that it could find no viable way to introduce the scheme for one section of workers (i.e. MWU members) only.

While the SA Engine Drivers', Firemen's and Operators' Association, is still considering the Chamber's *quid pro quo*, the MWU reacted by calling Monday's strike ballot on both gold and coal mines.

The Chamber is apparently against granting miners Saturdays off while arti-

(211)  
MINE DISPUTE

F.M 30/7/76

### Collision or compromise

Arrie Paulus's Mine Workers' Union (MWU) has voted for strike action on the 5-day week. But this does not mean they

deposit receipts?



... (in English) ...

sans remain at work. The MWU replies that artisans could use Saturdays to do repair and maintenance work. Management also fears that implementing the scheme for one group only could lead to violence between Blacks who work for artisans (and would therefore, still have to work on Saturdays) and Black production workers who would have Saturday off.

Black labour utilisation is, however, the key issue. The mining houses argue the five-day week would result in loss of production which would not be offset by the MWU proposal that miners work extra time each weekday. The intense heat underground means that productivity declines dramatically toward the end of a shift and would be minimal in the last hour.

As far as blasting is concerned, the MWU concedes that the number of blasts would be reduced from six a week to five. It argues, however, that the yield per blast could be greatly improved by using more efficient drilling methods. It points out that White miners receive a substantial bonus for the amount of ore they mine and argues that they would strive to maintain production in order to avoid losing this.

It complains that the Chamber is using the issue as an excuse to "bring Blacks in through the back door". It also claims that a five-day week has been introduced at Impala platinum and O'Okiep copper mines and that production there has been increased. Management replies that its proposals on Blacks do not imply advancement to higher jobs but only streamlining of present job arrangements. It also denies that Impala and O'Okiep are relevant.

The union men are serious about their demand. Wildcat strikes over the past two weeks, causing delays of up to 2½ hours per shift, testify to this. Union posters have stressed the risks in striking, but have nevertheless urged a yes vote.

The Chamber is not under-estimating the possible effect of a strike which, so it says, could shut down some mines. Nonetheless, it feels that the economic effects of a strike would be less serious than those of a five-day week. Much of its contingency planning involves getting officials to do miners' work during the strike. But Henry Mallet Veale, secretary of the SA Technical Officials' Association, tells the FM he will refuse to send his men underground.

Mallet-Veale also argues that the depressed state of the industry may make a five-day week a necessity in order to reduce unemployment.

Is a strike inevitable? The Chamber, the MWU and Minister of Mines Fanie Botha are in constant touch with one another. Paulus will meet Botha on Monday. The Departments of Mines and Labour are working behind the scenes.

... (in Afrikaans) ...

While they are not making any settlement proposals, Secretary for Labour Ben Lindeque says they are trying to secure a ceasefire.

And ironically, White workers and employers are once again arguing about Blacks. But there isn't a Black face to be seen around the bargaining table.

... (in Afrikaans) ...

... (in Afrikaans) ...

... (in Afrikaans) ...

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# Strike by miners may harm economy 31/7/76 DD

**JOHANNESBURG** — South Africa's economy could be seriously harmed if the Mine Workers' Union goes ahead with its planned strike next Wednesday

This warning was given yesterday by leading businessmen and economists.

A desperate attempt to avert a strike will be made on Monday when the Minister of Labour and Mines, Mr S P Botha, meets a deputation from the union in Pretoria

The Government is expected to apply maximum pressure on the Chamber of Mines and the union to reach a compromise on the five-day-week issue

The Government, through Mr Botha, is expected to tell the miners that a strike under current conditions could cause grave long-term harm to the national economy

The president of the South African Confederation of Labour, Mr A. Nieuwoudt, accused the Government yesterday of dragging its feet over the issue

He said it was disturbing that Mr Botha was at

present overseas This indicated that the Government failed to appreciate the seriousness of the strike threat.

"It appears that the Government and the Chamber of Mines are not fully aware of the implications of the present crisis"

He warned that if the coal miners struck it would only be a few days before a serious coal shortage made itself felt in factories and homes

Apart from wide economic consequences, every household would be subjected to electricity cuts and skyscrapers would become useless as lifts came to a standstill

Mr Nieuwoudt said the Confederation of Labour fully supported the miners' demand for a five-day week

Support for the miners also came from the Trade Union Council of South Africa and the Federation of Mining Unions.

The Tucs general secretary, Mr A Grobbelaar, said yesterday, "We certainly sympathise with the mineworkers as we would with any group of workers

looking for improved working conditions"

The president of the Federation of Mining Unions, Mr K du Preez, said that in the event of a strike being called by the Mine Workers' Union, the other five affiliated unions would assist the strikers in every way possible But the other unions would not order their members to down tools

At the same time, members would not be allowed to do the work normally done by members of the Mine Workers' Union

The Mineworkers' Union is the only workers' body that has reached agreement with the Chamber of Mines over the implementation of a five-day working week But the agreement stipulated that it would not be introduced until agreement was reached with the other unions

Negotiations with the other unions either fell through or, as in the case of the Engine Drivers' and Firemen's Union, are still continuing — DDC,SAPA



The Argus Correspondent

ARGUS

2/18/76

**PRETORIA.** — The Minister of Labour and Mines, Mr S. P. Botha, faced possibly the greatest challenge of his political career today in starting talks to head off the threatened mineworkers' strike.

Mr Botha met representatives from the Chamber of Mines this morning and was due to hold talks with a delegation from the Mineworkers' Union led by its secretary, Mr Arrie Paulus, this afternoon.

Going straight into the talks after returning only yesterday from a visit to Israel, Mr Botha had the daunting task of trying to halt the miners' intended strike over the five-day week issue and to restart negotiations between the union and the Chamber of Mines.

The Minister's office said today Mr Paulus favoured joint talks between the union and the chamber in the presence of the Minister. Such a meeting could arise from this afternoon's discussion.

### Under pressure

The Minister's entry into the dispute has raised new 11th-hour hopes of a settlement after days of inactivity following the breakdown in negotiations and the overwhelming 88 percent pro-strike vote of the union's members.

The union has support from other unions on the five-day week question and the Minister will feel under some pressure to persuade the mine owners into concessions.

While the economic climate is not conducive to the introduction of shorter working hours, there is fairly general sympathy with the mineworkers' demand for a five-day week.

### Hopes dashed

A year ago the issue appeared to have been settled by the intervention of Mr Botha's Cabinet colleague, Dr P. G. J. Koornhof, but when the five-day week system did not materialise because of a lack of agreement between the chamber and other unions, the present crisis emerged.

A work stoppage could paralyse South Africa's all important mining industry. This would seriously damage South Africa's already unhealthy balance of payments position, could leave more than 400 000 Black mineworkers idle, and could also precipitate an electricity crisis through causing a cut-off of coal supplies to power stations.

For these reasons, Mr Botha now emerges as the key figure to break the deadlock.

# Talks could stop miners' strike

Cap. Times  
2/8/76

Own Correspondent

PRETORIA — The talks in Pretoria today between the Mineworkers' Union and the Minister of Labour and of Mines, Mr S.P. Botha, could be decisive in preventing a strike of 15 000 gold and coal miners from Wednesday.

The miners' drive for a five-day week and the refusal of the Chamber of Mines to grant it could bring coal and gold mining to a standstill and cause serious damage to the national economy.

In an interview yesterday, Mr Botha said it was obviously of vital importance to the country that the Mineworkers' Union and the Chamber of Mines should reach an agreement.

"At today's meeting, every effort will be made to encourage the miners and the Chamber of Mines to come together again in an effort to reach a settlement," he said.

Normally issues affecting the labour conditions on the mine were settled between the mining unions and the chamber. This was standard procedure.

"The Government, however, is ready to assist wherever possible in averting disruptive strikes in key industries like mining," he said.

This was the reason for today's meeting.

Mr Botha returned yesterday from Israel where he had high-level talks with the Israeli Government on the supply of South African raw materials to Israel.

The talks, he said, were important economically to South Africa and were within the ambit of the agreement between the Israeli and South African Prime Ministers to co-operate in the scientific, industrial and commercial fields.



# peace hopes up Minister's plea

21 nm 3/8/76

## Mine after

PRETORIA — Hopes for peace in the gold and coal mining industries rose last night after a new "don't strike" plea.

The Minister of Mines and Labour, Mr. Fanie Botha, said he had asked the Mineworkers Union to avert its proposed strike later this week over its demands for a five-day week.

He called on the mineworkers to await the findings of a commission to be appointed to investigate the grievance.

He said the MWU had undertaken to try to avert the strike for which its members voted last week, and not to impose a five-day week before the commission's findings were known.

The Minister's announcement came after a series of discussions here with the MWU and the Chamber of Mines.

Mr. Botha said the commission would be appointed as soon as possible and would deliver an interim report in a few months and a final report after a year.

He stressed to newsmen that a loss of mining production at this stage could have serious consequences for the nation and that disruption in the mines now would come at the worst moment.

"Because it is so important for South Africa that no wrong step be taken at this time, I requested both parties to await with the Government the report and recommendations of the commission."

"More fruitful discussion with full knowledge could then be given, in the interests of all, to the request for a five-day week."

Mr. Botha made the only statement. Neither Mr. Arrie Paulus, MWU general secretary, nor Mr. R. A. Plumbridge, president of the Chamber of Mines, who headed their respective four-man delegations, would comment.

Mr. Botha said the discussions had been friendly.

He said it might, perhaps, have been easier to talk to the MWU if the whole country had been working a six-day week.

"The Chamber of Mines and the MWU have agreed to my request to begin discussions again to try to ensure the success of these objectives," Mr. Botha said. — (Sana.)

# Govt bid to avert strike by miners

Cape Times 3/8/76

"More fruitful discussion with full knowledge could then be given in the interests of all, to the request for a five-day week.

"It is essential in the meantime that our mines deliver the maximum production, because in present circumstances South Africa can get by with nothing less than the maximum."

### Friendly

Mr Botha made the only statement after the meeting. Neither Mr Arrie Paulus, general secretary of the MWU, nor Mr R A Plumbridge, president of the Chamber of Mines, who headed their respective four-man delegations, would comment after the talks.

Mr Botha declined to elaborate on the agreed statement beyond saying the discussions had been friendly and that a settlement of the dispute was in the national interest.

"Luckily we in South Africa can talk to each other," he said, adding that it might perhaps have been easier to talk to the MWU if the whole country had been working a six-day week.

"I know both parties realize that we could have done great harm in many ways had we imposed a five-day week in an ill-considered way in these circumstances," Mr Botha said.

**PRETORIA.** — The Minister of Mines and of Labour, Mr Fanie Botha, announced last night he had requested the Mineworkers Union (MWU) to avoid a strike in support of its demands for a five-day working week and to await the findings of a commission to be appointed to investigate the matter.

The announcement, seen as averting the costly miners' strike which could have been called later this week, followed a day of discussions Mr Botha had in Pretoria with the MWU and a delegation from the Chamber of Mines.

Mr Botha said the MWU

had undertaken to try to avert the strike for which its members had voted a ballot last week, and not to impose a five-day week before the findings of the commission were known.

Mr Botha said the commission of experts to investigate all aspects of a five-

day week in the mining industry would be appointed as soon as possible. It would deliver an interim report within six months and a final report after a year.

He stressed in a statement to newsmen that a loss of mining production at this stage would have serious consequences for national production and the economy, and that disruption in the mines now would come at the most inopportune moment.

"I told both parties that the implications of a strike would be most serious and that the Government must acquaint itself with the full implications should a five-day week be implemented," Mr Botha said.

"Because it is so important for South Africa that no wrong step be taken at this time, I requested both parties to await, with the Government, the report and recommendations of the commission."



(21) (21)

ARGUS 4/8/76

# Miners seek concession today to avert strike

The Argus Correspondent

JOHANNESBURG. — All hopes were pinned on a compromise today as the Mine Workers' Union met the Chamber of Mines with the firm determination to win some concession that will avert a strike on the gold and coal mines.

## Minister warns

An informed source today held out the possibility of an appeal from the Confederation of Labour to the Prime Minister Mr B. J. Vorster, to arbitrate in the dispute if all else fails.

Meanwhile the Minister of Labour and Mines, Mr S. P. Botha, warned that the mine workers' Union would be breaking its undertakings to him if they did not try at all costs to avoid a strike.

