

MINING - STRIKES

1995

JANUARY - MAY.

Miners strike for return of manager

Sowetan 5/1/95

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ABOUT 400 workers at the Cooke One shaft of Randfontein Estates Gold Mine went on strike yesterday to protest against the demotion of a production manager, mine owners Johannesburg Consolidated Investment (JCI) said.

Management and a National Union of Mineworkers delegation held talks last night after demonstrating workers demanded the reinstatement of the shaft's production manager, John Delpont.

Delpont was transferred to another shaft after a disciplinary hearing, JCI Gold Division managing director John Brownrigg said in a statement.

Demotion

The demotion was apparently linked to a shift change on December 21 which, according to JCI, resulted in the loss of 8 000 tons of reef.

A NUM statement said workers had requested permission from Delpont to work night shift on December 21 to enable them to travel home before the Christmas weekend.

JCI rejected NUM claims that mine security personnel last night set dogs on protesters, saying demonstrators had moved towards the shaft's offices "in a threatening way" — Sapa

Mine strike after manager's demotion

ABOUT 400 workers at the Cooke One shaft of Randfontein Estates Gold Mine went on strike yesterday to protest against the demotion of a production manager, mine owners Johannesburg Consolidated Investment (JCI) said. (213)

Management and a National Union of Mineworkers delegation were holding talks after workers demanded the reinstatement of shaft production manager John Delport.

Delport was transferred after a disciplinary hearing, JCI Gold Divi-

sion MD John Brownrigg said.

The demotion was apparently linked to a shift change on December 21 which, according to JCI, resulted in the loss of 8 000 tons of reef and a deficit of 1 200 tons in the Cooke One shaft's production quota.

NUM said workers had requested permission from Delport to work night shift on December 21 to enable them to travel home before the Christmas weekend. The union claimed the shaft had completed its production quota. — Sapa

Violence spreads to another mine

JOHANNESBURG — Violence spread to a second mine in the Gold Fields group on Wednesday night, with the management of the Deelkraal Gold Mine confirming yesterday that an administrative official had been killed. (213)

Another mine employee was injured when about 500 mineworkers went on the rampage at Deelkraal in a protest against the presence of administrative staff in hostels at the mine. CT 6/11/95

North-West province police spokesman Lt Louis Jacobs said the workers apparently objected to the presence of administrative staff in the hostels.

The workers earlier in the evening attended a report-back meeting of the National Union of Mineworkers following talks between the union and mine management.

The NUM and management apparently failed to reach agreement on administrative staff in the hostels.

The workers, informed of this, returned to the hostels where they decided to attack the administrative building. The body of the employee, who had been stabbed, was found later — Sapa

NUM condemns use of indunas

(213)

Mine violence

Bd6/1/95

erupts over hostel system

A NEW phase of violent conflict over supervisory structures erupted at two Gold Fields mines this week, with the National Union of Mineworkers (NUM) threatening "to take on" the company if it refused to democratise its hostel system

In one incident on Wednesday, violence after a march at Deelkraal mine on the West Rand resulted in the death of a hostel administration clerk and the serious injury of another. NUM assistant general secretary Gwede Mantashe said the march by about 500 miners was sparked by allegations that mine management was arming hostel administrators

Gold Fields gold division chairman Alan Munro denied the allegation

The union claimed it had taped evidence of administrators carrying firearms which it assumed were supplied by management. Mantashe said this had increased tension at hostels which were still run on tribal lines. Munro denied this, saying some hostel accommodation was allocated on tribal lines, but this was by choice not coercion.

Mantashe condemned Gold Fields' continued use of the discredited induna system in which hostel leaders are appointed by management along tribal lines. He said these indunas then appointed tribal representatives as their deputies, who had no credibility with hostel residents

ERICA JANKOWITZ

The union claimed indunas were given considerable power and control over running hostels and said the system was open to abuse and corruption

Munro said there was some democratic representation within hostels, but administration officers were company employees who had to protect company assets

Mantashe said the NUM had run a successful campaign to democratise hostels last year and had signed several hostel administration agreements. However, Gold Fields was reluctant to enter such agreements as allocating accommodation on tribal lines meant the company could exercise greater control over workers

Although he condemned the violence and loss of life during the march, he warned the situation would not improve until negotiations between the parties resulted in an acceptable solution. Talks should be conducted at mine level, but the mines had rejected NUM proposals to convene meetings. Munro said meetings were continuing at mine level

Sapa reported yesterday that police were monitoring the hostel, on the ground and with air patrols. Two days before the Deelkraal incident, NUM members had marched to admin-

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Mine violence

(213)

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stration offices at Gold Fields' West Driefontein mine to demand an end to the induna system. These marchers had been fired on by mine security using rubber bullets and teargas, Mantashe said.

Munro denied this, saying it was not his understanding of the situation and he believed the Deelkraal incident was sparked by the NUM's objection to subcontractors

The union proposed yesterday that the Independent Mediation Service of SA investigate the allegations of indunas being armed

Neither mine reported disrupted production yesterday and shifts reported for work as normal. Munro, however, declined to say whether production quotas were met as quarterly reports, due out soon, would shed light on this

Miners stage sit-in ⁽²¹³⁾ underground

*Somehow
10/11/95*

By Mzimasi Ngudle

ABOUT 600 workers yesterday staged a sit-in underground at Gencor's Grootvléi Mine near Springs after the mine's management ordered them to work more hours without getting extra pay.

Gencor public relations manager Mr Andrew Davidson confirmed that 600 workers had staged a sit-in at shafts No 4 and 8.

"The management and union officials are attending to their grievances which revolve around working hours," he said.

Spokeswoman for the National Union of Mineworkers Ms Judith Weymont said 70 night-shift workers were joined by about 250 day-shift workers in a work stoppage at the mine's No 8 Shaft.

Management had ordered the workers to work 92 hours a fortnight — four hours more than the normal 88 hours, said Weymont.

She said a union official had gone down the shaft yesterday to talk to the workers, who are demanding that management come to address them.

Interdict obtained after mine clashes

Driefontein Consolidated Limited yesterday declared a dispute with the National Union of Mineworkers over disruptions at West Driefontein gold mine on the West Rand.

Two officials were injured last week while trying to stop an assault on employees of inde-

pendent contractors.

A spokesman for the Gold Fields group yesterday said similar incidents had been carrying on since December 15.

The company had obtained a court interdict preventing NUM members from obstructing employees of independent contrac-

tors in their duties

Driefontein Consolidated said the production effects of the disruptions had yet to be assessed

Another Gold Fields mine, Deelkraal, had problems last week when miners went on the rampage and killed an administrative official. — Sapa.

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Driefontein declares (213) BD 10/11/95 dispute with NUM

DRIEFONTEIN Consolidated yesterday declared a dispute with the National Union of Mineworkers over disruptions at West Driefontein gold mine on the West Rand. Sapa reports two officials were injured while trying to stop an assault on independent contractors' employees. A Gold Fields spokesman said similar incidents had taken place since December 15.

The NUM met contractors last week to discuss a dispute which the union said revolved around perceptions that contractors were employed to cut costs. It contended the contractors had introduced inferior working conditions and wages.

Driefontein Consolidated has obtained a court interdict to prevent NUM members from obstructing employees of independent contractors in their duties.

Another Gold Fields mine, Deelkraal, had problems last week when miners killed an official after a dispute about administrative staff in hostels.

ERICA JANKOWITZ reports about 600 workers staged a sit-in at two of Gencor's Grootvlei Proprietary Mines shafts near Springs yesterday in protest against increased working hours.

An NUM spokesman said workers had stopped work after management increased the 88-hour fortnight to 92 hours. Management had not given workers additional compensation.

A Gencor spokesman confirmed the incident, but could not calculate what effect the sit-in would have on production. The mine employed about 1 800 workers.

Cons Modder hit by labour problems

BD 12/11/95

MICHAEL URQUHART

A STRIKE which led to the dismissal of 90% of Consolidated Modderfontein's workforce saw the company's distributable loss for the December quarter climb to R5,3m, compared with a R1,4m loss for the previous quarter. (213)

Chairman Lucas Pouroulis said from November 1993 to October 1994 there had been increasing labour problems. Production had fallen off as replacement labour had to be trained.

Pouroulis said Cons Modder had changed its management philosophy to concentrating on higher grade areas and a lower tonnage. This philosophy entailed a profit-sharing scheme based on gold produced rather than tonnage, and had seen

the size of the workforce reduced.

A concentration on higher grade areas saw yield climb from 2,64g/t to 3,03g/t, although less ore milled meant gold production fell to 244,5kg (399,8kg).

Pouroulis said results had improved and a profit was likely in January.

No 9 shaft, which had made a loss for every month of 1994 except February, had been given a few weeks to reach its targeted production level or operations on the shaft would be scaled down drastically.

Four new shafts would be opened, which should produce 500 tons of ore each by September, he said.

Strike threat over racism grievance

251 ERICA JANKOWITZ 213

THE NUM rejected the JCI mine Randfontein Estates' failure to uphold the union's grievance against two managers accused of racism, which could ultimately result in strike action, NUM regional co-ordinator Archie Palane said yesterday.

The union would apply for a conciliation board to be convened and, if the board failed to resolve the dispute, members might be balloted for strike action, Palane warned.

The dispute stemmed from Randfontein management taking disciplinary action against a production manager who bowed to pressure for ending a pre-Christmas shift early so miners could spend more time with their families. This resulted in lost production and, after a disciplinary hearing, the manager was demoted and replaced by two production managers. *BD 20/11/95*

The NUM lodged a grievance against the two replacement managers for abusive language, racism, union bashing and changing existing working practices.

In response to the union, JCI said the grievance had been considered in a hearing on the mine. "In terms of the findings of these hearings there were no grounds for any action to be taken by management against the two employees."

A company source said he thought threats of a strike were premature.

Dispute over contractors unresolved

GOLD Fields' West Driefontein gold mine was sending armed guards underground to oversee mining operations, an NUM official told Labour Minister Tito Mboweni on Friday

During question time at an NUM education conference at Groblersdal in Northern Transvaal, the official claimed it was impossible to work under such conditions

Since incidents of violence against subcontractors late last year, armed mine security had kept the factions apart during working hours

A Gold Fields spokesman denied

ERICA JANKOWITZ

the allegation, saying in a few isolated cases during the height of the conflict, security personnel had gone underground. (213)

Mboweni expressed his horror at the allegation. BD 23/1/95

He told the NUM to liaise with his office to arrange mine visits — both announced and unannounced — so he could better acquaint himself with working conditions on mines

NUM Gauteng regional co-ordinator Archie Palane said the question of

subcontracting on mines needed to be urgently addressed. Workers saw the practice as an excuse to trim the workforce of alleged troublemakers and union office bearers

Palane said subcontractors often used retrenched workers from the mine because they had the required experience, but offered them inferior pay and working conditions

Until this practice was eliminated or properly negotiated with the union, violence would periodically erupt between permanent workers and subcontractors, Palane warned

Lower yields and labour problems hit JCI mines ⁽²¹³⁾

BD 25/1/95

MICHAEL URQUHART

GOLD production at JCI mines fell 8,8% to 11 662kg as the group battled labour problems and technical difficulties which saw a slight fall in ore milled

Falling yield at JCI mines was one of the major factors behind the decline in gold production. Yields throughout the group fell 6,4% to an average of 4,47g/t

Main producer Randfontein Estates had the biggest fall in gold production, to 6 514kg (7 473kg). The main contributor to this was a 10% slide in yield to 3,55g/t, and ore milled also declined slightly

Newly appointed gold division MD John Brownrigg said the Cook 3 section of Randfontein had been producing better than expected grades, and these were now returning to expectation. The yield should stabilise at its current level, he said.