But he said also that they would be free of their undertakings only if the Chamber of Mines were so impossible in the resumed negotiations that it would consider no concessions to the miners.

The Minister said in an interview today that statements from the Mine Workers' Union before today's talks give the impression they want to strike. I think that is a pity.

In view of the imminent appointment of a commission of experts, the union is not expected to call for the immediate introduction of a five-day week.

But the leader of the union, Mr P. J. 'Arrie' Paulus still maintains that a strike is the only alternative to a 'satisfactory solution' of the deadlock on the five-day week.

'We are prepared to compromise, but we expect the Chamber of Mines to compromise as well,' Mr Paulus said before today's meeting.

He held out further hope of staving off a general strike by saying, 'Our last resort will be a call on the individual mining houses for separate acceptable arrangements.'

While Mr Paulus declined to say anything about a possible interim arrangement, pending the outcome of the commission of inquiry whose final report may take a year to produce such an arrangement is seen by some observers as a possibility.

# Mine strike

# looms again

4/8/76. DD

**JOHANNESBURG — The threat of a strike by the Mine Workers' Union looms again and a final decision will be taken today.**

"We are not prepared to lie down at this stage," he said. "I only agreed to avoid a strike if a satisfactory agreement with the Chamber of Mines was reached soon."

In terms of a compromise agreement between the Chamber of Mines and the Union last year, the Chamber agreed to introduce a five-day week as soon as mines had a reasonable opportunity to prepare.

The chamber said they still had to conclude arrangements with officials, associations and other employee organisations and could not specify a firm introduction date.

The chamber's negotiations with the other mining unions broke down and the five-day week was never implemented.

The chamber's attitude was that a shorter working week could not be introduced for only a portion of the working force.

Other mining unions came out in support of the five-day working week last week saying they had dropped their demands only because the chamber had attached other conditions relating to black worker advancement which they could not accept — DDC

This about-face came in the wake of the Minister of Mines, Mr S P Botha's Monday night statement that the threatened strike for a five-day week by the union's 10,000 members had been averted.

The seven-day deadline set by the union for a solution to their demands expires today.

Mr A Paulus, leader of the union, said yesterday his union's decision to strike would depend on the outcome of a meeting here this morning between his executive and the Chamber of Mines.

"We will definitely revert to strike action if no solution is found," he said.

He did not want to elaborate before the crucial talks and he would not say what type of solution he was after.

But he did say "We are prepared to compromise with the Chamber of Mines and meet them halfway."

Chamber of Mines officials refused to comment on today's talks, except to say "We are having a meeting with the union in the framework of the announcement by the Minister."

Backed by assurances from the union and the Chamber of Mines, that they would do everything to avoid a strike, Mr Botha announced the appointment of a commission to investigate all aspects of a five-day working week in the gold mining industry.

The Chamber and the union also agreed to reopen their deadlocked discussions to try to solve their differences.

But yesterday, Mr Paulus said that by agreeing to do this, he had not meant to shelve the five-day working week demands.





Mr Arrie Paulus

JOHANNESBURG — The seven-day deadline set by the Mine Workers' Union, for a solution to their demands for a five-day working week, expires today with the threat of strike action still hanging in the air

Mr Arrie Paulus, leader of the MWU, said yesterday that his union's decision to strike would depend on the outcome of a meeting in Johannesburg this morning between members of his executive and the Chamber of Mines led by the president, Mr Robin Plumbridge

"We will definitely revert to strike action if no solution is found," he said.

He did not want to say anything further before the crucial talks and he would

# Mine workers are still <sup>Cape Times</sup> threatening strike action

4/8/76

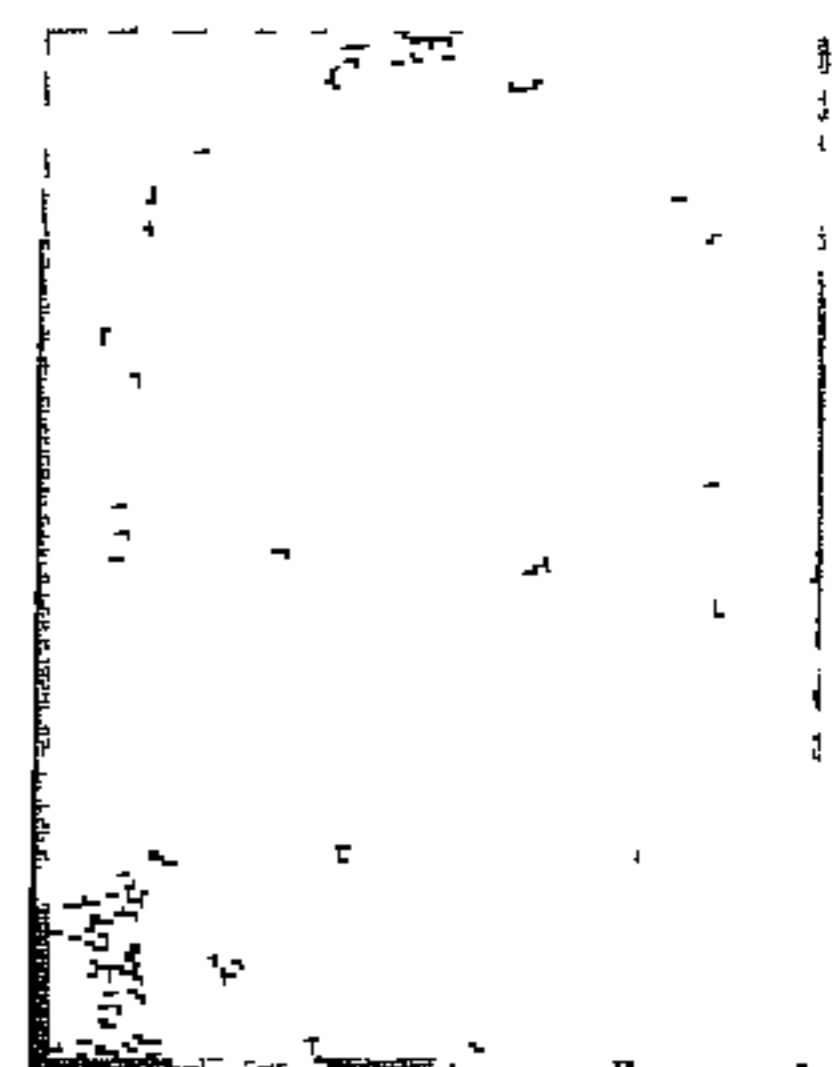
also not say what type of solution he was after.

But he did say "We are prepared to compromise with the Chamber of Mines and meet them half-way"

Mr Paulus's hard-line attitude came as a shock after Monday's announcement by

the Minister of Labour and of Mines, Mr Fanie Botha, that a strike by the MWU's 10 000 members in the gold and mining industry had been averted

Officials of the Chamber of Mines would also not comment on today's talks.



Mr Robin Plumbridge

Backed by assurances from the MWU and the chamber that they would do everything to avoid a strike, Mr Botha announced the appointment of a commission to investigate all aspects of a five-day working week in the industry

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4/8/76

August 4 1976 - - - 3 -

# New bid to avert mines strike

## Labour Reporter

All hopes were pinned on a compromise today as the Mine Workers' Union met the Chamber of Mines in a bid to avert a strike on the gold and coal mines.

In view of the imminent appointment of a commission of experts, the union is not expected to call for the immediate introduction of a five-day week.

But the leader of the union, Mr P J "Arrie" Paulus maintains a strike is the alternative to a "satisfactory solution" of the deadlock on the five-day week.

### COMPROMISE

"We are prepared to compromise, but we expect the Chamber of Mines to compromise as well," Mr Paulus said before today's meeting.

He held out hope of staving off a general strike by saying "Our last resort will be a call on the individual mining houses for separate acceptable arrangements."

### APPEAL

While Mr Paulus declined to say anything about a possible interim arrangement pending the commission of inquiry's final report which may take a year to produce, such an arrangement is seen by some observers as a possibility.

One source today held out the possibility of an appeal from the Confederation of Labour to the Prime Minister to arbitrate in the dispute if all else fails.



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TO BE RELEASED: 5 AUGUST 1976  
17h00

PRESS RELEASE BY THE HONOURABLE S.P. BOTHA, M.P.  
MINISTER OF MINES

I have already announced that in view of the tremendously important role played by the mining industry in the economy and stability of the Republic, I have decided to appoint a Commission to undertake a thorough study into the consequences which the introduction of a five-day working week in the mining industry may have on the country's economy and in other spheres.

It is clear that there is wide public interest and considerable speculation about the matter. Apparently, there is also quite a difference of opinion about the matter. I deem it necessary, therefore, that all the relative factors be investigated, studied and considered thoroughly and on an unbiased basis in order to have the necessary information available should it be necessary for the Government to take a decision.

The Commission consists of -

1. Prof D.G. Franzsen, Professor in Economics at the University of Stellenbosch, D.Phil. (Stellenbosch).
2. Prof F.Q.P. Leiding, Professor in Mining Engineering at the University of Pretoria, Pr. Ing. B.Sc. (Eng) (Witwatersrand).

2/.....

3. Prof P.J. Nieuwenhuizen, Professor in Economics  
at the Randse Afrikaans University, D.Com. (Pretoria).
4. Mr A.I. Nieuwoudt, President of the S.A. Confederation  
of Labour.
5. Mr N. Orsmond, Government Mining Engineer, B.Sc. Eng.
6. Mr G.R. Parker, Managing Director of O'okiep Copper  
Company Ltd, M.Sc. Metallurgic Eng.
7. Mr A.D. Vos, Retired Deputy Government Mining  
Engineer, B.Sc. Eng.
8. Mr E.J. Slabbert, Chief Mine Surveyor (Secretary).

The Commission's terms of reference are -

With a view to the ever increasing importance of  
the mining industry for the economic welfare and  
stability of the Republic of South Africa, to  
investigate, report upon and make recommendations  
regarding the effects of a possible introduction  
of a five-day working week in the mining industry  
in regard to the following matters and with  
particular reference to the gold and coal mines -



- (1) the economy of the country in general in the short and the long term;
- (2) the production, payability and life of mines;
- (3) the possible effects on mines already classified as marginal mines and the coming into being of more marginal mines;
- (4) present and future investment in the mining industry;
- (5) the supply of coal;
- (6) the financial, social and other consequences for workers in the mining industry; and
- (7) the technological and other adjustments which will have to be made and any other relevant matter in connection with a five-day working week which the Commission may consider necessary to bring to attention.

And, further, in view of the urgency of the matter, to submit an interim report within a period of six months and a final report within twelve months from the date of appointment of this Commission.

4/.....

I should like to appeal to all the parties  
concerned to give their full co-operation to the  
Commission.

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Released by the Department of Information at the  
request of the Department of Mines.







Paulus (left) and the Chamber's Plumbridge did it have to come to crisis point?

## CHALLENGE

After a week in the shadow of strike threats, there's an uneasy peace. But it would be foolish to say the industry has solved a major labour problem



# Mining: still 211 on a tightrope

A sigh of relief that Wednesday's meeting between the Mineworkers Union (MWU) and the Chamber of Mines has averted a strike is one thing. Quite another to believe the dispute has been resolved

The mineworkers — and this goes for members of the other mining unions as much as for the MWU — are as determined as ever to get their 5-day week. Union leaders contend that the continuing delays increase their men's frustrations, rather than "cool them off". If the issue is not soon resolved, therefore, a crippling strike may have been merely postponed.

What are the key points, presently obscured by the welter of accusation and counter-accusation? Mining employers and some newspapers accuse MWU general secretary "Arrie" Paulus of holding the country to ransom by pushing his members' demands at a time when the fall in the gold price has seriously affected the mines and the economy.

This is not quite fair. The miners have sought a 5-day week for 35 years. And SA is one of the few Western countries in which miners still work a six-day week. Paulus himself has been fighting this particular battle for 18 months and has meticulously observed the procedures step-by-step. The unfortunate timing of this week's confrontation (which, ironically, may have weakened the MWU's bargaining position) is therefore not of Paulus's making.

The Chamber insists that a significant loss of production would result from a 5-day week and that work practice concessions are necessary to offset this

Some mining houses even argue that the 5-day week claim is merely a disguise for a wage increase request since miners would be asked to work on Saturdays to make up lost production, but at overtime rates. The industry concedes that MWU members would actually be putting in more hours per 5-day week, but argues that productivity would be low during the extra hour worked each day.

Paulus reacts angrily to these claims. He quotes an experiment carried out at Vaal Reefs in which miners in one section worked 13 shifts on a six day week, followed by 11 shifts on a five day week. The report, which has never been published, shows a significant increase in production during the 5-day week (see table) and that Blacks also favour a 5-day week.

Paulus points out that the experiment was conducted *without* the concessions on Black labour which the MWU later agreed to. The Chamber replies that the men knew why the experiment was being conducted and so put in extra effort.

The fact remains, however, that the Chamber's arguments about lost production have been overtaken. For a year ago it signed an agreement with Paulus in which it accepted the 5-day week in exchange for certain MWU concessions (the major one being that Blacks could enter a blasted face without supervision,

provided that a union man inspect the site for safety within an hour). If lost production is crucial why did it sign that agreement? By doing so it conceded that a 5-day week is viable.

The Chamber has now shifted the emphasis by arguing that it is not practicable *for miners only*. Last year's agreement was conditional upon the adjustments necessary for a 5-day week being accepted by the other unions concerned. This week's deadlock arose because the mechanics' unions (represented by the Federation of Mining Unions) withdrew their demand for a 5-day week — not because they didn't want it, but because they felt the Chamber's "price" was too high.

Is a 5-day week practicable without the artisans? The Chamber argues that in the extra hour worked by miners, artisans would not be available to repair equipment. The FMU denies this. So does Paulus, who points out that artisans already work different shifts from miners. He tells the *FM* that artisans could also use Saturdays to catch up any backlog. Besides this, argues Tom Neethling, secretary of the FMU, artisans are already on standby after working hours to attend to emergencies.

Ken du Preez, secretary of the SA Engine Drivers', Firemen and Operators' Union and Chairman of the Council of



...ining Unions (CMU), which represents  
 " mining unions, says the CMU is  
 unanimous in its support for Paulus on  
 us as well as on the broader issue. Some  
 mechanics, he tells the *FM*, actually  
 believe a 5-day week for the MWU  
 could improve their productivity.

Paulus charges the Chamber with  
 using the artisans as a scapegoat" and  
 not genuinely seeking an agreement with  
 them. He says the Chamber assured him  
 last year that negotiations with the other  
 unions would be expedited. In practice,  
 however, it has continually stalled them.  
 He asks why the Chamber did not itself  
 request a Conciliation Board with the  
 artisans, if it feared a deadlock? The  
 Chamber, he contends, reneged on the  
 spirit, if not the letter, of the 1975 agree-  
 ment.

Neethling and Tubby Faure, president  
 of the Amalgamated Engineering Union,  
 the biggest FMU union, agree. They  
 argue that they began negotiating with  
 the Chamber under the impression that  
 the talks concerned only rearranging  
 timetables in order to fit in with the  
 miners' working hours. They were then,  
 they say, presented with a series of  
 demands by the Chamber, which turned  
 the talks from a technical matter into a  
 policy issue.

Faure charges the Chamber with intro-  
 ducing these demands — the key ones  
 refer to changes in work practice — in  
 order to stall the introduction of a 5-day  
 week. "They made reaching an agree-  
 ment virtually impossible for us" He  
 insists that the FMU tried to meet the  
 Chamber as far as possible — to the  
 extent of agreeing to delay the 5-day  
 week for a year so that technical prob-  
 lems could be ironed out.

The FMU was also, says Neethling,  
 prepared to agree to many of the changes  
 in work practices (which artisans fear will  
 fragment their jobs and eventually put  
 them out of work) in exchange for higher  
 holiday leave bonuses and other fringe  
 benefit improvements. They also  
 requested that the Chamber improve its  
 complaints procedure to bring it more in  
 line with that of an Industrial Council so  
 that abuses of the agreement regarding  
 Black artisan aides (which the FMU says  
 have occurred regularly since 1973)  
 could be adequately policed.

But, contends Neethling, the Chamber  
 refused to amend the complaints proce-  
 dure and placed its own interpretation on  
 the leave pay provisions — an interpreta-  
 tion which meant that union men took  
 home less pay than under the existing  
 system.

The artisans then withdrew and, while  
 they will not strike, they say they cannot  
 blame Paulus if he does. "The Chamber  
 is acting in bad faith," says Faure, "with  
 both us and the MWU"

Mine managements reply that the con-  
 cessions they required from the FMU —

## THE VAAL REEFS EXPERIMENT

	Six Day Week	Five Day Week
Holes drilled per shift	140	221
Advance on stoping per blast	0.96	1.20
Rock blasted (in centaires)	602	692
Amount swept (in centaires)	452	864
Tonnes broken	2 107	2 422
Developing advanced (in metres)	105.1	106.5

that aides be utilised outside working  
 hours, that the term "direct supervision"  
 by an artisan be broadened to allow aides  
 to do more work without the presence of  
 an artisan, and that one, rather than  
 three, artisans examine small hoists —  
 are the minimum required to maintain  
 production. The industry has no objec-  
 tion to a 5-day week, they say, as long as  
 greater utilisation of Black labour is  
 allowed.

Employers also argue that the coal  
 mines present additional problems in  
 implementing the 5-day week because  
 storage bins would have to be installed.  
 Replies Paulus the MWU has met this  
 objection by agreeing to work an 11-shift  
 fortnight (one Saturday off in every two)  
 for two years pending their installation.

Will there be a strike? The odds are  
 still against one, particularly in the light  
 of Wednesday's decision to keep talking.

But the miners get more restless with  
 each delay — a significant number of  
 wildcat strikes have occurred recently —  
 and tension will be difficult to defuse,  
 unless some firm proposals are put on the  
 table which can form the basis for agree-  
 ment.

The government's commission,  
 predicted by the *FM* last week, is not  
 regarded as a solution by the MWU.  
 Many unionists see it merely as another  
 stalling tactic and Paulus insists that a  
 satisfactory interim agreement with the  
 Chamber must be reached if a strike is to  
 be averted.

The MWU has made its position clear.  
 In contrast the Chamber has refused to  
 go on record on the details of its case. It  
 can hardly complain therefore if the  
 mineworkers end up winning the sym-  
 pathy of a public which is better  
 informed about the miners' case.

## STRIKE CONTINGENCIES

**How would a strike affect production?**  
 Managements have asked the Engine  
 Drivers to do miners' work, but they,  
 together with all other CMU unions,  
 have refused.

The Chamber is therefore relying on  
 the officials who have blasting cer-  
 tificates, and they are on immediate  
 stand-by. Henry Mallet-Veale, general  
 secretary of the SA Technical Officials  
 Association, insists his men will not do  
 miners' work "because that is not what  
 they were hired to do" But the Under-  
 ground and Surface Officials Associa-  
 tions, each representing about 9 000  
 men, will

This could, of course, have far-  
 reaching effects on labour relations.  
 Neethling points out that the officials  
 would be branded as "scabs" and  
 would face retaliation from angry  
 miners, either during or after a strike.  
 Even if no incidents occurred, the  
 miners would not forgive the officials.

In any case, the officials could not  
 keep the mines at anything near full  
 production. While Ken Du Preez of  
 the Engine Drivers' Union argues that  
 the mines are "top heavy with offi-  
 cials", and could therefore keep a mea-  
 sure of production going, output would  
 be cut by at least 50%. Every official  
 doing miners' work would be unable to  
 do his own job, and the mines would

effectively be at half-strength.

Mallet-Veale argues that the mines  
 would have to operate on a section-  
 by-section basis, only some operating  
 at full strength. Half the Black work-  
 force could thus be left idle.

Besides this, the quality of the offi-  
 cials' work would be low, he argues.  
 While many are ex-miners, they are  
 not used to miners' work. The accident  
 rate could soar and serious breakage  
 of equipment could result.

Mechanics, argues Mallet-Veale,  
 would refuse to repair equipment  
 damaged by non-miners. Neethling  
 and Faure confirm that, while they  
 cannot and will not call their men out,  
 they fear that many will refuse to do  
 certain tasks — or, indeed, work at all.  
 Production would, therefore, be mini-  
 mal and would bring with it a serious  
 risk of accidents.

The wealthier mines, of course, will  
 be able to survive a strike relatively  
 comfortably. But State assisted and  
 other marginal mines will be dra-  
 stically affected. Mines like ERPM  
 have already given 40 officials notice.  
 The feeling in the industry is that a  
 strike — and production, of course,  
 does not return to normal immediately  
 after a strike — could mean some  
 mines, already teetering on the brink of  
 closure, might decide to close sooner.



## Kevin Stocks

The activities of South Africa's White miners have been somewhat overshadowed this week by events in Soweto.

For that tough (some say bloody-minded) bunch of men this is an unusual situation. They are not used to being upstaged by anyone and their potential power is such that despite the crisis facing the country they have still managed to retain a degree of news attention.

## Threat

They have done so through the threat by the Mineworkers' Union (MWU) to strike in support of their demand for a five-day week — a strike which could plunge the already shaky economy into deep trouble.

In view of the fact that no one, from the Government, to the mine owners to the miners themselves really wants a strike it is reasonable to ask how serious the threat really is.

To answer that one has to examine a scenario of subtle strategy, delicate manoeuvring and deceptive tactics that have been used by all sides in the dispute.

To begin with, no one is really opposed to a five-day week on the mines.

The miners want it, the Chamber of Mines now accepts it, the Government has no real objections and the public thinks it is right.

## Dispute

Then why the dispute? The answer lies in that enigmatic and so far unconsulted figure — the Black miner. If there is a strike it will be about him.

What happened was this: the White miners wanted a five-day and the biggest of the mining unions, Mr P J (Arrie) Paulus's MWU, led the vanguard of the demand.



If South African miners strike it will be about that enigmatic and so far unconsulted figure — the Black miner

# Mine strike threat

with its strike ballot — made its own attempt to influence MWU members. Shortly before the ballot took place poster went up on many mine pointing out the "consequences" of a strike.

These included the possibility that many miners would immediately be evicted from their mine-owned houses. Industry sources, however, strenuously deny that this was a strong-arm attempt to short circuit the ballot campaign.

## Before

"After all," was one comment, "the miners had to be made aware of the possible consequences and they had to be told before they made their decision — not afterwards."

In the event the poster had little effect and the MWU voted overwhelmingly for strike action.

Not, of course, that they really expected strike to take place. Sure enough, as anticipated the Government stepped in to protect the vital mining industry.

Big Daddy, in the form of the Minister of Mine Mr S P Botha, quickly arranged for a Commission of Inquiry into the consequences of the five-day week and the MWU agreed to hold-off a strike for the moment.

## Conclusion

Before this happened, closed-door discussion took place between the MWU and the chamber, but what conclusion was reached is not known — although Mr Paulus was smiling afterwards.

The betting is, of course, that there will be no strike but an eventual compromise settlement with the chamber giving some ground and the miners giving a little less. Eventually, however, the chamber is likely to win its main point — that there must be further Black advancement. Before that happens, however, Mr Paulus and his cohorts will have

The artisans refused to agree and Mr Paulus was then able to go ahead with, and win, a strike ballot among his members. Legally he can now call a strike at any time.

If the chamber surrenders and agrees to give the artisans a five-day week without their agreeing to concessions it could well find the MWU members demanding the withdrawal of their own concessions.

Faced with this situation the chamber sat down and tried to figure out if it could give the MWU its five-day week while keeping the artisans on a six-day schedule.

It decided it could not — and again the reason was the Black miner. "The problem is," said one industry source, "that some Black miners work with MWU members and other with artisans. If we give the MWU its short week then we will have some Black miners working five days and others working six days — a prime recipe for jealousy and trouble." However, the chamber did not simply sit back

with each other. Thus when the artisans took their stand they were well aware of the entire situation and were not just judging the proposals put to them on their merits. They knew of the MWU agreement and of the spot upon which the chamber would be placed by artisan intransigence.

When the MWU signed its agreement it was quite probably aware of the probable attitude of the artisan unions — after all it sits with these unions on the Council of Mining Unions.

## Outflanked

It seems more than possible that the chamber was caught in a classic "squeeze play" — that it was outflanked, out-thought, out-manoeuvred and, possibly, outgunned by the unions.