Randfontein had been hit by sporadic labour unrest, which had continued into the current quarter. It had also experienced some geological difficulties, and technical difficulties which had hampered production and affected yields

Brownrigg said development on the 192 level of the eastern project of the Doornkop section of the mine had intersected the South Reef. He said a full evaluation of the reef should be completed by the end of the June quarter. In the northern project, development had also intersected reef and Brownrigg said Randfontein should know what the reef contained by the end of the current quarter

Western Areas had a much better quarter than Randfontein, as it did not experience labour disruptions and yields and gold production were only slightly down

The mine attracted a tax bill for the quarter of R14,6m, bringing total tax paid for the six months to December to R33,9m. Brownrigg said should the proposed merger with South Deep go ahead, there was the possibility that this tax would be recovered

Western Areas continued to produce and stockpile uranium, and stocks were currently about 160 tons.

Brownrigg said production build-

up at HJ Joel had been hampered by industrial relations problems, as well as the collapse of a ventilation borehole. The cost of the collapse, which had run to about R8,5m to R9m, should be recovered from insurance

Capital expenditure had increased on the development of a decline, reserve development and the purchase of capital equipment

The substantially higher capital expenditure of R21,1m (R14,1m), combined with lower revenues from gold, saw the mine's attributable loss increase 119% to R27,9m

Brownrigg said the mine now had 721 000 tons (421 000 tons) of proven reserves, in line with targets. He said the increased proven reserves should see production start to build up in the current quarter

JCI's antimony producer, Consolidated Murchison, held attributable income steady at R6,3m for the December quarter

An increase in mining revenue, due to higher antimony revenue from a "significantly higher" antimony price, was offset by increased costs and tax

JCI December Quarter	Tons milled 000s	Yield g/ton	Gold produced kg	Costs per ton milled R	Costs per kg gold produced R	Price received R/kg	Net profit after tax R000s	Profit after capex R000s	EPS after capex cents
Randfontein	1 835	3,55	6 514	126,21	35 554	42 741	37 599	22 738	37
September	1 893	3,95	7 473	124,65	31 575	43 649	60 187	41 872	68
Western Areas	620	6,92	4 289	225,28	32 566	42 868	32 307	20 294	50
September	615	7,10	4 366	228,28	32 156	44 151	36 476	26 146	65
H J Joel.....	156	5,51	859	275,48	50 029	41 400	(6 808)	(27 875)	14
September	173	5,49	950	223,38	40 678	41 017	1 415	(12 727)	(6)

Mines in dispute over paid leave

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BD 25/1/95

ERICA JANKOWITZ

THE National Union of Mineworkers (NUM) yesterday declared a dispute with the Chamber of Mines over employers' reluctance to negotiate a framework agreement on paid education and training leave.

In a letter to the chamber, the NUM rejected a proposal that education and training be negotiated at enterprise level.

The union contended the chamber was reneging on agreed terms of reference for a working party to devise a framework agreement while taking particular needs and operational requirements into account.

Chamber of Mines chief negotiator Adrian du Plessis said he found the move "curious" as the industry attached "enormous" importance and resources to education and training.

Chamber members had agreed to talk about initiatives at mine or company level. "I hope declaring a dispute does not become the preferred method of advancing debate on important issues," Du Plessis said.

At the NUM's weekend conference, members resolved to campaign for paid education and training leave despite having been unsuccessful in persuading management to concede this demand last year.

The NUM proposed 160 hours of

paid education leave a year for each worker, with a further 160 hours unpaid time for adult basic education and training. Despite signing an agreement with the chamber last year, the issue of paid time off remained unresolved.

NUM education and training unit head Gino Govender said the NUM would also campaign to have union training courses accredited and the union's training centre funded by government and employer contributions. In several countries, state funding for training was available in the form of local authority grants.

"After all, shop steward training is a service provided by the union."

The NUM adopted a charter of worker education rights at the conference, which included pushing for the recognition of prior learning and experience, access to management training facilities and full access to information including production processes and potential hazards.

Govender said information was not only required for negotiation purposes, but also as a basis for reorganising the industry. The complexities of new collective bargaining agendas required skilled union negotiators with comprehensive training.

Aftermath of weekend fighting in which 12 died

6 000 Vaal Reef's miners fail to report for work

BY SHIRLEY WOODGATE and SAPA

More than 6 000 workers failed to report for work for the 4 am shift at the Vaal Reef's gold mine today after the weekend fighting which left 12 people dead and 21 others seriously injured

Although peace was restored at the Free State mine last night, it is believed a lasting settlement depends on a mass staff meeting at 10 am today. At issue is whether all the staff will agree to return to work

This morning's stayaway defied an agreement reached yesterday between mine manage-

THREE issues triggered the clashes between two rival 200-strong factions

National Union of Mineworkers' representatives and representatives of the two fighting groups in the hostel, Anglo American Corporation spokesman James Duncan said

Management regards a return to work as a key priority in normalising the situation at the shaft.

Informed sources say a unanimous decision on the issue will

be sought at today's meeting of all workers

uncan added that mine-workers not living in the hostel, as well as those contracted to other employers had reported for duty, but the mine's production would be "quite severely" disrupted

Of the 21 victims admitted to hospital, three were in a critical condition, while 62 others who were slightly injured were discharged soon after receiving treatment, Duncan said

Three main issues led to the violence which erupted between two 200-strong rival factions the role of marshalls at the mine

STW 30/1/95

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shaft, the activities of several "unpopular individuals" at the shaft, and a current boycott against transport company Vaal Masern Bus Company.

The NUM supported a boycott against the bus company, which was used in the transport of migrant mineworkers, because of a labour dispute it had with an affiliate union of the Congress of South African Trade Unions

This had resulted in the use of another bus company, which was not approved by one of the groups.

No comment was available from NUM this morning

Ten die in fighting at Vaal Reefs mine

BD 30/1/95 (213)
MARK ASHURST

VIOLENCE at Anglo American's Vaal Reefs mine in the Free State claimed 10 lives over the weekend when fighting broke out between residents of the mine's No 8 Shaft hostel.

A further 21 employees were admitted to hospital and 62 were treated for minor injuries. Six people were hit by rubber bullets fired as mine security staff tried to keep fighting groups apart.

Two people were killed in the first incident on Saturday. Violence yesterday claimed a further six lives while two more men died of their injuries in hospital.

Sapa reports that most of the injuries were head wounds which appeared to have been caused by blunt instruments.

The mine attributed the dispute to disagreements over the role of marshals, the "activities prior to the outbreak of the fighting, of a number of employees" and a current boycott against an outside transport company, Vaal Maseru Bus Company.

National Union of Mineworkers representatives met opposing groups at the hostel yesterday morning and spoke to all residents. Anglo American spokesman James Duncan described the scene as "quiet" in the afternoon.

Initial reports from NUM representatives were optimistic, he said. "We are hopeful that we will get a late Sunday shift down." No loss in production was expected.

6 000 mine workers⁽²¹³⁾ stay away

Sowetan 31/1/95

Sowetan Correspondent

MORE than 6 000 workers failed to report for the 4am shift at Vaal Reefs gold mine yesterday after weekend fighting that left 12 people dead and 21 others seriously injured

Although peace was restored at the mine on Sunday night, it is believed a lasting settlement depends on a mass staff meeting that was due to be held yesterday. The meeting had not taken place at the time of going to press

Yesterday's stayaway defied an agreement reached on Sunday between management, the National Union of Mineworkers and representatives of the two fighting groups, Anglo American Corporation spokesman Mr James Duncan said.

Vaal Reefs men return to work

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stay 31/1/95

The first batch of mineworkers to return to work at Vaal Reefs Gold Mine's No 8 shaft in the Free State, after weekend violence there claimed 12 lives, went underground last night

Anglo American Corporation spokesman James Duncan said last night the situation "was looking good" and miners were returning to work in numbers.

National Union of Mineworkers spokesman Judith Weymant said warring mineworkers had agreed to a cessation of hostilities

The fighting apparently broke out after a section of miners boycotted the Vaal Maseru Bus Company in support of workers dismissed in September.

Weymant said certain workers from the mine were on commission from the bus company and conflict arose when they lost their supplementary income

Yesterday members of the SAPS, mine security, the union and representatives of the warring factions combed the mine hostels, disarming residents

— Labour Reporter

Chaos at City Deep, Kaserne

LABOUR REPORTER

The dispute between workers and management at Transnet's Kaserne and City Deep depots in Johannesburg was still unresolved yesterday as thousands of containers of perishable and non-perishable goods continued to pile up

South African Rail and Harbour Workers' Union regional secretary Johnson Gamede said yesterday the union had briefed its national leadership and Cosatu on the dispute at the two depots,

saying the union was poised to enter the fray if no progress was made in negotiations

More than 3 000 workers at the Kaserne depot were locked out by management on Thursday after it had allegedly received information that the union intended to expel private contractors from the premises.

Containers from overseas and various parts of the country have been piling up at the depot

Gamede said the cause of the dispute was an agreement between the union and Transnet last

year in which management pledged to use its own labourers for various functions, instead of hiring privateers

He said Transnet had failed to implement the agreement and this had led to a blockade by Kaserne workers in October.

He said the problem resurfaced last week when a permanent Transnet data processor was dismissed and a private company employee used in his place.

Transnet officials could not be reached yesterday.

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Mine violence 'will worsen poor quarter'

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VAAL Reefs' production would not be badly affected by violence at the gold mine provided that fighting did not spread underground and to other shafts, analysts said yesterday.

They said the main effect would be to aggravate the results of a quarter in which production had already been adversely affected by the Christmas and New Year holiday period.

Fighting between groups of Xhosa and Sotho workers at Number 8 shaft hostel over the weekend had left 12 dead and more than 21 seriously injured. About 6 000 workers from the hostels failed to turn up for yesterday morning's shift.

Anglo American spokesman James Duncan said a return to work was an issue of utmost urgency. Workers who had failed to return to work yesterday morning had dishonoured an agreement reached between

MICHAEL URQUHART

the mine, unions and representatives of the two factions.

One analyst said if the mine got on top of the problem quickly effects on production would be minimal. Disciplinary action, criminal charges and dismissal of workers would probably be used by the mine in response to the violence. In the long run this could show the miners that they could not use violence to sort out their problems.

Another analyst said while the problems continued the mine could use stockpiled underground material and low-grade surface material to make up tonnage.

Vaal Reefs' share price fell R15 or 4,8% on the JSE yesterday to R297, but this was in line with a slip in gold share prices across the board. The all gold index dropped 82 points to 1 495.

Miners disarm after weekend clashes

(213)

CT 31/1/95

JOHANNESBURG — Hostel residents at Vaal Reefs gold mine near Orkney where 12 miners died in fighting at the weekend, disarmed voluntarily yesterday afternoon and agreed to work for peace, National Union of Mineworkers (NUM) spokeswoman Ms Judith Weymont said.

The NUM mediated at a mass meeting of rival Xhosa and Sotho factions at Shaft Eight.

Ms Weymont said those at the meeting agreed they were being misled by "a small minority within the factions".

She said the night shift would report for work.

The fighting also left 83 miners injured, three of them critically.

Anglo American Corporation spokesman Mr James Duncan said three main issues had led to the violence. The role of marshals at the shaft, the activities of several "unpopular individuals" and an ongoing boycott of Vaal Maseru Bus Company.

The NUM blamed the violence on the bus boycott and accused a particular worker of raising tensions.

It said a contributory factor to the conflict among mine hostel residents was the "inhuman conditions" in which they were forced to live.

"Mineworkers are kraaled like cattle to be fed and watered before the next shift," a NUM organiser said.

Mr Duncan said 6 000 workers who failed to return to work earlier yesterday had dishonoured an agreement reached between management, the NUM and the factions on Sunday.

But Ms Weymont denied a return-to-work deadline had been agreed to.

She said Anglo's "production-at-all-costs" attitude suggested a fundamental misunderstanding of the social issues that could spark the clashes.

"Thousands upon thousands of men live eight to a room with the barest of facilities, no privacy, and no form of entertainment or recreation. In such a deprived environment, these kinds of conditions can only exacerbate any form of disagreement among individuals and small groups."

Nine thousand men of different socio-cultural backgrounds lived in the mine hostels at Shaft Number Eight.