No one can accuse Mr Paulus of the MWU of being a sickly liberal anxious to see Blacks advancing at the expense of the White-MWU unions. Yet he agreed to con-

for minimal concessions from the artisans. Basically it wanted artisans' aides to be allowed to strip certain machinery in the absence of artisans and to be allowed to do certain work underground which they are already allowed to do on the surface.

That then was the situation. The MWU, traditionally the fierce defender of the White worker against encroachment by the Black, surprising everybody by agreeing to allow an encroachment in exchange for a five-day week.

The artisan unions, traditionally more moderate on the subject of Black advancement, digging their toes in on the issue.

The Chamber of Mines trying to use the five-day week issue to jockey the unions into allowing a rationalisation of the mine labour force that is probably more wide-ranging than it has admitted. As a situation this one is suggestive — particularly when it is remembered that none of the parties operates in a vacuum. All

This proviso turned out to be the rock on which immediate hopes of a shorter working week were wrecked.

The chamber thought, (or seemed to think) it could easily reach a similar agreement with the artisans. It has had to think again.

## Conditions

The artisans certainly want a five-day week but they want it on their own conditions — not on those of the chamber.

"Okeydoke," said the chamber, "we will let you have a five-day week but in return we want you to allow Black artisans' aides to do rather more than they do at present."

"No way," responded the artisan unions. Then they added, with bland patriotism, "In fact, in view of the depressed state of the country's economy we do not think we will press for a five-day week after all — at least not for the moment."

The chamber according to industry sources claims

The defenders, represented by the Chamber of Mines, fought off the attack for 35 years but then (last year) capitulated — or seemed to.

It came to an agreement with the MWU that a five-day week would be adopted but it imposed, and Mr Paulus agreed to, certain conditions.

The conditions were basically two: (1) Miners would work slightly longer days to make up for the missing Saturday work and (2) that Black miners could do certain work underground without immediate supervision where previously a White miner had to be present when such work was done.

This, claimed the chamber, would help make up for production lost through not working on Saturdays.

There was another proviso in the agreement which no one seemed to take seriously at the time. This was that the chamber would have to reach agreement with the other White unions (mainly representing artisans) before the five-day week was in-



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## GOLD MINING

F.M 13/8/76

### Peace at last?

The mining industry's strike threat appears to be fading. Talks between the Chamber of Mines and the Mine Workers' Union (MWU) should yield an interim settlement soon.

Both sides are keeping silent on the latest talks, but the *FM* understands MWU delegates are satisfied with what they see as a new willingness on the part of the Chamber to "talk turkey".

Last week's strike fever on the mines has, however, not abated. Rank-and-file members of the MWU are reportedly reluctant to accept government's much-vaunted commission as a solution. "Things are still pretty tense and the situation won't be defused until there's a settlement," says Council of Mining Unions chairman Ken du Preez.

Du Preez's own union — the SA Engine Drivers', Firemen's and Operators' Association — is negotiating separately with the Chamber. New employer proposals have been put to the union's membership and should be decided upon within two weeks. Du Preez is confident that a settlement with his unions should be reached soon.

Whatever settlement is reached with the MWU will of course have to be sold to the union membership. While industry sources argue that only 60% of union members voted for a strike (the strike poll percentage was 75), a great deal of emotion has been generated on the issue

Financial Mail August 13 1976

among miners. It is therefore unlikely that the MWU could settle for any solution which does not make significant progress towards a five-day week without losing face.

One possible solution being mentioned is for the MWU to negotiate individually with each mining house, since they do not all hold similar views on the issue. This would let the poorer mines, which have staunchly opposed a five-day week, off the hook and probably enable a large proportion of the union's membership to enjoy a five-day week almost immediately.

The *FM* understands, however, that this solution has already been rejected.

● Meanwhile, the MWU journal *The Mineworker* has published an "emergency daily roster" which, it says, was drawn up at Randfontein's Cooke 1 mine. The roster confirms the Mines' reliance on officials to take the place of MWU members in the event of a strike. Comments the MWU: "We have in the past often told the officials that they must do what the Chamber tells them. We can therefore accept that they actually have no choice in the matter although we believe they want a five-day week as much as us."

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# Railways blamed for coal shortage

STAR 19/8/76

**Labour Reporter**  
The Railways — and no longer the mines — are responsible for the continuing national coal shortage, the Transvaal Coal Owners' Association said today.

Railage has become the major bottleneck now that the milder weather in the

interior has eased the shortage on the Rand despite the continued ban on overtime by the Mine Workers' Union

Mr Alan Tew, general manager of the TCOA, said today that coal supplies were still "extremely tight," although the industry could cope with the total demand of the country.

"Production is being

throttled back in line with the limited rail transport available," he said

"This matter is receiving constant attention at the highest level from the industry and the Railways," he added

He was asked to comment on the news that the Cape Town City Council has had to ask Escom for emergency weekend help because of the coal short-

age at the Athlone power station in the Cape.

"Everything possible is being done to ensure the supplies to essential utilities," Mr Tew said

The city electrical engineer of Johannesburg, Mr W Barnard, said Johannesburg's coal supplies for power generation were normal but the quality was inferior.

"It is creating problems, but the situation is not critical because of the milder weather, which has lowered the demand for electricity," he said.

## THREAT

A road haulage contractor on the Rand reported today that supplies at the collieries had improved, although it still left much to be desired.

The general secretary of the Mine Workers' Union, Mr P J "Arrie" Paulus, said "if I catch one of my members working overtime on the coal mines he will be suspended from the union."

The overtime ban arose in June from union demands that bonuses should be in line with increased production through overtime work



**CURRENT AFFAIRS**

ment is the anticipated response of Black miners to an agreement. Some employers point out that riots have been caused on the mines by confusion among Black miners who have been misinformed about changes in work practices or pay provisions.

Many Black miners apparently fear that the five-day week could mean a drop in pay for them — although employers say this is not the case. It is therefore feared that any settlement which was not fully explained to Black miners could spark off riots. Letters have been sent to Black miners on at least one mine assuring them that no settlement has been reached and appealing to them not to take notice of rumours.



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**uis**

sources, Vosster intervened by calling the two parties to Pretoria for separate meetings with him. Partly from differences in approach the senses of various groups are not being reconciled. During the first three months of the current financial year (April-June) the increase in the public debt was 6.7%.

Explains the Minister.

The increase in the Treasury's drawings was accounted for mainly by heavy drawings by the Railway administration, due partly to delays which the administration experienced in obtaining overseas loans.

The increased drawings under the Vote 'Public Debt' were due to higher interest rates and exchange losses on certain overseas loans repaid.

Under the Vote 'Community Development', the increase was due to the more rapid completion of certain housing schemes which required earlier drawings than usual upon the Exchequer.

While the drawings upon the Exchequer, for the reasons mentioned, were heavier than normal during the first quarter of the financial year, Departments are only authorised to spend the amounts appropriated by Parliament during the financial year as a whole. Exchequer issues will, therefore, be substantially lower in the months ahead.

Financial Mail August 20 1976

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JOINT PRESS STATEMENT BY MINISTER OF MINES, CHAMBER OF MINES  
AND MINE WORKERS' UNION

FOR RELEASE TO THE PRESS AT 17h00 ON 1 SEPTEMBER 1976.

The Chamber of Mines and the Mine Workers' Union today reached a compromise agreement on the five-day week issue. They agreed to co-operate in working an 11-shift fortnight for members of the Mine Workers' Union on Gold Mines and Collieries from, April, 1977, pay month.

The agreement has been reached against the background of the appointment of Commission of Enquiry by the Minister of Mines, Mr S.P. Botha, and his requirement that any arrangement made should not, bearing in mind the current problems of the national economy, result in a loss of production.

The parties agreed that should problems be raised by the Commission, or any other responsible party, at any time the parties concerned would meet and attempt to solve them. Once the Commission has submitted its final report the Union and the Chamber will discuss its implications and any necessary modification of the new arrangements.

To facilitate high level production in the short term the Mine Workers' Union has agreed to certain changes in work practice with immediate effect. In turn the Chamber has agreed to immediate improvements in fringe benefits. Most of the changes formed part of the original "package" negotiated between the Chamber and the Mine Workers' Union last year. However, the Mine Workers' Union has also agreed that a union member employed as a night shift cleaner on a Gold Mine may instruct black team leaders at a central point to enter blasted faces subject to subsequent inspection.

The 11-shift fortnight arrangements, when introduced, will give members of the Union every other Saturday off. However, they may volunteer to work on their Saturday off on an overtime basis.



In the interests of maintaining coal supplies, the Mine Workers' Union has agreed that in due course it will discuss the position of certain collieries that for economic reasons cannot introduce the 11-shift fortnight from April, 1977, without loss of production. The Chamber has agreed that other collieries may introduce the 11-shift fortnight before that date if convenient for them to do so.

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# Give-and-take pact ends mine threat

Siegfried Hannig,  
Labour Reporter

he compromise by the Mine Workers' union — introducing a lack job advance-ment immediately in return for an 11-shift fortnight next April — has come as a surprise after the union's strong strike ballot on the five-day week issue. Furthermore, the settlement was reached against the background of the appointment of a commission of inquiry by

the Minister of Mines, Mr S. P. Botha, and his requirement, that there should be no production loss in view of the state of the economy.

The intervention of Mr Botha, and the Prime Minister himself, goes a long way towards explaining the settlement. So does the serious drop in the gold price. But, there are several other elements which

must be taken into account. Foremost of these is the union's repeated contention that a five-day week will not lead to production losses, but is likely to increase produc-

tion. Another is that the fringe benefits which come into operation immediately in a more money for the miners at a time of bad inflation

Thus members of the union will get a full month's pay instead of their previous holiday leave allowance of R300. In addition, their full attendance allowance of R30 a month will be consolidated into basic wages.

Finally, there is the concession allowing some collieries to introduce the 11-shift fortnight immediately. If this were to be extended to some gold

mines as well, it would spell a major victory for the union. Behind the scenes reports have indicated that some gold mines were prepared to switch to a five-day week rather than face a strike, though the effects on production were not clear.

Would these mines be prepared to switch to an 11-shift fortnight immediately now that a Commission of Inquiry is looking into the matter, and is probably looking for some concrete evidence on the effects of a shorter working week?

An entirely new element is the union's concession to discuss "in due course" the position of certain collieries which cannot introduce the 11-shift fortnight from April 1977 for economic reasons.

If this concept were to be extended to marginal gold mines, these would no longer represent an obstacle to the introduction of a shorter working week in the bulk of the gold mining industry.

An aspect which may also have influenced the negotiators is that the threat of retracements on gold mines — owing to the low gold price — might be reduced as a

result of a shorter working week.

The history of the dispute makes it clear that it will take a lot to dissuade the union from introducing an 11-shift fortnight in April, even if the commission's findings are unfavourable.

Furthermore, the union is likely to press for a full five-day week once that hurdle has been cleared, because most of the con-

cessions in "labour practice" now being introduced are part of the five-day week agreement reached more than a year ago.

They include changes to allow a White miner to instruct Blacks to charge up with explosives in twodevelopment ends simultaneously, an increase in the permitted length of stopping face which may be charged up under supervision of a White when and permission for a union member to instruct Black team leaders at central point to enter blasted faces subject to subsequent inspection

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the 11-shift fortnight, can submit their case to the union for discussion. The Chamber has agreed that other collieries can introduce the 5-day week before April if they find it convenient to do so.

Fringe benefit improvements and changes in work practice agreed upon last year (*FM* August 6) are incorporated in the new deal. However the MWU has made an additional concession on the use of Black labour. Union members employed as night shift cleaners on gold mines may instruct Black team leaders at a central point to enter blasted faces, subject to subsequent inspection.

On the Chamber's side, the agreement represents a change in its original position that a 5-day week could not be introduced for miners only. By signing the agreement it has recognised that it is technically practicable for the scheme to go ahead without the co-operation of the artisan unions. Earlier the mining industry maintained this could not be done.

On the union side, the agreement represents a retreat from its demand for a full 5-day week. The MWU has also abandoned its view that the scheme did not necessitate changes in work practices and would not entail a loss of production.

Why the climb-down on both sides? Obviously, public postures become instantly negotiable once bargaining begins. However, many mining sources argue that the intervention of Prime Minister Vorster was the main catalyst. The *FM* understands that Vorster held a gun to both parties' heads and ordered them to settle. Since then negotiations have proceeded smoothly and both sides have been prepared to drop many of their previous bargaining positions. Indeed Vorster is believed to have threatened the

F.M 3/9/76 (211)  
FIVE-DAY WEEK

### Compromise at last

The Chamber of Mines and the Mine Workers Union have reached a compromise on the five-day week. In the process, both sides have retreated from their original positions.

The agreement provides for the introduction of an 11-shift fortnight (a 5-day week every second week) on the gold and coal mines from April 1977. The MWU has agreed that certain collieries, which for economic reasons cannot introduce

union with action if they attempted to strike

Does the agreement finally resolve the issue? Or will Arrie Paulus's men come back at a later stage with a demand for a five-day week?

Artisan unions tell the *FM* that they are still not prepared to accept a 5-day week if it involves changes in work practice. Nor do they see the Commission of Enquiry as a decisive factor. "We do not approve of outsiders determining work conditions in the industry," says Ben Nicholson, general secretary of the SA Electrical Workers' Union.

Nevertheless, Nicholson believes that the Commission may make things easier for the unions by arguing that the scheme is economically viable.



# Work practice has

MINING NEWS

3/9/76

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Staff Reporter

# to change

JOHANNESBURG.

The principal elements of the package agreed to last year between the Chamber and the Mine Workers' Union, and included in the current compromise agreement, are:

In order to minimize loss of production on gold mines, the Mine Workers' Union agrees that a holder of a blasting certificate, member

of the Mine Workers' Union, will instruct a competent and experienced Black team leader to enter a blasted face two hours before the arrival of the contractor in charge. The object is to begin the clearing of the broken rock without wasting time

The other principal change affecting gold mines involves amendment to the Mines and Works Regulations to provide that a White miner should be permitted to instruct suitably trained Blacks to charge up

(To page 3)

## WORK PRACTICE

(From page 1)

with explosives in two development ends simultaneously. In addition there is an increase in the permitted length of stoping face which may be charged up under the supervision of a White miner.

The principal change in work practice on collieries is to permit competent and experienced Blacks to test for gas in collieries where

no blasting has taken place since the last examination by a White miner - subject to examination by the White miner within 90 minutes.

The Chamber agrees to increase the holiday leave allowance for members of the Mine Workers' Union from R300 to a month's pay and to consolidate the full attendance allowance of R30 a month into basic wages.

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# Five-day week

# CHAMBER, MWU REACH COMPROMISE

Staff Reporter

JOHANNESBURG. — The Chamber of Mines and the Mine Workers' Union last Wednesday reached agreement on the five-day week issue.

According to a joint press statement by the Minister of Mines, the Chamber and the MWU, the Chamber and the Union agreed to cooperate in working an 11-shift fortnight for members of the Mine Workers' Union on gold mines and collieries from April, 1977 pay month.

The agreement has been reached against the background of the appointment of a Commission of Enquiry by the Minister of Mines, Mr S.P. Botha, and his requirement that any arrangement made should not, bearing in mind the current problems of the national economy, result in a loss of production

arrangements, when introduced, will give members of the Union every other Saturday off. However, they may volunteer to work on their Saturday off on an overtime basis.

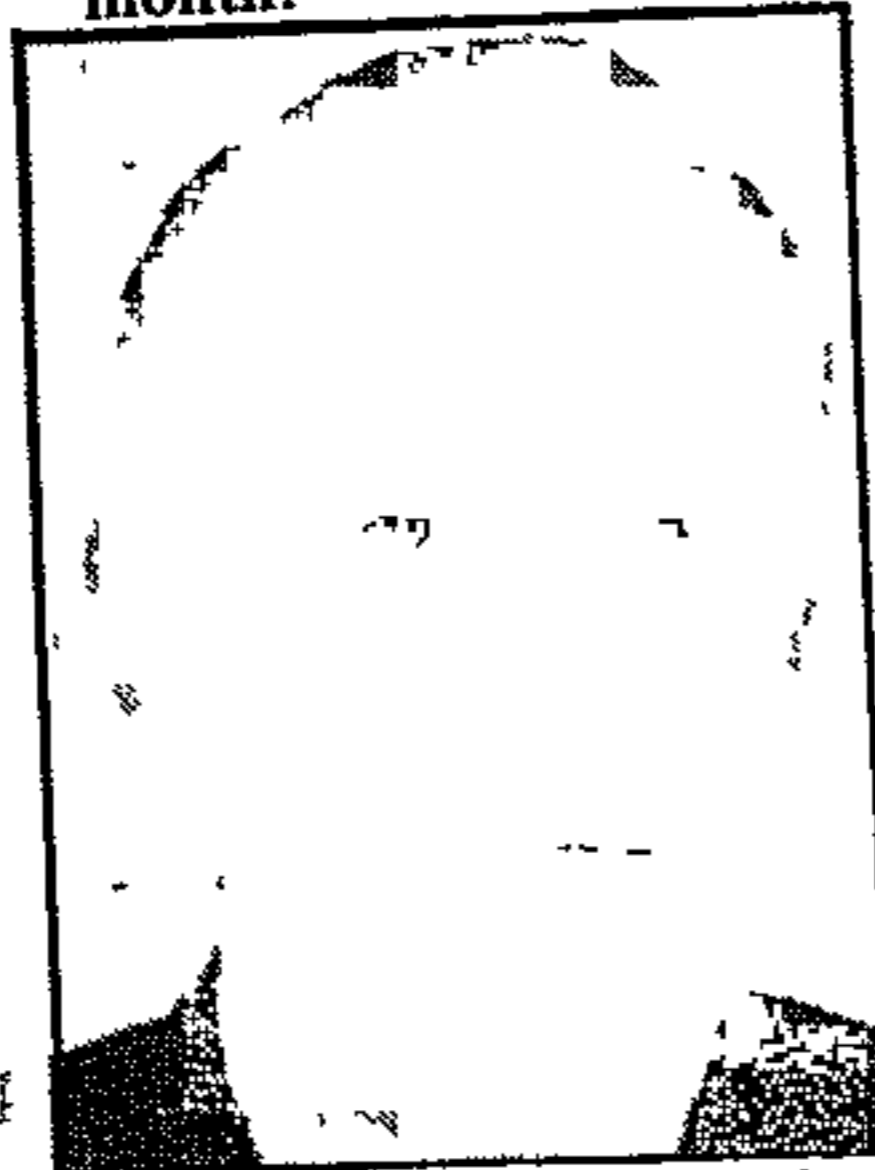
In the interests of maintaining coal supplies, the Mine Workers' Union has agreed that in due course it will discuss the position of certain collieries that for economic reasons cannot introduce the 11-shift fortnight from April, 1977, without loss of production.

The Chamber has agreed that other collieries may introduce the 11-shift fortnight before that date if convenient for them to do so.

## MODIFICATION

The parties agreed that should problems be raised by the Commission, or any other responsible party at any time the parties concerned would meet and attempt to solve them. Once the Commission has submitted its final report the Union and the Chamber will discuss its implications and any necessary modification of the new arrangements.

To facilitate high level production in the short term the Mine Workers' Union has agreed to be represented as carpenters at Subj. brother and father all star- that Mr Thomas, his sible record was the fact. Another interesting pos- vice record. equaled Mr. Thomas' ser- Group staff member had for Mr. Thomas, no present a special farewell function mentioned in his address at Chairman R.A. Plumbridge



Mr. R.A. Plumbridge, president of the Chamber of Mines.



Mr P.J. Paulus, General Secretary of the MWU



PRESS RELEASE BY THE SECRETARY FOR MINES REGARDING THE COMMISSION OF INQUIRY INTO THE POSSIBLE INTRODUCTION OF A FIVE-DAY WORKING WEEK IN THE MINING INDUSTRY.

FOR RELEASE AT 12h00 ON FRIDAY, 10 th SEPTEMBER 1976.

On behalf of the Chairman of the abovementioned Commission, the attention of the public is drawn to a notice appearing in today's Government Gazette, in which the Commission invites all interested parties to submit to the Commission, not later than the 30th September, 1976, memoranda regarding any matter relating to the Commission's Terms of Reference.

In the notice it is stated that memoranda will be treated as confidential if so desired, and that substantiated requests to give oral evidence, will be carefully considered by the Commission.

Memoranda must be addressed to: The Secretary, Commission of Inquiry into the Possible Introduction of a Five-day Working Week in the Mining Industry, P.O. Box 1132, Johannesburg, from whom the complete Terms of Reference of the Commission may also be obtained.

Issued by the Department of Information, Pretoria at the request of the Secretary for Mines, Pretoria.

7 September 1976.

## RHODESIAN MINERS

### Heading south

F.M

24/9/76

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(2) 277

Wenela's Rhodesian recruitment looks like reaching the 30 000 mark by the end of the year, according to figures released by the Salisbury office.

By the end of August, 19 330 recruits had been flown south. Approximately 16 000 Rhodesians are now working on SA mines, and their monthly compulsory remittances to Post Office savings accounts (60% of basic pay after the first three months) boost Rhodesia's foreign exchange reserves. Wenela's Salisbury manager Harry Plumb estimates that June remittances came to R370 000.

About 4 200 Rhodesians have returned since recruiting started in January last year. Of these, 2 700 broke their 12-month contracts — which can be extended a further six months. Main reason, says Wenela, is reluctance to continue working once R\$200 or so has accumulated in their Post Office accounts.



# The men on the mines

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F.M 8/10/76

There has been a big increase in the number of South Africans working on the mines. But the future supply of men from Mozambique is uncertain

The gold mining industry may not be too happy with the gold price. Or with the worrying acceleration in costs. But it has surmounted some of its labour supply problems. So far this year 400 000 men have been recruited — an all-time record — against 345 000 for the same period last year. Despite this success a large question-mark still hangs over the steadily declining intake of men from Mozambique.

At one time, as a result of President Kamuzu Banda's prohibition of further recruiting in Malawi, the mines were having to operate with only about three-quarters of their underground manpower requirements. At mid-year, in contrast, Black underground strength was 97,82% of requirements and surface strength 107,92%.

The main reason for this turnaround is the large increase in South Africans on the mines. They now constitute close to 44% of the workforce, against only 20% in June 1975. Tony Fleischer, general manager of Mine Labour Organisations (MLO), the recruiting arm of the Chamber, which incorporates Wenela and the NRC, tells the *FM* he aims to

push the figure up to 50%.

The increase in the number of South Africans, as well as a higher intake from Botswana, Lesotho, Swaziland and Rhodesia, has enabled the Malawians to be replaced. Malawians have declined from a peak of over 120 000 three years ago to a mere 182 in May this year.

Apart from these Malawians, the mid-year complement was: SA 170 000; Botswana 26 000; Lesotho 85 000; Swaziland 13 000; Rhodesia 16 000; Mozambique 79 000, Angola 3 000, and others (which includes men from South West Africa) 1 700. Since then, however, the number of Mozambicans has fallen off. One Press report put it at 60 000.

The Chamber of Mines refuses to update these mid-year figures. Wharrie Nelson of its public relations department gives the rather lame excuse that "it is becoming a burden to dig out these figures every time anybody asks for them". One would have thought that up-to-date labour figures would be available at the push of a button and would be supplied on a regular basis to the mining houses.

The Transkei still supplies many more

men to the mines than any other part of the Republic. Indeed, in mid-year, nearly three-quarters of the South Africans came from the Transkei and other parts of the Cape (including the Ciskei). But there have also been sharp increases in the numbers supplied by other Bantustans (see table next page). Noteworthy is the increase from Natal and KwaZulu. In January to May last year, for example, they contributed 5 354; the same months this year saw this rise by no less than 127% to 12 159. Fleischer hopes to push it up to 30 000 next year, and believes that it could eventually reach 40 000.

Although the Bantustans are the main recruiting target for the moment, the industry also hopes to increase its intake from farms in the common area. As the map shows, the rural areas where government allows the industry to recruit more or less coincide with the Bantustans.

The increase in wages has obviously been the most important factor in drawing more South Africans to the mines: average underground cash earnings have risen from R18 a month in 1971 to R22 this year. Rising unemployment in other sectors is obviously also a factor.