Ms Weymont said hostel residents would have to be disarmed before production could resume, and before they could attend yesterday's meeting to be addressed by senior NUM officials, including vice president Mr Senzeni Zokwana. — Sapa

Vaal Reefs workers return

MINE workers at Anglo American's Vaal Reefs No 8 shaft returned to work last night after a tense day in which mine security battled to disarm warring factions to allow a mass meeting addressed by NUM officials to take place.

Twelve people died and 83 were injured at the weekend in fighting at the mine near Vierfontein in the Free State. Three workers were fighting for their lives.

NUM officials managed to restore calm late yesterday afternoon and persuaded workers to resume production last night. Workers conceded they had been misled by a small faction of troublemakers, NUM spokesman Judith Weymont said. Workers were voluntarily disarmed.

ERICA JANKOWITZ

Nearly 600 of 1 600 night shift workers had returned to work early last night and mine management was optimistic this would continue.

Anglo American spokesman James Duncan denied NUM accusations that the mine was pursuing a "production at any cost" line. Grievances would be investigated once the situation was normalised.

About 6 000 workers never honoured the return-to-work agreement made on Sunday, and production was severely disrupted yesterday. Sunday's night shift did not

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Vaal Reefs

go underground.

Duncan said most injuries had been caused by fighting with bricks and other blunt instruments. No gunshot wounds were reported. The clashes were mainly between Sotho and Xhosa speakers.

A police spokesman said murder dockets had been opened, but no arrests had been made. Police had not monitored the events as mine security had been used.

One alleged reason for the fighting was the presence of a miner accused of acting as an agent for the Vaal Maseru bus company, which was boycotted by the NUM after its labour dispute with a fellow Cosatu affiliate, the Transport and General Workers' Union (TGWU). Workers insisted the individual be banned from entering

□ From Page 1

mine property, Weymont said.

Vaal Maseru was involved in an acrimonious wage dispute with TGWU last year after which the entire workforce was dismissed, boycotts were called and arson attacks depleted the company's bus fleet.

Vaal Maseru director Jan van Aswegan dismissed claims that the bus boycott had anything to do with the fighting, saying the wage dispute was resolved late last year with about 70% to 80% of former employees regaining their jobs.

Van Aswegan said some factions within the NUM supported a rival bus company established in the wake of the Vaal Maseru boycott. There had been some reports of intimidation of passengers not wanting to use the new transport company.

Mine manager held ⁽²¹³⁾ hostage underground ^{2/21/95}

MIDDELBURG - Mineworkers held their mine manager and four senior staff members hostage underground for nine hours at a gold mine near Piet Retief in the Eastern Transvaal on Tuesday, the mine said yesterday.

About 135 workers affiliated to the National Union of Mineworkers (NUM) were involved in the action at level 13 at the Klipwal mine.

The hostages were released about 8pm on Tuesday, but only "after the manager had given certain undertakings under duress", the mine said.

Eastern Transvaal police spokesman Colonel Schalk Pienaar said the police were called in and assisted in negotiations for the release of the hostages.

He said no charges had been brought by the hostages against the miners.

Worker demands concerned issues concluded in 1994 wage negotiations, the mine management said.

After the hostage incident, mine management had decided to shut out the workforce "until certain conditions have been met to prevent a recurrence of this sort of behaviour".

They said negotiations with workers were underway.

The NUM declined to officially comment on the incident, but one union source said Duiker Exploration, the mine owners, were notorious for paying among the lowest wages in the industry - Sapa.

Miners hold manager hostage underground

MIDDELBURG — Workers at a gold mine near Piet Retief in the Eastern Transvaal held their mine manager and four senior personnel hostage underground for nine hours on Tuesday, the mine said yesterday.

About 135 National Union of Mineworkers (NUM) members were involved in the action at Klipwal mine, which is owned by Duker Exploration.

The hostages were released at 8pm "after the manager had given certain undertakings under duress", the mine said.

After the hostage incident management shut out the workforce "until certain con-

ditions have been met to prevent a recurrence of this sort of behaviour" Negotiations were under way to promote compliance with "accepted standards of behaviour". The mine said worker demands concerned issues concluded in last year's wage negotiations (213)

Police had assisted in negotiations for the hostages' release. No charges had been brought by the hostages, police said.

BOE 212195
The NUM was unaware of the details of the incident, but said Duker paid among the lowest wages in the industry. — Sapa.

Task force to settle dispute ²¹³

PUBLIC Enterprises Minister Stella Sigcau has appointed a task force in a bid to resolve the dispute at Transnet's City Deep depot, during which strikers brought services to a standstill ^{875/2195}.
The task force was appointed after Ms Sigcau held talks with some of the parties involved in the dispute.

NUM threat on contract labour

BD 9/2/95 (213)

ERICA JANKOWITZ

MINING houses which continue retrenching workers and replacing them with contract labour will face an increased wave of industrial action, according to the National Union of Mineworkers (NUM).

NUM assistant general secretary Gwede Mantashe yesterday accused mines of cutting costs by using subcontractors to do jobs previously performed by mine employees. These contractors often employed retrenched mine workers, but paid them half their previous incomes.

"This will be a core demand in this year's negotiations with the Chamber of Mines," Mantashe said.

Much of the industrial action on mines so far this year had been sparked by the issue of subcontractors Gold Fields' West Driefontein mine dismissed 142 workers after a violent demonstration against contract labour left one person dead.

Contract labourers were paid about half the salaries received by full-time mine employees and their working conditions were much worse than those offered on the mines, Mantashe said.

The NUM would demand its involvement in determining what work on mines was contracted out, and would only condone specialised functions falling into this category. The union also wanted definable time frames for all contract work.

Contractors would be asked to comply with conditions, including

compulsory registration of workers so they did not employ and "exploit" illegal immigrants. Unemployment, health and death benefits would need to be negotiated, as would wages.

Mantashe said mining houses were using this practice as a ploy to weaken the NUM as contract labour was not unionised. He claimed Randgold was the worst offender, with all its mines shedding labour and contracting out work.

Randgold director Ted Grobicki denied this, saying Randgold was pursuing previous labour policies.

Gold Fields — whose West Driefontein mine will be the site of a march demanding the reinstatement of dismissed workers today — said it would only respond to allegations of refusing to discuss the issue after receiving a memorandum from the union after the march.

Miners would also march at De Beers' Finsch mine today on the same issue, the NUM said. But De Beers spokesman Tom Tweedy said the company had acted as an intermediary between contractors and the NUM at the union's request and a meeting between the parties was scheduled for next week.

Tweedy said De Beers had the right to remove any contractor found to be in contravention of any employment standards or hurting labour relations in any way, and would "not hesitate to exercise this right".

high.

Cape University professor Colin ship expected of it".

Black farmers reject rates plan

AN INVESTIGATION by the Rural Financial Services Commission into agricultural interest rates is likely to spark a showdown between the National African Farmers' Union and monetary policymakers. The union yesterday rejected proposals in the White Paper on agriculture to switch away from subsidised rates to market-related rates.

GM Steven Mokwena said that the union would have "a serious problem" if the current 8% rate was to change.

Mokwena said government needed to subsidise emerging farmers' interest rates, or they would not be able to buy land. He called for the gap between the production and market values of land to be subsidised by the state.

Agriculture Credit Board chairman Kosi van Zyl said yesterday that the 1% hike in the Bank rate to 14% would have no effect on government's 8% subsidised rate to commercial and emerging farmers "for the time being".

BD 22/2/95

 LOUISE COOK

Sources said Finance Minister Chris Liebenberg had repudiated the Agricultural Credit Board for its policy of subsidising interest rates. The board had hit back, saying that a change to market related rates would be difficult in the light of the number of white farmers who had already benefited from subsidised rates.

The interest rate issue would be investigated also by the Rural Financial Services Commission. Van Zyl said the board had made proposals to the commission, but he declined to say what they were.

"Emerging farmers cannot simply be left in the doldrums. The abolition of subsidised rates will at least have to be replaced by grants."

Land Bank GM Freddie van Staden said the bank would "most likely" increase its interest rates to farmers. But it would first "wait and see" what the commercial banks did.

Union blames tribal leaders

MANAGEMENT of hostels by tribal leaders was to blame for violence at Goldfields' Deelkraal mine near Carletonville on the West Rand, the National Union of Mineworkers said. (213)

It said yesterday hostel administrators were selected on tribal lines "and given considerable power over workers' lives".

The NUM called for the election of a 10-man committee to run the hostels, in conjunction with tribal leaders, for a short period.

The union said workers had begun hunger strikes and a stayaway.

Goldfields said it would react to the union's remarks later. — Sapa.

Miners to march (213)

NATIONAL Union of Mineworkers members would march to Sasol's Secunda mine on Saturday to protest against Sasol's refusal to recognise the union, NUM said yesterday.

In addition, the NUM would demand the reinstatement of five workers dismissed for trying to recruit members at the mine.

Sasol spokesman Amelia Soares said the NUM represented fewer than 1% of Sasol workers and the Chemical Workers' Industrial Union, also a Cosatu affiliate, was the recognised union. **BD 23/2/96**

Miners strike after death

(12) (212) (213)

JOHANNESBURG.
An Anglo American employee was killed and another injured in shooting during a police investigation near the Western Deep Levels South Mine hostel on Saturday evening.

The National Union of Mineworkers said workers were striking to protest against the incident.

Sapa
28/12/95

Miners stay away over dagga issue

(213) BD 28/2/95

An estimated 6 000 miners at Western Deep Levels south gold mine near Carletonville were reported absent this morning in protest at a weekend police investigation into dagga dealing.

One miner was shot and killed and another was wounded during the clampdown on Saturday.

"The hostel residents believed the investigation was inspired by management and have ignored both management and police assurances that this was not the case," mine spokesman James Duncan said today.

Employees living in the mine's hostel were assured by senior police representatives that the investigation was purely a police matter and did not involve mine management. — Sapa.

Talks to resolve miners' strike

THE National Union of Mineworkers (NUM) and mine management held meetings late into last night in an attempt to resolve the strike by 6 000 mine workers at Western Deep Level South Mine near Carletonville.

The strike began after a worker died during a police drugs investigation. The NUM accused mine management of involvement. However,

213 RENEE GRAWITZKY

the SA Police Services said the action "had not involved either management or mine security".

The NUM said workers demanded the manager explain how police entered mine premises. A mine spokesman said demands relating to the incident changed constantly.

6 000 jobs in jeopardy

10 strikers (213)

injured at Carletonville

Star 1/3/95

■ BY JUSTICE MALALA
LABOUR REPORTER

At least 10 mineworkers were injured last night when mine security fired rubber bullets at strikers said to be intimidating employees reporting for work on the late shift at the Western Deep Levels' South Mine near Carletonville

Management warned about 6 000 strikers last night that their jobs would be in jeopardy if they failed to report for work today as their illegal action enters its third day.

Anglo American spokesman James Duncan said there was a division of opinion in the hostels and workers who wanted to report for work last night were attacked.

"Mine security were forced to use low velocity rubber bullets to control the intimidation," Duncan said.

There were no serious injuries during what Duncan referred to as a "very ugly situation with groups of men attacking individuals".

Talks to resolve the issue failed yesterday.

The expected return to work by the mineworkers, who embarked on the strike after the shooting by police of two mineworkers on Saturday, one of whom later died, may take place today when talks resume, a union spokesman said.

The mine, which normally pro-

duces about R1,5 million worth of gold a day, is managing to maintain a small amount of gold production from its underground and surface stockpile, Duncan said yesterday.

The strike follows a police raid at the mine hostel on Saturday in search of dagga. During the raid a mineworker was shot dead by police and another was seriously wounded.