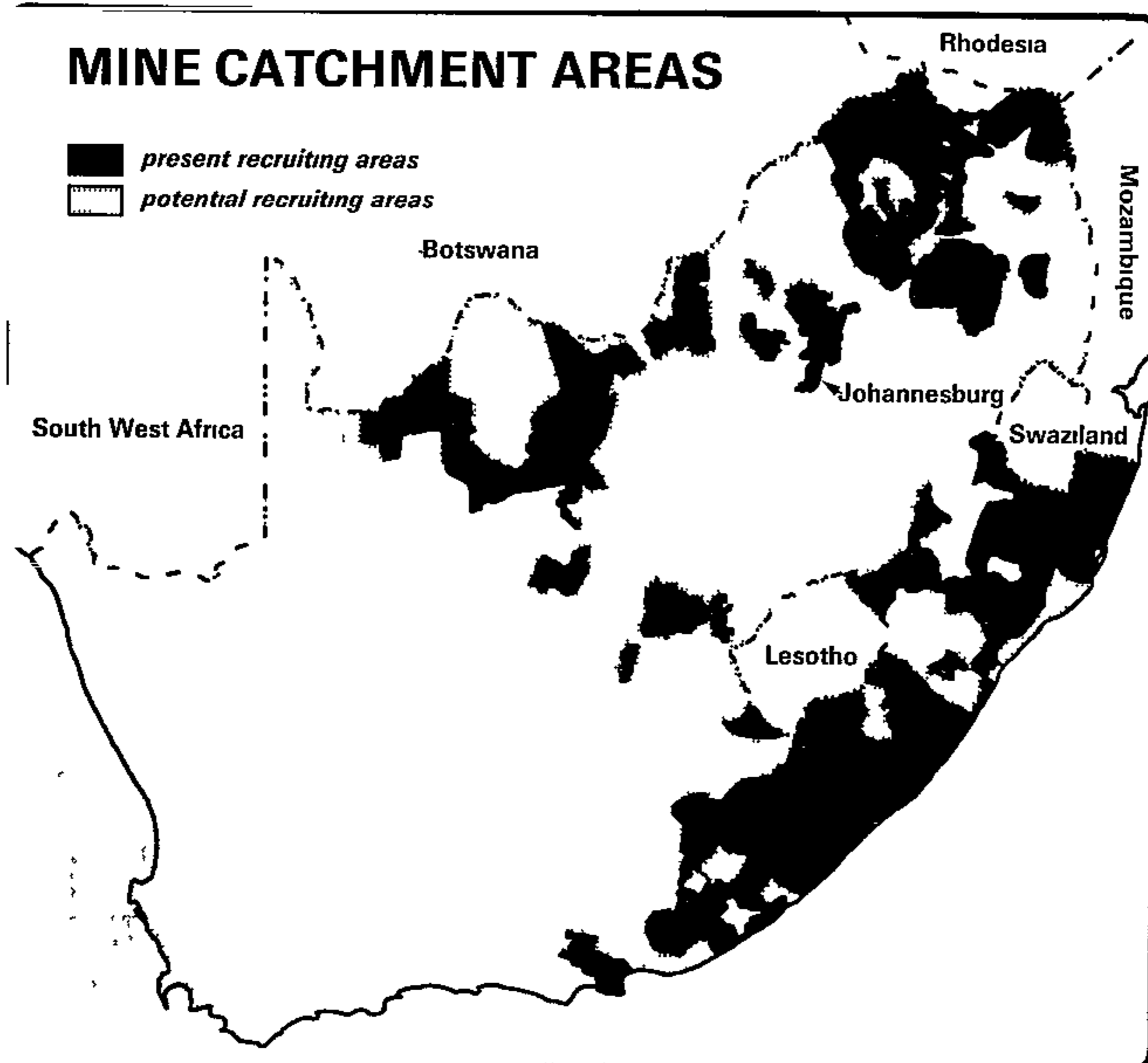
However, the mining industry has also roped in various Black leaders, and they have played a significant part in the recruiting campaign.

For example, Chief Gatsha Buthelezi was taken underground and a film made of him wearing mining gear and trying out equipment. The film is shown in KwaZulu, with Buthelezi and King Zwelithini urging people to go to the mines.

Archie Crawford and Bonné ter Steege, who run a film and television production unit for MLO's publicity division, told the *FM* that when the industry decided to step up the SA intake in the wake of the Malawi stoppage, "it emerged that the image of the mines among SA Blacks was not as good as it should be. The mines were not putting themselves across." So a major campaign to put across a trendy new image was initiated. The unit has a production team of 17 and operating equipment that has made even the men at SABC TV's lavish Auckland Park outfit green with envy.

The aim, says Crawford, is to "bring the mines to the people. You can take it as read that the whole attitude towards mining by Black South Africans has changed."

Fleischer tells the *FM* that the



**THE INFLOW OF MEN**

F. in 8/10/76

(211)

	JANUARY-MAY 1975	JANUARY-MAY 1976	INCREASE %
Transkei	37 015	54 475	47
BophuthataTswana	7 998	15 358	92
Natal & Kwazulu	5 354	12 159	127
Lebowa	2 089	4 551	179
Ciskei	2 692	4 228	57
Gazankulu	448	1 095	144
Venda	202	600	197
Swazi Bantustan	286	843	195
Cape "White" areas	14 704	26 849	83
Transvaal "White" areas	1	3	200
OFS & Owaqwa	4 310	8 104	88
Witwatersrand & Vaal Triangle (Urban)	2 646	5 347	102
Botswana, Lesotho & Swaziland	61 875	73 006	18

Chamber, in conjunction with Safair, is also looking into the possibility of introducing an internal airbus system, probably using 90-seater Hercules transport. Jan Smuts Airport's special terminal for Black miners is now in operation, and Safair is looking at the possibilities of routing the airbuses to places like Umata, Kokstad, Northern Natal, Klerksdorp, Welkom, and King Williamstown.

Comments Fleischer. "A shorter, six-month working-cycle looks very popular. We can't pay weekend trips, but one idea is that we could give a man a free trip home after six months." In some areas, the airbuses could be used for this. One big problem is an increase in labour turnover. In the past, local men usually stayed on for about a year, but most now stay for not much longer than six months. Two main contributory factors are the increase in wages and the repeal some two years ago of the Bantu Labour Act clause which made breach of a labour contract by a Black miner a criminal offence.

As one top mining executive puts it: "There is no more masters' and servants' threat, so there is no way to oblige a man to work more than six months if he doesn't want to." The net result is that annual turnover has leapt to more than 150%. Foreigners, however, tend to work longer contracts Mozambicans, for example, stay on the mines something like twice as long as South Africans, for as the proportion of local men has risen and that of foreigners declined, overall turnover has increased. Although the Chamber has refused to disclose the most recent labour statistics, underground strength has certainly dropped below the mid-year figure of 97,82% and is now reportedly in the region of 92%, largely as a result of high end of year seasonal outflow.

Another area about which the Chamber has chosen to remain tight-lipped is Mozambique. While the recruiting campaign in SA has been successful, the future supply of labour from Mozambique appears to be uncertain. Since 1970, the number of Mozambicans on the mines has fluctuated around the 85 000 mark, reaching around 105 000 at the beginning of this year. Since then there has been a steady decline. In the period January to June 1975 the inflow from Mozambique was 45 000, but in the same period this year it was only 12 000. And in the first ten days of June this year, only 83 men came in from Mozambique, against 3 622 during the same period in 1975.



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**FIVE-DAY WEEK**

F.M. 8/10/76

**Unresolved issues**

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Despite the agreement reached between the Mine Workers' Union (MWU) and the Chamber of Mines, the five-day week issue is not yet finally resolved. One of the smaller mining unions, the SA Engine Drivers', Fireman's and Operators' Association, is still negotiating with the Chamber, and the artisan unions are likely to reintroduce their demand for an 11-shift fortnight.

Engine Drivers' General Secretary

Financial Mail October 8 1976

F.M. 8/10/76

211

Ken du Preez tells the *FM* that talks are "progressing satisfactorily", and he expects agreement to be reached soon

The artisans' position is different. After negotiations became deadlocked earlier this year they withdrew their demands, but stressed they would be reintroduced when circumstances permitted

separate to those with the Chamber.

The artisans are, however, certain to renew demands at some stage

When they will do so is another matter. While some unionists feel the demands should be reintroduced as soon as possible, others are not so sure. "We would prefer to phase in with the MWU's 11-shift fortnight," says Faure. "We



Mine artisan . . . restaking his claim

Artisan unions point out that the 11-shift fortnight, the basis of the MWU's agreement, was originally their idea. They argue that the Chamber, by signing the agreement, has conceded that the scheme is viable.

"We originally reached a stalemate because the Chamber said it couldn't afford the 11-shift fortnight," says Ben Nicholson, General Secretary of the SA Electrical Workers' Association. "They have now conceded that they can afford it. Once we have studied the MWU's agreement, we will decide what our next step should be."

"Reintroducing these demands has been on our minds for some time," adds Amalgamated Engineering Union National Chairman Johan Faure. "Since the MWU agreement, we have been flooded with requests to reopen negotiations."

The unions will not, however, discuss changes in work practice as part of any deal. "We are not going to negotiate concessions," says Nicholson. "Now that the Chamber has conceded the 11-shift fortnight to the MWU, only technical matters such as the rearrangement of timetables need be discussed."

At this week's Council of Mining Unions meeting the artisans agreed to delay a decision until individual negotiations with De Beers and Premier Mining are completed. These negotiations are

should give this scheme an opportunity to work before staking our own claim."

Meanwhile, will the MWU agreement work? Opinion among unionists is divided. Most have not yet studied it fully and don't want to commit themselves. And while some feel confident that the agreement can be made to work, others have doubts. They point out that miners voted to strike for a five-day week and have now been presented with considerably less than that. At some stage, therefore, renewed grass-root pressure for a full five-day week is likely to grow.



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THE Government and Right-wing trade unions have been bitterly castigated over their restrictive labour policies by the head of Anglo Americans, Gold and uranium division, Mr D. A. Etheredge.

He told delegates at a closed conference of the Institute of Management in Johannesburg this week that the under-utilisation of the country's human resources had caused a crescendo of concern.

He pointed out that South Africa's vast reservoir of under-utilised labour was a rare phenomenon in industrialised countries.

"But this is not a matter for congratulation as we have done so little about their education and training, and provided them with such restricted job opportunities that they cannot be quickly mobilised to overcome the shortage of skills that affect every aspect of in-

# Lashing those labour policies

21/11/76  
Sun Trib Finance

By ESMOND FRANK

dustrial activity." He warned that the country would not have the skilled manpower to make the most of the next economic upswing "Then we will cry in anguish at lost opportunities."

Mr Etheredge said that the major stumbling block to the better use of black labour was the attitudes adopted by the government and some white trade unions.

"The government takes the utterly passive line that it will agree to changes which lead to the better utilisation of black

workers if management and the trade unions come along together and asks for changes.

"It has abdicated the leadership role which in other directions, it has always been quick to assume."

He said that while the mining industry was faced with particularly reactionary trade unions, there was much that management could do to lessen the suspicion and distrust which characterised the relationship between them.

"But when all that is said and done the con-

servatism of some of the unions is such that there is little hope of securing a sensible programme for the future manning of the mining industry unless the Government gives some encouragement and generally adopts a leadership role."

He pointed out that the white unions too, refuge in the fact that the Government showed little sign of forward movement.

"Until this happens, the mining industry and the nation at large is going to move forward at the pitiful pace of the slowest trade union — and economic growth will be strangled."

He said the mining industry was already short of skills — a position that could only deteriorate as the industry entered an era of mechanisation. It was, therefore, imperative to find some way out of the impasse before it was too late.

(1) 171

(2) 211

FIN MAIL 17/12/76

## MINE LABOUR

### Banda steps down

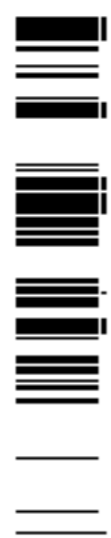
Malawi is expected to recontract to send labour to SA in 1977, and Mozambican supplies are expected to continue to fall off. These are the major changes that the Mine Labour Organisations (MLO) – recruiting body of the Chamber of Mines – are anticipating in the external labour supply pattern.

This emerged from a conference of MLO officials held in Johannesburg last month at which the Budget and Objectives for 1977 were discussed.

MLO's key objective is to recruit from, and maintain good relations with, as many supplier sources as possible. Although aggregate recruitment is to rise by only 2.8% to 466 000 workers, the Chamber of Mines hopes to push next year's recruitment of South Africans up to 50% of total employment (to 198 500 over 171 000 for 1976). Recruitment from Botswana, Lesotho and Swaziland combined, is expected to rise from 118 500 (32% of total) in 1976 to 139 000 (35%) in 1977. From Malawi, MLO plans a 1977 inflow of 20 000.

Significantly, the Chamber forecasts a recruitment level of only 30 000 from Mozambique for next year against the 1974 high of 130 000. The Chamber claims that Frelimo has made difficulties with documentation and that this accounts for the fall off.

On the other hand individual mines must now meet the extra cost of employing Mozambicans that derives from the Mozambique Convention under which Mozambique receives its migrants' compulsory remittances in gold valued at official prices. With a market price above the official level, now rising, cost considerations have dictated some cutback in the demand for Mozambican workers.





FIN MAIL 5/11/76

① 211  
② 223

TABLE 2:

# Gold blow for Frelimo

Mozambique may soon lose its biggest source of foreign exchange. The *FM* learns that negotiations are already underway between Pretoria and Maputo to revise the system of payment to Mozambican miners working in SA.

Under the present arrangement Frelimo (and the Portuguese administration before it) has been pocketing millions of rands each year.

In terms of the Mozambique Convention of 1928 the rulers of Mozambique have had the option of obtaining gold from Pretoria for the 60% deferred pay of Mozambicans working on the gold mines. The amount of gold transferred to Maputo is calculated at the official price of \$42 an ounce.

By selling the gold on the free market, the Mozambican government has been able to pocket the premium (*FM* June 27 1975).

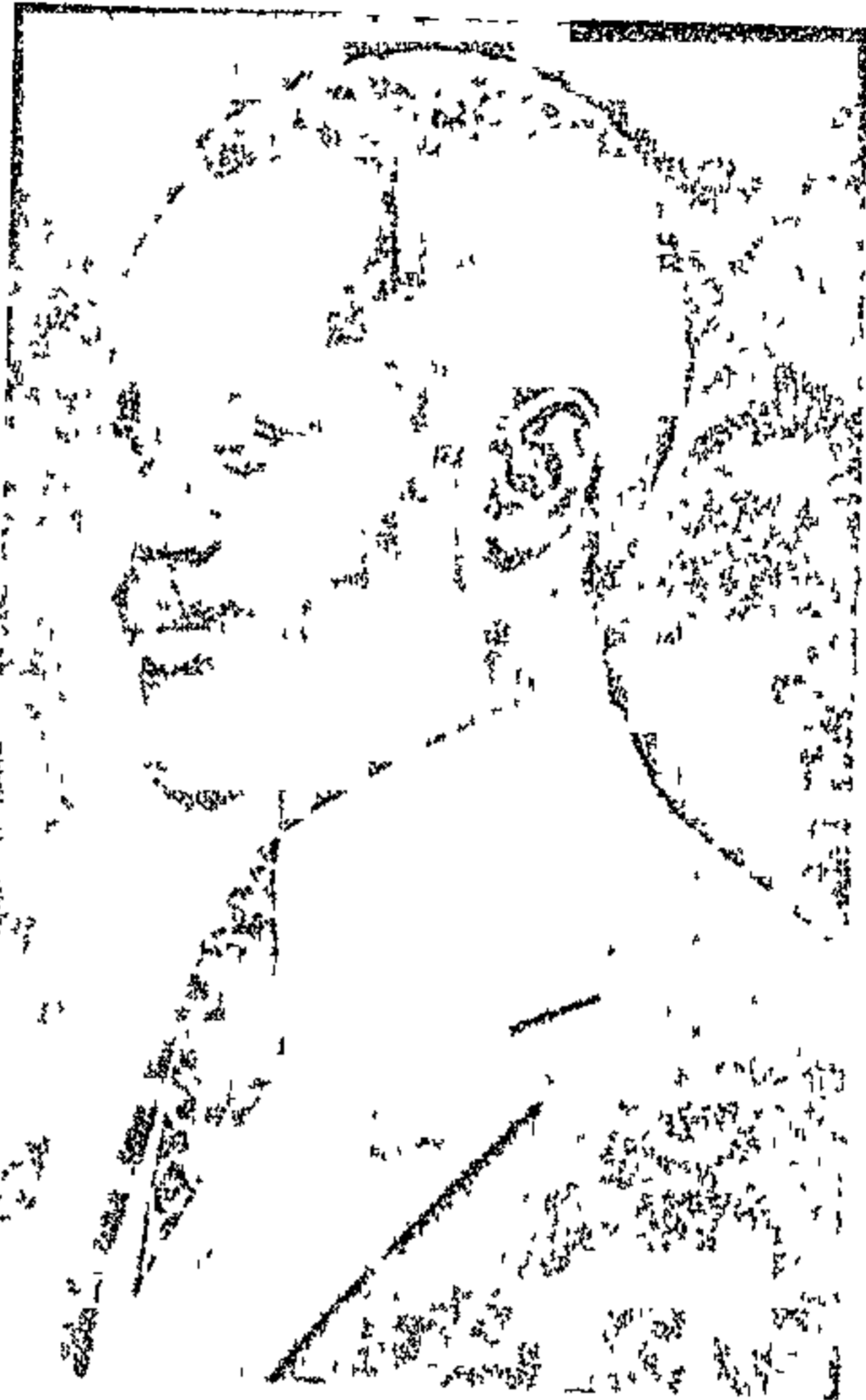
It's estimated that in this way Frelimo made a windfall profit of around R150m last year. As a result of the tumbling gold price and a decline in the number of Mozambicans working on the mines, this year's profit will be substantially lower — probably around R100m. Even this amount is far greater than any of Mozambique's other foreign exchange earners and is a vital prop to its ailing economy.

Meanwhile, the mining industry has had to forfeit the free market premium on the gold transferred to Mozambique, a tough blow bearing in mind that it accounts for over 5% of monthly production. Repeated pleas by the mining industry that the state should bear the burden instead have up to now gone unheeded.

It's strongly rumoured that Frelimo has further benefited from the arrangement in that much of the gold has been sold on its behalf by the SA Reserve Bank which has both the expertise and the inclination to obtain as high a price as possible.

A convenient excuse for renegotiation of the gold payment arrangement is the forthcoming abolition of the official gold price. The necessary amendment to the IMF's Articles of Agreement is likely to come into force in April or May. (Chances are that SA's gold reserves will be revalued soon after at a market-related price, the profits accruing to the Treasury.)

What — if anything — will Pretoria offer Maputo in return for its loss of the gold premium? Judging by numerous reports that SA is bending over backwards to help Mozambique, it would be



President Machel . . . losing a windfall?

inconsistent now to leave Frelimo in the lurch.

The Department of Foreign Affairs refuses to comment. One possibility is that at least part of the gold windfall will be replaced by some form of cash aid paid from Treasury's coffers. This could be justified to the general taxpayer on the grounds that the mines, by receiving a higher price for a sizeable chunk of their gold, may pay considerably more tax. It would also help to preserve good relations — and give Pretoria a further very flexible hold over its neighbour's economy.

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FIN. MAIL 5/11/76

readers say

# Buthlelezi and the FM

Mangosuthu G Buthlelezi, Mahlabatini, KwaZulu

I am constrained to correct certain impressions the FM has been creating about me. I have no idea whether this is done wittingly or unwittingly.

The FM is entitled to make its own assessments such as "There is mounting evidence that city Africans do not accept (the Bantustan leaders) as their leaders" (August 27). This fallacy has been peddled around far too much, particularly at the height of the present unrest. I do not dispute the fact that certain Africans in the Black Consciousness movement like to believe this and propagate it. My own experiences not only in Soweto but in Durban and Cape Town townships, Bloemfontein, Kroonstad etc bear out the contrary. Blacks, including my Coloured and Indian brothers, have received me with warmth and affection each and every time I am amongst them. So far I have no evidence that Africans have changed their attitudes.

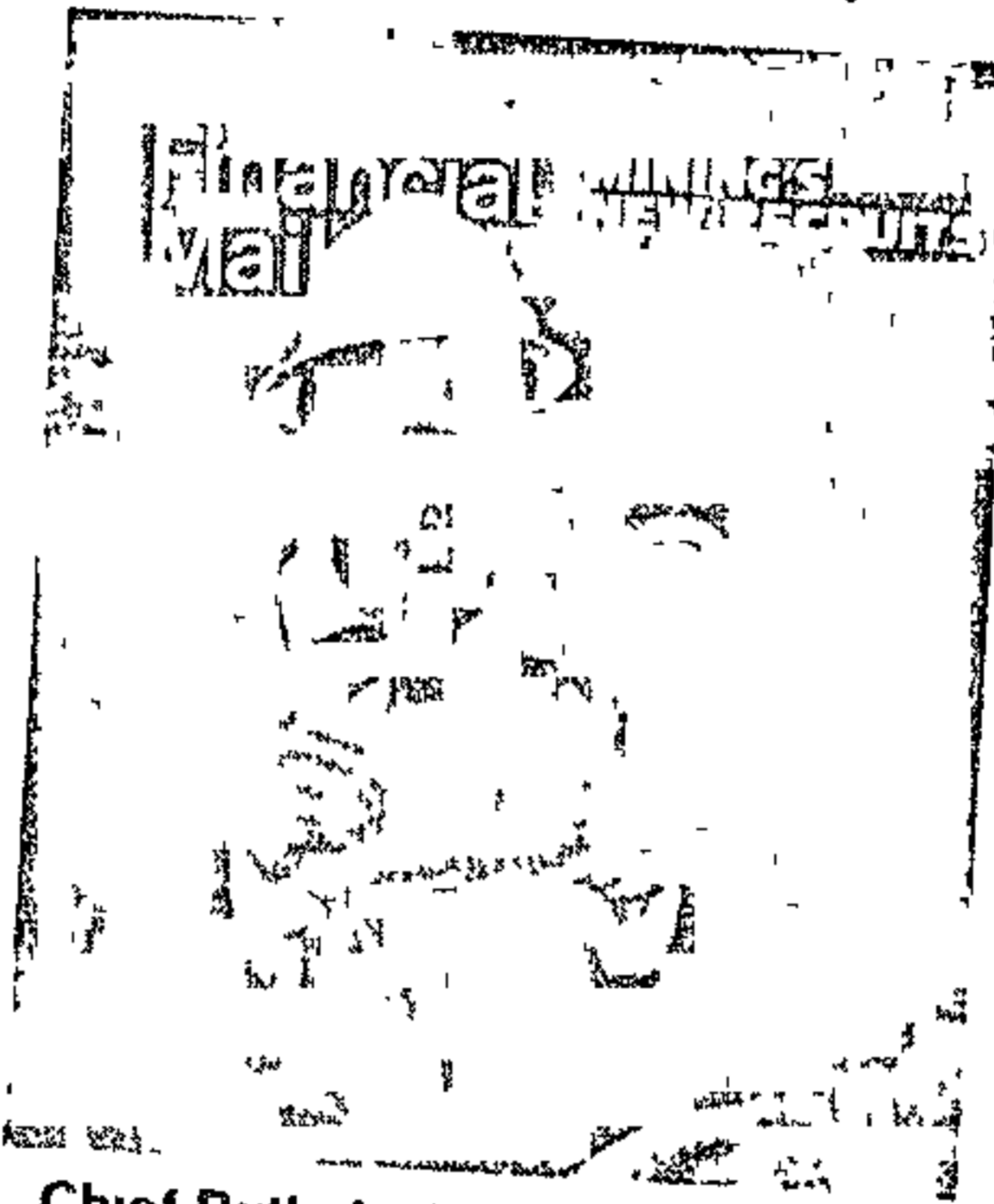
Mr Nimrod Mkele in the FM dated September 3 1976, writes "The Homeland leaders dare not walk into Soweto. That includes Gatsheni Buthlelezi. When he did go in there, it was under police escort."

I do not know where Mr Mkele gets this from, because whoever told him so since he was not there himself, was telling him a lie. I do not know whether he assumed that Mr Jimmy Kruger was telling the truth when he said I was escorted.

I had no escort when I went to Mzimhlophe Hostel. I was only told to go in before Major Visser arrived. I waited at the gate until he arrived. I had no one guarding me, nor did I have even a personal bodyguard. After addressing a meeting of hostel dwellers, which was attended by some residents of Mzimhlophe including prominent trade unionists, I left. Major Visser asked me if I needed an escort and I told him I did not. I then left without any escort.