"They were assured the shootings would be the subject of a thorough investigation and that they would be appraised in full of the findings," Duncan said

■ More than 300 Trident and Scimitar Security Company guards went on strike yesterday after payment of their salaries were allegedly delayed by a day

■ Fifty Abbott Laboratories workers, all of them members of the Chemical Workers Industrial Union, yesterday toy-toyed in front of their workplace near Southgate, south of Johannesburg, in support of their demand for a R500 minimum wage. A shop steward said a meeting with management was due today

■ The strike by about 100 Post and Telecommunications Workers Union members at Telkom's Denver branch entered its second day yesterday. The workers are demanding "affirmative action in practice instead of merely on paper", Potwa spokesman Shakes Gonyane said yesterday

NEWS SAPS and SANDF prepare for war against political violence and lawlessness

Sowetan 1/3/95 (212)

Strike at mine enters third day

Sowetan Correspondent

THE strike by about 6 000 mineworkers at Western Deep Levels' South Mine near Carletonville enters its third day today after talks to resolve the issue failed yesterday.

The expected return to work by the mineworkers, who embarked on the strike after the shooting by police of two colleagues last Saturday, one of whom later died, may take place today when talks resume, a union spokesman said.

The mine, which normally produces about R1,5 million worth of gold a day, is managing to maintain a small amount of gold production from its underground and surface stockpile, Anglo American spokesman Mr James Duncan said yesterday.

The strike follows a police raid at the mine hostel on Saturday in search of dagga. During the raid a mineworker was shot dead by police and

another was seriously wounded.

Duncan said the hostel residents began the strike action at the start of Sunday night's shift, in protest at the police raid and the shootings.

The hostel residents believed the dagga investigation was management-inspired.

More than 300 guards at Trident and Scimitar Security Company went on strike yesterday after payment of their salaries was apparently delayed by a day.

Fifty workers at Abbott Laboratories, all members of the Chemical Workers' Industrial Union, yesterday demonstrated outside the company near Southgate, Johannesburg, in support of demands for a R500 minimum wage.

The strike by about 100 Posts and Telecommunications Workers' Union members at Telkom's Denver branch entered its second day yesterday.

Miners out after clash

CT 1/3/95 (213)

JOHANNESBURG.

An estimated 6 000 miners at Western Deep level south gold mine near Carletonville were recorded absent on yesterday's morning shift, in protest at a weekend police investigation into dagga dealing.

One miner was shot and killed and another was wounded during a clash on Saturday.

"The hostel residents believed the investigation was management-inspired and ignored assurances that this was not the case," a mine spokesman said yesterday. — Sapa

Langlaagte families' move postponed by mines chief

■ CITY REPORTER

Seventeen families who have resisted plans to remove them from Rand Mines Properties' (RMP) Langlaagte Deep Village have been granted a reprieve until the end of the month, Crown Mines Residents' Association spokesman Jeremy Daphne said yesterday.

The decision was taken at a meeting between the two groups on Tuesday. Another meeting is planned for Wednesday to discuss the issue.

RMP MD Colin Steyn said the company had been approached

by its own employees — some of them shift workers — for accommodation closer to work.

"In most cases, these residents have been in the houses far beyond the five years security of tenure that they were given back in 1988 when the village was declared a national monument," said Steyn.

When approached, said Steyn, the company had agreed to extend the notice period beyond the one month stipulated in the lease agreements.

"But, at the end of the day, the company's loyalty is to its

own workers," he said.

He rejected residents' claims that a nonracial community would be destroyed.

"In fact, it will be strengthened because the employees we plan to house there are both black and white."

The residents claim the termination notices arrived while a housing development plan for Crown Mines and the surrounding area was being finalised.

The plan for 200 homes would break through the industrial belt separating Soweto from the city and was supported by the National Union of Mineworkers.

(213) Stan 2/3/95

Transnet, union reach agreement at City Deep

BO 2/3/95

INGRID SALGADO

THERE would be no industrial action at Johannesburg's City Deep container depot in the short term after an agreement between management and the SA Railways and Harbour Workers' Union (Sarhwu) committed them to industrial peace.

Both parties accepted recommendations by a task group established by Public Enterprises Minister Stella Sigcau last month to resolve the labour dispute that caused a container bottleneck. Management and Sarhwu had agreed on short-term recommendations. Longer-term recommendations were under consideration.

Sarhwu's concern had been the use of privately contracted drivers operating from the terminal. Their action caused a back-

log of 6000 containers. The remainder would be cleared by March 20.

The task force recommended that subcontracted drivers continue operating from the terminal. However, five Roadwing trucks banned from the depot would not be allowed to return to either City Deep or Kaserne depot's Kascon in the short-term.

Other recommendations included that:

- Both parties ensure the handling facilities at City Deep and nearby Kascon be provided strictly on a first come-first serve basis; and
- The Kascon facility be reopened to ease the backlog at City Deep.

If a dispute arose independent mediation or arbitration would be used.

Mineworkers in massive strike

(213)

ARG 2/3/95

□ Killing in dagga raid sets off protest

The Argus Correspondent

JOHANNESBURG. — The illegal strike by about 6 000 mineworkers at Western Deep Levels' South Mine near Carletonville entered its third day yesterday after talks to resolve the issue failed on Tuesday.

The mineworkers, who embarked on the strike after police shot two mineworkers last Saturday, one of whom later died, were expected return to work yesterday when talks resumed, a union spokesman said.

The mine, which normally produces about R1,5 million worth of gold a day, is managing to maintain a small

amount of gold production from its underground and surface stockpile, Anglo American spokesman James Duncan said.

The strike follows a police raid at the mine hostel on Saturday in search of dagga. During the raid a mineworker was shot dead by police and another was seriously wounded.

Mr Duncan said the hostel residents began the strike action at the start of Sunday night's shift, in protest at the police raid and shootings.

The hostel residents believed the dagga investigation was management-inspired and thus far have ignored both management and police assurances that this was not the case.

Clashes after gold mine strike called off

(213)

slav 2/3/95

■ STAFF REPORTER

A three-day strike by 6 000 mineworkers at Western Deep Level South Mine near Carletonville ended last night after the National Union of Mineworkers and management reached an agreement

The strike began after a police raid at the mine hostel on Saturday in search of dagga.

During the raid, a mineworker — who has not yet been identified — was shot dead by police and another was seriously wounded. Miners blamed mine management for calling the police to conduct the search.

NUM spokesman Joseph Mo-

ralana said workers called off the strike after mine management had agreed to a probe by the Independent Mediation Service of SA into the shooting

Management had also agreed to hire buses to transport workers to the mineworker's funeral in Lesotho and undertaken not to discipline workers who had taken part in the strike

Anglo American spokesman James Duncan said there was a division of opinion in the hostels, and workers who wanted to report for work last night were attacked. There were no serious injuries during what he called a "very ugly situation"

Mineworkers end strike (2/3)

ET 2/3/95

JOHANNESBURG: — A strike by 6 000 miners at the Western Deep Levels South Mine near Carletonville ended last night after a day-long meeting between mine management and the National Union of Mineworkers (NUM)

NUM spokeswoman Ms Judith Weymont said the workers would return to work in time for the nightshift

In an earlier statement, Anglo American Corporation said workers had been given a "final ultimatum" to return to work by the time the nightshift began or face dismissal.

The strike began on Sunday, in protest against the killing of an employee during a police raid for dagga at the mine hostel on Saturday

Ms Weymont said management and the NUM had agreed a commission would be set up to investigate the shooting as well as other shootings at the mine since the weekend.

According to Ms Weymont, mine management agreed not to dismiss workers who embarked on strike action — Sapa

Mine strikers back at work

BO 2/3/95
RENEE GRAWITZKY

STRIKING workers at Western Deep Levels South Mine returned to work last night following an agreement reached between the National Union of Mineworkers and mine management. (213)

The strike was in protest against the shooting of two workers by the SA Police Services during an investigation into dagga dealing at a shop on mine premises.

The agreement provided for an independent party to investigate the shooting in which a mine worker was killed as well as subsequent shootings on Tuesday night, a union spokesman said.

He said the investigation would be facilitated by the Northwest safety and security ministry.

The union said it was agreed that disciplinary action would not be taken against those involved in the strike, but possible action could result following an investigation into alleged attacks by workers on colleagues.

The union assured management that workers would return to work.

The strike had some effect on production, but this had not yet been quantified, the mine said.

Miners plan protest march

NATIONAL Union of Mineworkers members from East and West Driefontein and Deelkraal would march on Gold Fields head office tomorrow to protest against the use of contract workers, NUM organiser Godfrey Manamela said **BD 3/3/95**

They would demand the reinstatement of workers dismissed after clashes between contract and permanent workers

A Gold Fields spokesman said "the nature of such work is either short-term

RENEE GRAWITZKY

or very specialised, thus militating against the employment of people in a full-time, permanent capacity for a short period and then having to retrench them" **(213)**

Meanwhile, about 10 000 mineworkers are expected at a Northern Transvaal rally tomorrow to discuss whether workers and mining houses should contribute earnings to the reconstruction and development programme.

Police swoop on Deelkraal

Police swooped on violence-torn Deelkraal gold mine, west of Johannesburg, at the weekend and seized lorry-loads of dangerous weapons, explosives and ammunition days after six people were killed and more than 100 injured.

North West safety and security MEC Satish Roopa reported no arrests in the operation, but said police had carted away four five-ton lorry-loads of weapons, commercial explosives and various kinds of ammunition.

Police, moving after mine owners Gold Fields, union leaders and provincial authorities agreed on measures to restore calm at the mine, also seized an AK-47, 10kg of dagga and 7kg of gold concentrate. (213)

According to reports, fighting at the mine involved the National Union of Mineworkers and the rival United Workers' Union of South Africa. — Sapa

Star 3/3/95

Angry miners march on Goldfields

ABOUT 700 mineworkers seeking reinstatement of dismissed colleagues, an end to factional violence and affirmative action on Goldfields' mines in the Carletonville region, marched on the company's head office in Johannesburg at the weekend.

Watched closely by riot police, the crowd wound its way through central Johannesburg to the imposing multi-storey Goldfields building on Saturday

Security officers at the building kept doors shut and police stood around as miners toy-toyed

Angry miners demanded manage-

ment attend to their grievances.

National Union of Mineorkers official Benson Mboho, handing a memorandum to Goldfield's chief security officer, Mr Louis van Tonder, accused management of fanning violence against union leadership.

"We demand that management immediately halt the distribution of guns to intimidate NUM members," he said, reading the petition.

Mr Van Tonder declined to react immediately to the charge, saying he would pass on the document to management.

NUM Goldfields campaign organiser Laura James charged that management clandestinely provided AK-47 rifles and other guns to NUM rivals on the mines. The memorandum called for "thorough" investigations into the deaths of administrators murdered at Deelkraal mine last year.

Mr Mboho also demanded the reinstatement of 142 workers dismissed from the East Driefontein, West Driefontein and Deelkraal mines. He also demanded the reinstatement of seven dismissed cleaners.

The mineworkers gave management until March 17 to respond. — Sapa.

Three miners die in violent clashes

JOHANNESBURG — Three miners died and 26 were injured in violent clashes today at Deelkraal gold mine's hostel complex at Carletonville on the West Rand.

The injured were taken to the mine hospital. (213) ARG 7/3/95

Meetings with employee and union representatives yesterday failed to restore peace and management was attempting to set up further meetings to quell the violence.

Deelkraal Gold Mining Company said in a statement that unconfirmed reports of clashes had been received after about 1 700 people went underground this morning and management was set to bring those employees to surface.

The situation at the mine remained tense and mine security and police were monitoring the situation, the statement said — Sapa

Clashes halt all ⁽²¹³⁾ work ^{Stan 8/19/95} at mine

■ BY JUSTICE MALALA
LABOUR REPORTER

The situation at Deelkraal mine near Carletonville was tense but quiet this morning after six mineworkers were killed and 36 injured in fighting between hostel inmates which started at the weekend and escalated when workers went underground yesterday morning.

Senior personnel officer Malcolm Jones said no work would be carried out today after management stopped all staff from going underground last night.

Rescue workers were still searching for missing miners underground late yesterday while police, mine security and union officials disarmed the warring mineworkers. At the time of going to press mine management could not be contacted to say whether any more miners had been found.

Independent

The National Union of Mineworkers yesterday called for an independent investigation into the incidents. It also called for a community policing structure to be set up in the mining community.

More than 190 of the 1 700 mineworkers who went underground yesterday were refusing to come up in fear for their lives, union spokesman Judith Weymont said.

Mine management said the majority of workers had returned to the hostel.

Weymont said tensions at the mine resurfaced on Saturday when union members returned from a march on Goldfields Johannesburg headquarters.

United Workers' Union of SA (Uwusa) members allegedly broke a liquor boycott at the hostel and taunted NUM members, she said. This led to violent clashes on Sunday which continued yesterday when workers reported for the 4am shift.

No comment could be obtained from Uwusa at the time of going to press.

ARG 8/3/95 (213)

Six deaths: Gold mine cancels morning shift

The Argus Correspondent

JOHANNESBURG. — At least six mineworkers have been killed and 36 injured at the Deelkraal gold mine near Carletonville in fighting between hostel inmates which started at the weekend and escalated when workers went underground.

Mine management today cancelled the morning shift and the 1 700 workers who were supposed to go underground were in the hostels, where the situation was described by a mine official as "tense".

Work would be resumed as soon as ongoing talks with the National Union of Mineworkers (NUM) and the United Workers' Union of South Africa (Uwusa) had agreed on ways to end the fighting, a spokesman for the mine said.

NUM spokesman Judith Weymont said today the union was satisfied with a search of the mine hostel last night in which at least one AK-47 rifle, two 9mm pistols and an assortment of traditional weapons were confiscated.

The union yesterday called for an independent investigation into the incidents. It also called for a community policing structure to be set up in the mining community.

Ms Weymont said tensions at the mine resurfaced on Saturday when union members returned from a march on the Johannesburg headquarters of Goldfields.

Uwusa members allegedly broke a liquor boycott at the hostel and taunted NUM members, she said. This led to violent clashes on Sunday which continued yesterday.

Six killed in fighting at Deelkraal mine

BD8/3/95 RENE GRAWITZKY (213)

SIX mine workers were killed and 29 injured at Gold Fields' Deelkraal mine near Carletonville yesterday in clashes between National Union of Mineworkers (NUM) members and a group linked to the United Mining Workers' Union of SA.

The morning shift was about to go underground when violence broke out between NUM and Umwusa, which is the mining arm of the Inkatha-linked United Workers' Union of SA. Three people were killed in the hostels and three bodies were found underground later in the day.

Union members, police and management decided after a meeting yesterday to ask hostel dwellers to give up their arms, but had limited success. Union representatives and police then searched the hostels.

Tension had been mounting on the mine with the NUM challenging the role of the indunas in running hostels. NUM also claimed that certain groups had begun stockpiling arms in the hostels.

NUM alleged that mine security was not conducting proper searches for arms and refused to allow the police to search the hostels. Deelkraal management said periodic searches were conducted. However, if people were not present they could not search rooms without them.

NUM assistant general secretary Gwede Mantashe said the union had met the Northwest safety and security ministry in January to discuss the build-up of arms in the hostels. Tensions worsened after workers returned from a march on Gold Fields head office on Saturday night. On Sunday a group of workers broke the liquor boycott which NUM had called for to support its demand to democratise hostels. He accused management of using these workers to break the boycott.

Deelkraal management said this group did not work on Sunday or Monday as they claimed there would be problems because they had defied the boycott. They went to work yesterday and violence erupted.

The situation on the mine was tense last night with mine security and police monitoring the situation. The morning shift was recalled and all operations suspended.

● Picture Page 2

Miners die in fighting

Sowetan Correspondent

SIX miners were killed and 36 injured in fighting between factions at Deelkraal Gold Mine near Carletonville yesterday.

The fighting started at the weekend and escalated when workers went underground yesterday morning.

Late yesterday rescue workers were still searching for missing miners underground while police, mine security and union officials disarmed the warring mineworkers at the mine's hostel.

The National Union of Mineworkers yesterday called for an independent investigation into the cause of the fighting. It also called for a community policing struc-

ture to be set up in the mining community to lessen conflict between mine security, police and miners.

More than 190 of the 1 700 miners who went underground yesterday refused to come up for fear of their lives, union spokesman Miss Judith Weymont said yesterday afternoon.

Mine management said the majority of employees who had gone underground had returned to the hostel, but it still described the situation as tense.

Weymont said a number of problems had preceded the fighting. A meat boycott, followed by a total food boycott, followed by a liquor boycott by mineworkers at the hostel.

Sowetan 8/3/95

MINERS IN FEAR OF THEIR LIVES SHELTER UNDERGROUND

Mine hostel clashes leave six dead, 36 injured

213
CT8/3/95

JOHANNESBURG: At least six mineworkers were killed and 36 injured in fighting between hostel inmates at the Deelkraal Gold Mine near Carletonville yesterday. The fighting, which started at the weekend, escalated when workers went underground yesterday morning, and many refused to come up at the end of their shifts
Our **SPECIAL CORRESPONDENT** reports.

RESCUE workers were still searching for missing miners underground late yesterday while police, mine security and union officials disarmed warring mineworkers at the hostel

The National Union of Mineworkers (NUM) yesterday called for an independent investigation into the causes of the incidents. It also called for a community policing structure to be set up to

lessen conflict arising between mine security, police and miners

More than 190 of the 1 700 mineworkers who went underground yesterday were refusing to come up in fear for their lives, union spokeswoman Ms Judith Weymont said

Mine management said in a statement the majority of employees who went underground, however, had returned to the hostel.

It said police were monitoring the situation, which was tense

Ms Weymont said tensions at the mine resurfaced on Saturday when NUM members returned from a march on Goldfields headquarters here

"There have been a lot of problems with the induna system and allegations that there were arms in the hostels, but management had not acted on these allegations"

Following these problems there had been a meat boycott, then a total kitchen boycott followed by a liquor boycott by mineworkers in the hostel

"On Saturday apparently drunk United Workers Union of South Africa (Uwusa) members broke the liquor boycott and taunted NUM members about it," she said

No comment could be obtained from Uwusa yesterday

On Sunday three people were injured when fighting broke out between sections of the two groups and in the evening five more were shot by other mineworkers, Ms Weymont said

Clashes

Yesterday's events started when the workers went down for the morning shift about 4am. Fighting broke out and three of the miners were shot dead

But most of the workers continued to go underground

More clashes started in which three others were killed during the day and two others seriously injured

THURSDAY
MARCH 9, 1995 ★

BRITTS

Violence-hit mine 'tense'

CT 9/3/95

213

JOHANNESBURG: The situation at the Deelkraal Gold Mine property in Carletonville was still tense yesterday following the injury of one miner in the morning.

Violent clashes between mine employees since Tuesday have left six workers dead and more than 100 injured.

A company statement yesterday said management, in a bid to stabilise the situation, had cancelled the day's operations and would continue to monitor events.

"The recent events are totally unacceptable, and management, with the assistance of the South African Police Services, is taking the necessary steps to prevent any recurrence," the statement said — Sapa

Family of dead man

Tension high at local mine

THE situation was still tense at Deelkraal gold mine in Carletonville yesterday after one miner was wounded earlier in the morning, the company said in a statement yesterday.

Violent clashes between employee groupings at the mine since Tuesday morning have left six workers dead and more than 100 wounded.

The statement said management, in a bid to stabilise the situation, had cancelled the day's operations and would continue to monitor events.

"Recent events at the operation are clearly totally unacceptable, and management, with the assistance of the South African Police Services, is taking the necessary steps to prevent any recurrence," the statement said.

NUM assistant general-secretary Mr Gwede Mantashe told a Press conference in Johannesburg that the NUM had been aware of the stockpiling of weapons in the hostels at the mine for a considerable time. They had appealed to management about the issue in the last eight months. — Sapa.

Sowetan 9/3/95

213



Pleading for help . . . a miner expresses his feelings at a meeting at Deelkraal gold mine when worker representatives addressed warring factions and appealed for peace.

PICTURE ANDREAS TEICHMANN

Deelkraal mine deaths probe agreed

(213) star 10/3/95

■ BY JUSTICE MALALA
LABOUR REPORTER

A commission of inquiry has been agreed into the deaths of six mineworkers at Deelkraal gold mine near Carletonville, on Tuesday, when more than 30 others were injured in fighting under ground.

Acting Gauteng premier Jessie Duarte and the security and safety MEC for North West, Sathish Roopa met last night with Cosatu general secretary Sam Shilowa, National Union of Mineworkers officials and management to discuss the clashes.

The mine stopped production on Tuesday after clashes between NUM and United Workers Union of SA (Uwusa) members led to the death of six people, two of them underground.

A total of 85 people have been injured in incidents which began on Saturday, Deelkraal metallurgical manager Lood Prinsloo said yesterday.

An urgent application to prevent NUM, Uwusa and other mineworkers intimidating others was postponed in the Rand Supreme Court yesterday to allow the parties to reach an agreement, Prinsloo said.

Worker representatives yesterday addressed the warring factions and appealed for peace.

Duarte said a preliminary meeting with all the parties involved had been "positive" and the mineworkers might return to work today.

**1 dead,
9 injured⁽²¹³⁾
in mine
violence**

ARG 11/3/95
**HARTEBEESTFON-
TEIN** - Clashes be-
tween rival factions at
Anglovaal's Hartebeest-
fontein gold mine in the
North-West left one
dead and nine injured, a
spokesman said

Talks between repre-
sentatives of the two
groups were held
through the night and a
peace committee
formed.

Meanwhile, an agree-
ment to end violence has
been reached at Gold-
field's Deelkraal mine, a
spokesman said in Jo-
hannesburg.

Clashes this week be-
tween National Union of
Mineworkers and United
Mineworkers' Union of
South Africa supporters
left six dead and more
than 100 injured

The agreement fol-
lowed a meeting involv-
ing the MECs for Safety
and Security of Gauteng
and the North-West, po-
lice, unions and manage-
ment.

NEWS Management, NUM should regulate sub-contracting • Wrong body for burial

Police seize weapons at Deelkraal mine ⁽²¹³⁾

Sowetan 13/3/95

POLICE seized lorry-loads of dangerous weapons, explosives and ammunition at the violence-torn Deelkraal Gold Mine near Carletonville on Saturday, days after six people were killed and more than 100 injured in factional clashes.

North-West safety and security MEC Mr. Satish Roopa reported no arrests in

the search and seizure operation but said police had carted away four five-ton truckloads of weapons, 1 250 commercial explosives and various kinds of ammunition and an AK-47 rifle, 10kg of dagga and 7kg of gold concentrate.

Police were acting two days after mine owners Gold Fields, union leaders and provincial authorities agreed on

measures to restore calm at the mine. According to reports, fighting at the mine has involved National Union of Mineworkers' members and the rival United Mining Workers' Union of South Africa, which is said to be linked to the Inkatha Freedom Party.

Last Thursday night the Deelkraal mining company announced it had

reached agreement with the NUM on the path to peace at the mine and that management would request police to conduct searches for weapons "when necessary".

Commission of Inquiry

In addition, a commission of inquiry is to be established to probe the

violence

The situation at the mine was quiet but still tense yesterday.

Meanwhile, Roopa said police also searched premises at Hartbeesfontein Gold Mine in Stulfontein and took away explosives, 25kg of dagga and 1kg of unrefined gold. No arrests were reported — Sapa

Violence expected (213) to knock Deelkraal

VIOLENCE which had halted production at Gold Fields of SA's Deelkraal gold mine would hammer the mine's results for the March quarter, analysts said at the weekend.

It was reported last week that fighting between the National Union of Mineworkers and a group linked to Inkatha's United Mining Workers' Union of SA had led to the death of six workers.

Gold Fields gold division MD Michael Fuller-Good said production had been affected severely, with very little production on Tuesday and none for the rest of the week.

He said workers at Deelkraal would not be going underground until there was no more chance of fighting underground. He said there would be a major effect on production.

Analysts said the mine would be hit particularly hard in the March quarter, which had already seen production affected by the Christmas and New Year

MICHAEL URQUHART

holiday periods

One analyst said a lower average gold price and lower production would make it difficult for the mine to meet its funding requirements without dipping into its kitty. It needed funding for development to get access below 33 level.