Mr Thula asked Mr Mkele to correct this wrong information. He has not done so. After the meeting, which was not a "Zulu meeting" but which was attended by Africans of all ethnic affiliations, a delegation of residents followed me to my hotel, and gave me their information about the police rôle in the rampaging that made me flee to Soweto to defuse the violence. In the FM of October 8 there is my photograph on the cover with the caption "Mining's New Recruits". This

photograph was taken when I went up to see mining conditions with members of my executive council. This is part of my responsibility to the people I lead. This picture and the slanted remarks inside are meant to give the impression that I am now recruiting my people to work on the mines. On page 126 your contributor writes "The increase in wages has been the most important factor in drawing more South Africans to the mines. Rising unemployment in other sectors is also a factor. However, the mining industry has also roped in various Black leaders and they have



Chief Buthlelezi . . . no bodyguard

played a significant part in the recruiting campaign."

This gives a wrong impression as if I have become an agent of the Chamber of Mines for whom I recruit my people to go to the mines. I am aware that a film was taken of the entire visit, but I do not remember that I ever urged people to go to the mines specifically. Mr Tony Fleischer and Mr Archie Crawford can tell you some of the home truths I told during this visit, in public. If it is economic prostitution for Africans to go to the mines, then I am in good company, if African Presidents of independent States such as Botswana, Lesotho, Swaziland, Mozambique and Angola allow the Chamber of Mines to recruit. The mining industry is the major South African industry, and my people are South Africans, not "Bantustanians". They therefore have a right to work on the mines if they choose to, as this is an industry situated in their country, which is South Africa.

The FM accepts unreservedly that Chief Buthlelezi did not go into Soweto

under police escort. We apologise to him for any embarrassment caused by our report of Nimrod Mkele's statement.

We acknowledge that Chief Buthlelezi has usually been warmly greeted by large crowds in the urban townships, such as the crowd of 10 000 at Jabulani earlier this year. But we still believe, particularly in the light of recent events, that most city Africans want political rights in the urban areas and do not regard the heads of the Homelands as their leaders.

One of the films which the Chamber of Mines shows in KwaZulu as part of its recruiting campaign shows Chief Buthlelezi being interviewed during a visit to a gold mine. In reply to the question, "Now that you have seen this mine, will you recommend that your people come and work in the mines?" he answers "I and my Ministers are very happy at what we have seen and at the working conditions on the mines and the efficiency of the workers."

This could encourage people to go to the mines, in which case Chief Buthlelezi is assisting recruiting. But we did not for one moment suggest or imply that it was "economic prostitution" for Black South Africans to work on the mines. We have, however, consistently expressed concern at the fact that they are denied the right to take their families with them and have to live in bleak, soulless compounds.

DELIA HENDRIE

25 MAY, 1976.



(1) 211  
(2) 277

*FIN. MAIL*  
**MIGRANT MINERS 26/11/76**  
**Rhodesians flood in**

Wenela's Rhodesian recruiting looks certain to top 30 000 by year-end — and improve Rhodesia's foreign exchange reserves by some half-a-million rands a month. The financial bonus is due to the compulsory remittance of 60% of the workers' basic earnings after the first three months of their contracts.

By the end of October, 26 000 workers had been recruited, and a further 2 500-3 000 will have flown south by the end of November, according to Wenela's Salisbury office. The target figure for 1977 — assuming SA demands do not slacken — will be around 40 000.

By then some 25 000 Rhodesians will be on the mines under one-year contracts with the option of a six month extension. Remittances will then total about R650 000 a month.

# TRIBAL WAY OF PLAYING SAFE

*Mining news*  
Staff Reporter *12/26*

**OPTIMUM** "Before sinking a shaft we must make peace with our forefathers" So there was the sacrificial offering of an ox before sinking started.

It all came about when the prevention of accidents was discussed with the Blacks by Mine Overseer Jan Steenkamp. He realised that there was a belief among Basotho, Xhosa and Swazi that an ox had to be slaughtered at the site of a new shaft to invoke the spirits of their forefathers to help prevent underground accidents.

Mr. Steenkamp arranged a suitable ceremony and an ox was donated by the mine.

The full traditional cere-

mony started with the slaughter of the ox. The indunas cut off the tail, which was dipped in the blood and sprinkled over the carcass.

Mr Steenkamp explained that according to tradition the ox had to have horns, to be hung on display at the shaft as a reminder of the sacrifice.

When the blood sprinkling was finished the tail was handed to Mr Steenkamp. It was to be kept for as long as the shaft is in operation to ensure that the forefathers will remember that their help has been asked to protect their families working in it.

The ceremony was closed with a big mokete (feast) when the ox was skinned, roasted on the spot and eaten by the Blacks.



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24/12/76 DD

# Migrant mineworker system condemned

**JOHANNESBURG** — Twenty-three Lesotho theological students became migrant mineworkers to South Africa to see it all first hand.

Their report, released last night, is a bitter indictment of the system and conditions of recruitment, the induction and life on the mines.

Five of the students were placed in rural areas in Lesotho to record the problems of "migrant widows" and their children.

The project, launched by the Inter denominational Church Agency for Industrial Missions was supervised by Prof T. Dunbar Moodie of the Social Science Department of the University of the Witwatersrand.

The title of the study "Another Blanket" refers to a Sotho song the miners sing, which says they are "putting on another blanket" as they enter South Africa after signing a new contract — and change their identity.

The interviews conducted by the students tell of the human anguish of families broken by the migration of the men who go through "degrading experiences of recruitment, induction and acclimatisation on the mines" and become inmates of "a total institution."

In one of the interviews, a young mother says "I am Jane, a young woman who was married in 1971 and had one baby boy by my husband who left for the mines in 1972 and since then he never came home nor wrote to me. I do not know where he works and

I have never heard of his whereabouts."

A miner objects to the medical examination at the Lesotho recruiting office. He says: "We (about 80 men) were told to strip naked. It was cold. There we stood naked, old and young, father and son, father in law and son-in-law."

One of the students wrote: "This seems unnecessary. The doctor examines only the heartbeat and nothing more."

At the mine labour hospital at Welkom they go for another medical. This time it is "only a physical," writes one of the students "the whole show ran like the examination of slaves — a landowner looking at the muscles of the men to see whether they are big enough."

"All the miners seem to abhor the treatment. The officials handling this examination process are rough and insulting."

The miners also object to the strenuous acclimatisation process which lasts from four to nine days, preparing them for hot conditions underground.

They exercise in a hot room. "We are all half naked and it is very hot in that room — some drop unconscious. After every 15 minutes or so we are given water. The team leaders are very rough with the beginners."

This lasts for three to four hours a day. From the hot house the men are given work on the surface. They complain of exhaustion

A miner said: "This is done to make them

familiar with the heat underground. But I have always asked myself whether this heat underground is only dangerous for blacks, because the white men are never acclimatised."

On the question of rules, an old migrant worker says that the rules are always meant for the protection of the authorities — to form a barrier around themselves, to cut themselves off from the miners in order to force them into submission.

On the living conditions, the students report that the miners are ill-treated all through. Not only by whites but more by their fellow men.

"That is why they have to be rough because they live in a rough situation, any kind of soft person can hardly survive in these circumstances."

In the hostel there is no privacy in the rooms, in the open lavatories or in the shower rooms

"It is against the cultural tradition that a son sees his father naked or on the toilet. But hostel life has forcefully changed that," reports a student.

"This lack of privacy is detested by people and conflicts with traditional values. Destruction of such values creates a culture of silence which easily makes people explode unpredictably."

The students report widespread homosexuality due to the lack of a natural sex life on the part of the miners, who are housed in single-sex hostels.

Young boys, called "Women of the compounds," sell their favours for money, blankets or other goods.

which must include

Grade or the Standard Grade in at least two subjects:

1. English, Biology, Physical Science, Mathematics, Greek, Hebrew, Italian, Latin, Hindi, History, Geography, Economics, Art\*\*.

2. with at least 50% on the Standard Grade or a language other than the above with at least 50% on the Higher Grade in any of the above languages.

i) Full Matriculation exemption which must include

ii) at least a pass in three academic subjects at M-level, or a pass in two academic subjects at A-level.

However, if you do not satisfy one of the above Admission Standards in your examinations, on receipt of your results you should still immediately submit them to the Registrar, so that you may be given the opportunity of applying to an alternative course of study.

Note: / . . . .

24/12/76  
Star 24/12/76

# R20-m to house families

~~211~~  
211

### Labour Reporter

The Anglo American Corporation's gold mines are to spend R20-million to provide accommodation for families of three percent of their 120 000 black workers.

The programme will treble family housing for blacks on the gold mines, says Mr D A Etheredge, head of the corporation's gold division

It involves about 2 400 houses for top ranking black employees and is to start within six months

Mr Etheredge said it would be a long time before Anglo American reached its target of providing family housing for 10 percent of its black workers.

### BELOW LIMIT

It is the first time that any mining leader has disclosed that family housing on the gold mines is well below the three percent limit set by the Government many years ago

"The failure to reach three percent was largely due to the almost incredible bureaucratic process for getting married quarters approved until quite recently," Mr Etheredge explained

Intensive investigations — "virtually worldwide" and including the experimental construction of a large variety of prototype houses in Welkom's coloured township — led up to the building programme

Mr Etheredge said the immediate building plans provided for

● The construction of

a new mine village for black families to be shared by workers from the new Elandsrand and the existing Western Deep Levels mines, near Carletonville

● Family housing for workers from the Free State gold mines in Welkom's Thabong township.

● A future decision on such housing for black workers of the sprawling Vaal Reefs complex in the Western Transvaal. There 25 houses have been built for experimental purposes near Orkney.

### PROBLEMS

A host of problems still surrounded the longrun plans of providing family housing for all semi-skilled and higher skilled black mineworkers, he added

Building costs of up to R8 000 a house were the main constraint





211

# Volunteers allege mine inhumanity

Star 24/12/76

Labour Reporter

Horrifying allegations of "dehumanisation," unhygienic conditions, homosexuality and other malpractices on mines appear in a report on first-hand experiences published today.

The booklet, "Another Blanket," has been published by a church group and is based on reports from 23 Basotho theology students.

Eight of the students were recruited as migrant mineworkers with the consent of the Anglo American Corporation.

In a foreword to the booklet, Mr D A Etheredge, head of Anglo American's gold division, says it is an authentic and fair recording.

But when confronted with specific allegations today, he said some seemed greatly exaggerated and out of context. He expressed disbelief about at least one.

The allegations speak of

● Mining recruits being expected to work after four hours of gruelling acclimatisation exercises.

● Successive groups undergoing such exercises in unwashed and sweat-soaked shorts worn by previous groups

● No privacy in hostel rooms and "open lavatories," as well as repeated medical examinations for which recruits have to strip naked, sometimes to have only their chests examined

● Injections without disinfection — the skin is not cleaned and "the needle is not changed or cleaned after injecting

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# Shock mine report

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each man," according to one student.

● A "fearful" incident in which a white miner beat a black worker "When the African put his case to the authorities, nothing was done to the white miner and the African was dismissed."

● Homosexuality being widely practised with young boys, called "women of the compound," who sell their favours for money or goods.

### WHITES INVOLVED

When visiting a hostel room "you don't bat an eyelid if some are doing it."

It involves whites as well. "The whites do it underground."

The report also alleges

that nine black and two white ministers are employed by a Western Transvaal mine to "preach miners into submission"

Loss of faith among migrants and their wives, and the failure of the churches to come to grips with their spiritual needs is reflected strongly in the report.

In cities many instances of moral decay and the breakup of family life, extra-marital relations and prostitution, all attributed to migrant labour.

### DILEMMA

The allegations — based on a study arranged in June by the Agency for Industrial Mission, an interdenominational body based on the Rand — ring true in spirit, says Professor T Dunbar Moodie, the former Wits sociologist who briefed the students.

But he says some details can be questioned.

"The church's dilemma of drunkenness is very real . . . Condemning prostitution, homosexuality and corruption is mere self-righteousness unless it be accompanied by understanding and condemnation of the total system that encourages these sins," he adds.

In the foreword, Mr Etheridge said a number of improvements were in the offing. These included a new hostel for recruits in Maseru, plans to fly recruits between Maseru and Welkom, application for permission to provide better accommodation for wives at mines, and greater privacy in hostels.

● R20-million for black housing — Page 5.