Access was vital for the future of the mine, but further disruptions would raise the possibility of the mine having to go to the market to raise the necessary money for development of a tertiary shaft.

Another analyst said Deelkraal's share price had not been affected adversely by news of the strike, as the mine was already plagued by so much bad news.

In the December quarter capital expenditure had exceeded profit, while the mine was having problems with the implementation of a longwall method of mining. The share closed at 390c on Friday, up 15c from its close on Monday.

Deelkraal enters seventh day without production

■ BY JUSTICE MALALA
LABOUR REPORTER

(213)

Deelkraal gold mine near Carletonville, where six workers were killed last week in fighting, enters its seventh day of no work today

Talks to resolve differences between warring mineworkers failed to take place yesterday

Workers are beginning to get worried about their wages. Daily talks to resolve the issue, including intervention by Gauteng and North West government officials, have so far failed to present a plan to ensure peace

No work has taken place at the mine, which is losing about R1-million a day, since last Tuesday when management ordered a stop to operations after three mineworkers were killed

in fighting in the hostel and three others while working underground.

Talks to agree on the terms of reference for a commission of inquiry did not take place after several participants failed to attend the meeting.

The setting up of the commission would have led to the 5 500 residents of the mine hostel returning to work. The fighting began after members of the National Union of Workers and United Mineworkers' Union of SA disagreed on how the hostel should be run.

A spokesman for owners Gold Fields said yesterday it was unlikely workers would go down today as a mechanism had not been set up to ensure that no violence would take place again underground.

STAN 14/3/95

Mine peace talks go on

■ LABOUR REPORTER

Talks to end tensions at the Deelkraal gold mine, where six mineworkers were killed in fighting last week, were still continuing yesterday

The mine, which is losing about R1-million a day, has been unproductive since last Tuesday, when it was shut down after three mineworkers were killed when fighting broke out underground.

A peace forum, consisting of

May 15/3/95

mine management, National Union of Mineworkers (NUM), police and United Workers' Union of SA representatives, was meeting daily to try and resolve the conflict, a mine spokesman said.

NUM spokesman Judith Weymont said their members were becoming restless about the continued work stoppage and wanted to start working as they were not sure whether they would be paid for the lost production.

(213)

Pact gets miners back to work at Deelkraal

WORKERS at Gold Fields of SA's Deelkraal gold mine in Carletonville returned to work on Tuesday night after agreement was reached on establishing a peace monitoring group. The group will consist of 25 representatives from both the NUM and the United Mining Workers Union of SA. NUM spokesman Judith Weymont said yesterday the delay in a return to work was caused by disagreement over the formation of the group, with the unions not wanting management represented.

Group representatives on the surface

(213) RENEE GRAWITZKY

and underground would report back to the interim peace forum daily. Union, management and police representatives on the forum also agreed that workers would be searched before going underground, that violence and weapons in the hostels would be investigated, and a process developed for integrating ethnic groups in the hostels. Gold Fields' spokesman Marion Brauwer said the forum would continue to meet under the situation had normalised.

Star 17/3/95
(213)

Mine peaceful after work resumes

A degree of peace has finally settled on Deelkraal gold mine near Carletonville, where six mineworkers were killed in fighting last week.

Work resumed after the Deelkraal Peace Forum, made up of unions, management and police, negotiated with miners. All workers committed themselves to peace.

The night shift went underground on Tuesday following

seven days without work.

The mine claims it has lost about R7-million since production stopped last week.

Fighting between members of the National Union of Mineworkers and the minority United Workers' Union of SA started after the NUM embarked on a boycott of kitchen facilities in support of demands for the democratisation of the running of hostels. — Labour Reporter.

Ultimatum on mine violence

CT 11/4/95

JOHANNESBURG: Miners involved in tribal fighting at Vaal Reefs gold mine were given an ultimatum by management last night — lay down your weapons by 8am today or be sent home for at least three months without pay.

Violence at the Anglo American Corporation mine in the Free State has claimed 14 lives in the last week. The ultimatum was issued after an unsuccessful appeal by managers and the National Union of Mineworkers

(213)

Clashes at mine leave 6 dead

(213) *Star 3/4/95*
Six miners were killed and 26 injured in clashes between Xhosas and Shangaans at the Primrose Gold Mine in Germiston

SAPS spokesman Warrant Officer Andy Pieke said three

miners died on Friday night when the two groups attacked each other

A fight broke out on Saturday night at the mine's Rose Deep hostel, leaving three miners dead — Sapa



Battle scarred . . . Mozambican Antonio Chauke says he was hacked with a panga when he tried to intervene in a fight involving his friend and a Xhosa man on Sunday. (213) Star 4/4/95 PICTURE ANTON HAMMERL

■ PATRICK PHOSA and NATHANIEL LEE

The situation at the Primrose Gold Mine near Germiston was calm but tense yesterday following clashes at the weekend between Xhosa and Shangaan mineworkers which left seven dead and 26 injured.

National Union of Mineworkers regional organiser Raymond Macheoane said the fight broke out on Friday night after an "intoxicated" Xhosa mineworker assaulted a Shangaan

Primrose gold mine calm after bloody weekend

man.

Shangaan miners, most of them from Mozambique, had mobbed the Xhosa man and stabbed him to death. In retaliation, Xhosa workers killed six Shangaans, Macheoane said.

Shacks near the mine, housing mostly unemployed people and where drinking sprees frequently took place, were the

source of the conflict, he added.

Antonio Chauke, a Shangaan worker, said Xhosas had organised a party on Friday as a ploy to lure the Shangaans to their death. He said the Xhosas perceived the Shangaans as a threat to their jobs and wanted them to leave the mine

He added that Xhosas had ac-

cused the Shangaans of thwarting their efforts to secure higher wages by not engaging in strike activities and accepting low pay.

As a result of the conflict, Shangaans have not reported for work and have demanded to be paid all the money owed to them because, they said, they felt they were no longer needed in South Africa.

At the time of going to press, the mine management was still locked in a meeting with union leaders in an attempt to resolve the conflict

600 miners quit after clashes

By Charles Phahlane

ABOUT 600 employees at Primrose gold mine in Germiston have resolved to go back to Mozambique after three days of negotiations between management and officials of the National Union of Mineworkers failed to persuade them to stay.

The talks followed clashes between two factions at the mine which resulted in nine people killed and about 20 injured at the weekend.

Six of those killed were from Mozambique

After three days of negotiations between management and NUM officials, the Mozambican miners decided to re-

sign and go home, a mine spokesman said. *Souetan*

Manager of the mine Mr John Cockcroft said the company had met the workers' demands regarding the safeguarding of their lives but the miners were adamant that they wanted to leave. *6/4/95*

He said about 600 of the miners signed resignation forms yesterday.

He described the incident as an "inter-tribal conflict".

NUM regional coordinator Mr Archie Palane said an independent commission would be set up to investigate the causes of the clash.

The names of the dead miners have not yet been released.

(213)

600 miners returning to Mozambique (213) after clashes

About 600 employees at Germiston's Primrose gold mine have resolved to go back to Mozambique after three days of negotiations between management and officials of the the National Union of Mineworkers failed to persuade them to stay.

The talks followed weekend clashes between two factions at the mine which resulted in the deaths of nine people and injuries to 20 others.

Killed star 6/4/95

Six of those killed were from Mozambique

After three days of negotiations between management and NUM officials, the Mozambican miners decided to resign and go home, a mine spokesman said.

Mine manager John Cockroft said the company had met the workers' demands regarding the safeguarding of their lives, but the miners were adamant that they wanted to leave and return home.

Signed

He said about 600 of the miners signed resignation forms yesterday.

Cockroft described the incident as an "inter-tribal conflict"

NUM regional co-ordinator Archie Palane said an independent commission would be set up to investigate the causes of the clash.

The names of the dead miners have not yet been released

Many Primrose mine workers return

A LARGE proportion of mine workers have returned to work at Primrose Gold Mine near Germiston, but sections of Mozambican Shangaans are still threatening to return home following the outbreak of violence at the weekend.

A meeting was held yesterday between a Mozambican trade delegation, NUM representatives, Shangaan workers and mine management in a bid to persuade workers to remain at the mine. **BD 7/4/95**

RENEE GRAWITZKY

Meanwhile the strike at the state-owned Alexcor diamond mine in Port Nolloth continued yesterday **(213)**

A NUM spokesman said mine management had threatened to refuse to pay for striking workers' food from next week.

The parties were scheduled to meet in mediation next week. The company was not available for comment

Primrose hostel Mozambicans set to return after ethnic violence at

(213) Star 8/4/95
Miners keen to b

bury
 hatchet

LOVEJOY KWEZA

BERNATO Chauke had finished his shift. He was on his way to the toilet at Primrose gold mine's hostel when he was attacked and stabbed just above the left kidney by a drunken Xhosa colleague last Friday, friends claim.

The assault sparked a bloody confrontation between Chauke's Mozambican countrymen and Xhosa workers from Transkei.

The attack was allegedly carried out by Lungile 'Stalin' Komonye, who also stabbed two others.

Chauke ran back to his compatriots to tell them about the stabbing. A riding party was organised to attack Komonye, who was drinking at a party in a room with other Xhosa.

The alleged assailant died in the ensuing conflict. By the time the counter-attack was over, seven miners were dead and 20 wounded.

The clash exposed the nightmare of living under what the National Union of Mineworkers (NUM) calls appalling living and working conditions on mines ethnically divided by management.

However, the Mozambicans say they have no problems working as foreigners on ethnically divided mines and still bear no grudge against their attackers.

Changed their minds

We are friends with these people and we've been working together for a long time. We don't know what happened on that day. Chauke's nephew, Carlos Chauke, said this week.

The Shangaan-speaking miners refused to return to work earlier this week for fear of further fighting, but yesterday appeared to have changed their minds.

NUM spokesman Judith Weymont said the 600 Mozambicans had refused to board a train laid on for them on Wednesday for fear of losing a severance package.

She also claimed that Primrose's management was in financial difficulties and had an agreement with the Government on rescue financing on the condition that it did not retrench any workers.

Neither management nor the Government could be reached for confirmation of this last night.

Mine manager John Cockcroft said earlier this week that the miners had not been retrenched.

"We didn't retrench them. They voluntarily resigned from the mine and I will grant them leave vouchers to allow them to come back for jobs if they want to."

"They demanded their packages and insisted on returning to Mozambique."

Severance packages

Cockcroft said management had agreed to pay the Mozambican workers severance packages, and a train had been scheduled to take them from Germiston railway station to Maputo.

Carlos Chauke fears further attacks, but returning home means unemployment and deprivation in one of the poorest nations in the world.

He showed the Weekend Star his living quarters, which mirrors the dilapidated condition of the rest of the hostel.

The filthy-looking room with its shattered windows and bent frames did not seem capable of accommodating the 15 people we were told it did. The door had been hacked with an axe.

In the room, the few green cupboards had also been destroyed.

Temporary toilets have been installed in front of the hostel rooms because the permanent ones have not been working since Friday. Filthy water runs from the toilets and bathrooms between the buildings.

The blood on the scene where Komonye died is still clearly visible. His bed and his clothes were abandoned.

The NUM classifies all 700 000 mineworkers in South Africa as migrant labourers because most live hundreds of kilometres from home.



BATTLE-SCARRED. Lulamile "Danger" Kayitshane was allegedly shot by mine security during ethnic



CAN'T WASH AWAY THE PROBLEMS: Apart from the danger inherent in working on a mine, miners have to contend with squalid living conditions in the hostels.

12 die in mine fighting

(213) Sowetan
10/4/95

By Mongadi Mafata
and Sapa

AT LEAST 12 MINERS were killed and more than 100 injured in ethnic fighting at Vaal Reefs Mine No 9 shaft hostel in Vierfontein in the northern Free State yesterday morning.

Miners told *Sowetan* that trouble erupted around midnight on Saturday when Xhosa-speaking workers attacked their Sotho-speaking colleagues and others, mainly workers from neighbouring African countries.

The mine employs hundreds of workers from South Africa, Botswana, Lesotho, Swaziland and Mozambique.

Miners said some workers had escaped the fighting by scaling the walls of the hostel. Most spent last night in the veld fearing more attacks.

Security at the mine was tight and the situation remained tense last night.

Serious condition

Reports had earlier put the number of dead at 11 and those injured at 40.

Three of the injured were in a serious condition, Mr James Duncan, spokesman for owners of the mine Anglo American, said.

Mine management and representatives of the National Union of Mine-

workers were attempting to make contact with representatives of the opposing groups in a bid to establish a forum for discussion.

Yesterday's fighting followed disturbances in the same residence last Saturday in which 10 workers were injured.

Duncan said subsequent discussions between mine management, NUM and the opposing groups led to the establishment and deployment in the residence of a fully representative peace monitoring group.

The parties had also agreed on an independent commission of inquiry, which was in the process of being set up.

Foreign passport

"It is believed that the conflict between the two groups may have been precipitated by the death of a Pondo employee at a shebeen off mine property some three weeks ago," Duncan said.

A worker said yesterday: "These people (Xhosas) do not want to see any worker who holds a foreign passport from an African country."

Another said the fighting could be put to an end if the Government "discouraged the ... attacking their fellow workers. All that is needed is for President Mandela to come out strongly condemning the attacks."

Scores injured at Vaal Reefs

(213)

BD 10/4/95

Gold mine clash claims dozen lives

TWELVE miners were killed and 56 injured, three seriously, as renewed tension between Sotho and Xhosa workers exploded into violence at Anglo American's Vaal Reefs gold mine in the Free State yesterday.

Police spokesman Major Johlene van der Merwe said the internal stability unit had been deployed but the situation remained tense.

The fresh outbreak followed clashes on April 1, when 10 Vaal Reef employees were injured. It was still unclear what had sparked off the violence, she said.

A National Union of Mineworkers (NUM) spokesman said NUM president James Motlatsi had arrived at the mine yesterday morning in an attempt to mediate with the warring parties.

The NUM and mine management tried to make contact with representatives of the opposing groups in a bid to establish a forum for discussion.

Anglo American spokesman James Duncan said talks between mine management, the NUM and representatives of the opposing groups had followed the initial clashes.

He welcomed Motlatsi's initiative, and hoped this could lead to a breakthrough in solving the dispute.

It was thought that the initial trouble might have been sparked off by the death of a Pondo miner at a shebeen off mine property about three weeks ago.

A fully representative peace monitoring group had been deployed in the residence, while an independent commission of inquiry to investigate the matter was still in the process of being created, Duncan said.

But the NUM spokesman claimed mine

SAMANTHA SHARPE

management had dissolved the peace monitoring groups before yesterday's violence in the belief that the situation was under control. Duncan denied that the peace monitoring committee at Vaal Reefs No 9 shaft had been disengaged.

He said unrest at the neighbouring No 8 shaft had been addressed through the use of peace monitoring committees and the establishment of a commission of inquiry.

The commission had recently come up with a report on the incident, which had led to the dissolution of the working committees at No 8 shaft.

Indications were that job fears among foreign nationals employed at the mine could have contributed to the clashes.

Sapa reports Duncan as saying that police were investigating the shebeen killing and it was understood some arrests had been made.

The killings yesterday were the second serious outbreak of tribal violence on mines in recent weeks. Last weekend six people were killed and 33 others injured in faction fighting between Xhosa and Shangaan workers at Primrose gold mine, Germiston.

JOHN DLUDLU reports that a NUM spokesman said two organisers from the union in the northern Free State region had been sent to Vaal Reefs to speak to the workers. "It seems to us that more than two groups are involved," she said.

However, she was unable to confirm the nationality of the groups involved.

The organisers would remain at the mine until the situation had calmed down, she said.

DISPUTE OVER MIGRANT LABOUR

Mine violence: 13 dead

JOHANNESBURG: The latest outbreak of mine violence occurred at Vaal Reefs yesterday, leaving 13 people dead and 56 injured. Our **SPECIAL CORRESPONDENT** reports.

THIRTEEN people were killed and 56 injured, five of them seriously, in fighting at the Vaal Reefs gold mine at Vierfontein in the Free State yesterday in the second outbreak of migrant labour-related violence in mines in a week.

Mr James Duncan, spokesman for mine owner Anglo American Corporation, said yesterday that the fighting, at the mine's No 9 shaft hostel, had started about 1am and stopped only after police and mine security personnel had intervened.

The mine was described as quiet but tense late yesterday. Talks to defuse the dispute were

continuing. Last night's work shift was cancelled and a decision on today's day shift would be taken in the morning, Mr Duncan said.

Shebeen death

Free State police spokesman Major Johlene van der Merwe said Basotho and predominantly Xhosa-speaking mineworkers attacked each other with clubs, machetes and knives. Police would continue monitoring the area until the situation returned to normal.

Mr Duncan said the fighting yesterday might have been sparked by the death of a Pondo employee at a shebeen off the mine property

about three weeks ago, which police were still investigating.

"Indications are, however, that employees who are foreign nationals have become concerned about job security."

The fighting at the mine comes only a week after seven mineworkers were killed and 26 injured in fighting between Mozambican migrant workers and Xhosa-speakers at the Primrose gold mine near Germiston last weekend.

The two opposing groups were addressed separately by the president of the National Union of Mineworkers, Mr James Motlatsi, yesterday afternoon, Mr Duncan said.

He added that the parties had agreed on an independent commission of inquiry into the matter, which was still in the process of being established.

CT 10/4/95

(213)

Foreign nationals have become concerned about jobs'

13 die in mine battle

213
APR 10/4/96

**TWO groups —
Basotho and Xhosa
— attacked each
other with pangas,
knives and clubs**

■ STAFF REPORTERS

Shifts were cancelled last night and this morning at Vaal Reefs gold mine No 9 shaft at Vierfontein after the faction fighting which left 13 dead and 56 injured yesterday — five of them seriously.

A large contingent of police and security personnel have been deployed at the Free State mine to keep the peace. It is the third outbreak in a week of violence between migrant labourers at mines.

An Anglo American Corporation spokesman said 5 500 employees, responsible for a quarter of the mine's production, were affected by the cancellation of shifts.

Yesterday afternoon the two opposing groups — Basotho and Xhosa-speakers — were addressed separately by National Union of Mineworkers president James Motlatsi, said James Duncan, spokesman for mineowner Anglo American.

Motlatsi is expected to return to the mine today for further talks with clan leaders.

Police yesterday deployed members of the Internal Stability Division to maintain law and order.

Duncan said the fighting at the hostel had stopped only after police and mine security staff intervened.

A police spokesman said the two groups had attacked each other with pangas, knives and clubs. He said talks to defuse the dispute were continuing but there was confusion over the cause — whether it was a simple difference of opinion between Xhosas and Sothos, or something else.

"There is no doubt the original problem was sparked by the killing of a Pondo worker three weeks ago, but management and workers succeeded in putting a peace committee in place last weekend and there was no prior warning of yesterday's outbreak."

Duncan added. "Indications are that employees who are foreign nationals have become concerned about job security." Most of the foreigners at the mine, some of whom were involved in the fighting, are from Lesotho.

The fighting on the mine came only a week after seven mineworkers were killed and 26 injured in clashes between Mozambican migrant workers and Xhosa-speakers at Primrose mine near Germiston.

The fighting at Vaal Reefs followed disturbances at the hostel a week ago in which 10 employees of the mine were injured. The parties had also agreed on an independent commission of inquiry.

Peace talks at mine planned

(213)

some say 11/14/95

By Mongadi Mafata

THE situation at Vaal Reefs gold mine near Orkney in the Free State, where 13 people were killed and 53 injured in fighting between two factions of miners on Sunday, was calm yesterday.

However, the mine's No 9 shaft hostel, where the clashes took place, was described as being tense yesterday.

Mr James Duncan, spokesman for the mine's owners, Anglo American Corporation, said that although production had been temporarily suspended, a certain percentage of the miners had reported for work.

"The situation right now is quiet but tense and most of the miners are a little bit uptight," Duncan said. Mine security and the police were still maintaining a presence yesterday and the mood at the mine seemed better.

He said National Union of Mine-workers president Mr James Motlatsi was at the mine after being asked by management to work out a peace agreement between the warring factions.

A hostel peace committee which operated before the first clashes at the mine last week had been re-established as had a community policing structure.

Duncan said Motlatsi would hold talks with the miners on the need for a commission of inquiry into the fighting.

The cause of the faction fight has been attributed to antagonism between Xhosa-speaking miners and their Sotho-speaking fellow workers. Xhosa-speaking workers have also been accused of being unwilling to accommodate workers from neighbouring African countries.

The Xhosas refute these allegations, claiming they were attacked for no reason by the BaSotho.

Browde's probe into public service begins

BD 11/4/95

EAST LONDON — The Browde commission of inquiry into possible irregularities in the public service held its first public hearing in East London yesterday.

The commission is investigating the appointments of 16 Justice Department employees in the former Transkei.

"We are only going into matters there have been complaints about," said commission chairman and Acting Judge Jules Browde in an interview.

He said there had been a "fair number" of complaints to the commission.

The commission's brief is to look into possible irregularities in the hiring or promotions of civil servants across the country for the period April 27 1993 to September 30 last year.

The commission has jurisdiction over the former TBVC states and self-governing territories and over all branches of the public service including the security forces, but excluding local government employees. Complaints must be referred to the commission by a minister.

Browde would not discuss which other departments would be investigated, or detail any of the complaints. He did say,

Own Correspondent

however, that many of the complaints related to staff in the former homelands.

Fifteen of the 16 people whose appointments or promotions are being queried appeared at the commission yesterday.

The 16 are 13 typists, two administration clerks and a senior magistrate. All were appointed to their positions between May and August last year.

Commission officers handed in several documents as exhibits. One is a circular from the office of the premier in the Eastern Cape, dated May 23 1994, which clearly orders that no new appointments, promotions or salary increases be made until "normality prevails".

Also included were copies of two transitional executive council resolutions from February and March last year which stated that any new appointments should be kept to the minimum and that appointments above the level of assistant director or the equivalent should be referred to the council.

The commission is expected to sit for another two or three days this week.

Overseer 'saw murders'

DEBORAH FINE

WESTERN Areas Gold Mine overseer Johannes van der Merwe told the Rand Supreme Court yesterday how he had seen two Zulu mine workers murdered underground during faction fighting at the Klerksdorp mine last year.

He was testifying at the trial of seven mine workers who have pleaded not guilty to murdering four Zulu miners at the mine's 50-level on May 11 1994.

The accused are hostel dwellers Tom Molaheleni, 36, Bonisile Gumenge, 33, Nelson Mhlanga, 35, Phumelele Mtandazelwa, 32, of Kokstad and migrant workers Mahasela Nyelimane, 35, of Lesotho, Tomeletso Molelowa, 39 of Botswana and Alphonso Chitusco, 36, of Mozambique (213).

Van der Merwe said he had been overseeing shift workers on 50-level when he received a telephone call from the mine's production manager, Gordon Miller, to evacuate white workers to 49-level as a group of about 600 non-Zulu workers not working the shift had taken the lifts underground.

He was speaking to Miller from an underground waiting room in which two Zulus had decided to hide. Other Zulus had been hidden in unused cages by their supervisors.

A group of armed men had burst into the room and one of them had knocked the telephone out of his hand with a lead pipe. The Zulus were then attacked in front of him with knives and iron bars.

Four Zulus died underground as a result of head injuries and stab wounds.

Miller testified ethnic tension had begun at the mine on May 7, when a non-Zulu was killed, allegedly by Zulus. BD 11/4/95

De Kock rush

MULATIONS VETG

'Lay down arms or go home'

(213)

RENEE GRAWITZKY

CLOSE to 2 000 Sotho and Xhosa workers at Vaal Reefs No 9 shaft had not responded to appeals to lay down their weapons despite calls from management and the National Union of Mineworkers (NUM) last night. **BD 11/4/95**

This followed lengthy meetings between mine management and the union.

Meanwhile, the death toll rose to 14 after a worker who had been seriously injured in a clash died.

Anglo American spokesman James Duncan said mine management had told workers to lay down their weapons by 8am today or be sent home for a three-month, unpaid "cooling off" period.

Each miner would be offered his job

back within six months after the cooling-off period ended, Duncan said.

Those who complied with the ultimatum to lay down arms would be able to return to work this morning.

Shifts had been cancelled since Sunday night despite about 500 workers reporting for duty yesterday.

The mine normally produced about 53kg of gold a day, worth about R2,3m. The violence and ensuing cancellation of shifts had cost the mine millions in lost production, Duncan said.

NUM president James Motlatsi said

□ To Page 2

Vaal Reefs

(213)

BD 11/4/95 From Page 1

workers were not opposed to laying down their weapons, but were opposed to how the process would be conducted, expressing concern over mine security.

They favoured a community policing-type system and would be happy with elected representatives working with the SA Police Services and mine security, Motlatsi said.

Discussions with Sotho and Xhosa repre-

sentatives showed that although workers were not housed along ethnic lines, "outside forces were using ethnicity to achieve their own dirty" ends, he said.

This is the second outbreak of violence at the mine this year. On January 12 people died in clashes between Sotho and Xhosa workers after a union decision to boycott transport company Vaal Maseru.

Labour unrest threatens Gold Fields' mines

□ From Front Page

(213)
CT(BR) 11/4/95
Deelkraal was the mine hardest hit by the labour unrest in the March quarter, said Munro

An outbreak of violence led to six deaths and prevented underground operations for seven days

Ore milled dropped by 23 percent to 259 000 tons while gold production fell 402,4 kg to 1 507,8 kg

Unit working costs soared from R39 768/kg to R48 849/kg, resulting in a loss of R5 379/kg against a profit of R4 211/kg in December

The mine had swung from a working profit of R8 million in December to a working loss of R8,1 million. Capital expenditure was R11,2 million against R13 million in the December quarter

At Doornfontein contingency plans were being formulated to stop underground operations, said Michael Fullergood, general manager of gold operations

A decision to execute these plans may have to be taken in the coming quarter

Fullergood said that although the mine had started working continuously, it was not able to make any headway at the current gold price

Doornfontein has a contract labour force of 2 500 and a staff of 1 100

Production at West Driefontein was affected by the industrial unrest including physical violence among employees

At East Driefontein production was affected by the break over the Christmas holidays and problems in the No 4 sub-vertical ore passes

However, although there had been some deterioration in the attitudes of employees, he believed the mine would overcome its labour difficulties sooner than the other mines

Driefontein Consolidated had a taxed profit of R187,2 million (previously R226,1 million). Capital expenditure was R91,9 million (R94,9 million)

Kloof had a taxed profit of R112,8 million (R158,4 million)

2 000 mineworkers lay down arms rather than risk losing their jobs

SPAR 11/4/95 (213)

Vaal Reefs Gold Mine's No 9 Shaft residence was quiet last night after its 2 000 employees responded to a management ultimatum to lay down weapons or be sent home without pay for a three-month cooling off period, an Anglo American Corporation (AAC) said today.

Fourteen people died during fighting between Sotho and Xhosa employees at the weekend.

According to AAC spokesman James Duncan, mine security and

the SA Police Services will conduct a thorough search of the residence for any remaining weapons today, and management expects a full return to work from the start of tonight's night shift.

Last night's ultimatum was issued after an unsuccessful appeal by management and the National Union of Mineworkers to the warring factions at the No 9 shaft to end the fighting.

An AAC statement last

night said those who did not stop fighting would be sent home for at least three months without pay. Each miner would be offered his job back within six months after the cooling-off period ended.

Three shifts have been cancelled because of the violence, including yesterday morning's shift for which only 500 workers reported.

The mine normally produces about 53kg of

gold a day, worth about R2,3-million at the current gold price. The violence and cancelled shifts has cost the mine millions in lost production, the statement said.

A worker critically injured on Sunday died in hospital yesterday.

Sunday's clashes between Sotho and Xhosa miners were believed to have been triggered by the death of a Pondo man at a shebeen off mine premises — Sapa.

POLITICS Hundreds of homemade

Fights costs mine R4-m

(213) Sowetan 12/4/95
■ FOURTEEN KILLED Three

different versions of cause of conflict:

By Abdul Milazi
 Labour Reporter

THE VAAL REEFS mine near Orkney expects to have their full workforce back at work this morning

This follows a successful meeting between management and workers yesterday to end the faction fighting in the mine hostels

At least 14 workers were killed and 56 injured since fighting broke out between Xhosa-speaking and Sotho-speaking workers at the mine last week

Although the situation seemed calm yesterday, there was still evidence of tension as feuding workers avoided one another

Announcing that the mine had lost more than R4 million since the faction fighting broke out, spokesman Mr Merle Gouws said about 700 members of the maintenance staff were expected to start work last night. Mine security personnel and members of the South African Po-

lice Services yesterday confiscated hundreds of homemade weapons in a pre-dawn raid. Some were handed in voluntarily. Gouws said more searches would be conducted to rid the hostels of all dangerous weapons

Workers at the mines tell three different stories as to the cause of the faction fighting. Some claim the death of a Pondo-speaking shack dweller near the mine started the fighting, while others claim the fighting was the result of years of tension between various ethnic groups. There are those who claim the violence was being perpetrated by migrant workers from Lesotho who were uncertain of their job security

However, National Union of Mine Workers president Mr James Motlatsi yesterday refuted the claims, saying the cause of the fighting was not yet known

Whatever the real cause of the fighting, only the workers themselves know

(Tomorrow *Sowetan* takes a look in depth at the violence at the mine, its causes and the views of all parties involved)

Mine violence is more than just faction fighting

(213) 20/12/4/95

MINE violence such as that which erupted at Vaal Reefs this week is not a new phenomenon and can be traced back to so-called "faction fights" or "drunken brawls" a century ago.

Due to a lack of understanding of the underlying causes of violence on mines, the general perception is created that faction fighting tends to be "tribally based" and in the past this perception was reinforced by mine management.

More recently, though, a number of reports and commissions of inquiry into specific and general incidents of violence have made it clear that the phenomenon is much more complex than that.

Research has found that there are numerous causes, and outbreaks of violence can never be pinned down to one simple issue.

NUM media officer Judith Weymont says violence on the mines "is never over a single issue but rather a culmination of a number of issues deeply connected to the nature and structure of the mining industry and the way in which workers are forced to live."

Kent McNamara, in his study

Black worker conflicts on SA gold mines 1973-82, said: "Factions emerge in situations in which there is a conflict over power or resources which cannot be obtained through traditional, structural prescriptions and means... Groups of workers could participate in a strike against management, but become realigned at another time in an internal conflict with other groups."

"Mine factions, therefore, are situation-bound competitions for power, characterised by shifting and diverse recruitment bases."

"A variety of these factional coalitions have been noted, each exhibiting marked differences in outward form, ranging from occupational to regional linguistic networks"

He identified three types of conflict: confrontations arising from the employment of "foreign" migrant workers, internal clashes between worker groups stemming from communal or political tensions; and disputes between workers and management over wages, conditions of employment and living conditions.

A joint study by the NUM and Anglo American in 1986, titled Reaping the whirlwind, found a number of

may result in intergroup conflict and, more specifically, tribal violence or faction fighting"; and

External forces such as "the Russians", a terror gang seen as colluding with management. Similar allegations surfaced this week at Vaal Reefs.

The report acknowledged the effects of the migrant labour system; accommodation along ethnic lines; recruitment along tribal lines; management and upgrading of hostels; the method of promoting miners to team leaders; and general employment practices.

A more recent joint management/union inquiry into a specific incident of mine violence found that hostel residents live in an unnatural environment, making them more vulnerable to the stresses and tensions of the work situation and communal living.

Greater worker participation in management of hostels has been problematic, with union shaft committees trying to undermine those structures in power plays. Also, leadership conflicts exist among certain shaft steward committees. And, the

report found, non-compliance with calls for consumer boycotts by union structures were viewed as a direct attack on union authority, which provoked violence.

The commission recommended that shaft steward structures which were not operating in the best interests of members should be replaced and new individuals elected.

And a clear demarcation of responsibility should exist between the shaft steward committee and the hostel committees.

In terms of hostel committees, hostel representatives should be trained in their responsibilities and in how to determine residents' needs, it suggested. A climate should be established in hostels where "individuals are encouraged to utilise appropriate procedures applicable to residential issues" and a contravention of house rules be subject to disciplinary action. Security in hostels should be improved.

The roots of mine violence are complex. While more could be done on certain mines to minimise it, some of the solutions, like abolishing the hostel system, are out of reach for the industry.

RENEE GRAWITZKY

causes of intergroup conflict, some of which had been identified earlier by McNamara.

These included:

The inherent tensions resulting from the work situation and working conditions. Among these were underground working conditions, grievance procedures, communication with management, and wage differentials between workers and the black team leaders who were seen as "labour aristocracy";

Attitudes towards mine security;

The hostel system, including the previous practice of accommodation segregated along tribal lines, which tended to accentuate ethnic divisions;

The effect of unionisation;

Historical tribal differences. McNamara claims that in terms of the so-called historic conflict between Xhosa and Sotho, "frustrations, generated by structural problems and ignited by incidents such as assaults, or competition for scarce resources,

REVIEW

Violence deals death blow to Primrose

BD 12/4/95

(213)

DEBORAH FINE

ETHNIC violence has delivered the final blow to the ailing Primrose gold mine, which was placed under liquidation in the Rand Supreme Court yesterday at the mine owners' request.

This will result in the loss of 1 500 jobs.

Metorex MD Anthony Malone said in an affidavit that continued ethnic unrest at the Germiston mine, flash floods last month and an inability to raise bridging loans or refinancing had ruined the insolvent mine's chances of recovery.

The mine was placed under judicial management on March 29 in the belief that it would receive bridging finance of R746 000 from the government mining engineer as well as \$500 000 from a Canadian investor. Malone said yesterday that Mineral and Energy Affairs director P Hugo told Metorex last week the bridging finance was no longer available. The Canadian investment had also failed to materialise and attempts to get refinancing from other sources had proved unsuccessful.

The mine sustained production losses of R496 000 when heavy rains flooded several shafts on March 25. On April 6 600 Shangaan workers had left after clashes with Xhosa workers in which nine miners died.

About 620 miners — capable of producing about 7 000 tons — were currently working underground, the company needed at least 850 underground workers to produce 9 000 tons of ore a month to break

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Primrose

(213)

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□ From Page 1

even. The shortfall would cause a further loss of R644 000. He said the urgent liquidation of the mine was essential because if work continued, more deaths were likely.

Mineral and Energy Affairs Minister Pik Botha said last night that Cabinet had been forced to withdraw the loan because production losses incurred as a result of violence meant the loan would be insufficient to ensure continued operations. The department regretted the mine's closure, which would result in foreign exchange losses of R48m, tax losses of R8.3m and the retrenchment of workers. The department would join forces with other departments

to help the retrenched workers.

RENEE GRAWITZKY reports that National Union of Mineworkers president James Motlatsi said the Minister's decision not to grant the loan was negligent as the union had not consulted the union. The NUM believed decisions regarding financial aid for mines should not be taken by Ministers but by the National Economic, Development and Labour Council.

The NUM accused mine owners, knowing the mine was due to close, of trying to use "mine violence as a means of cheap retrenchment".

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(213)
**Sexwale calls
for mine peace**

BY DEREK TOMMEY

AT(BR)12/4/95 MINING EDITOR

"We can't stand back in the government and see miners fighting and maiming one another above ground when we are beginning to master safety underground," said Tokyo Sexwale, premier of Gauteng, at the official opening of the Western Areas South Deep shaft complex yesterday

Sexwale said that the unions would have to look into the question of mine violence, and of how best to unite people to give them a common dream and a spirit of national consciousness

The new South Deep shaft will be sunk to a depth of 2 700m in one drop and will be the deepest in the Southern Hemisphere.

The shaft system is expected to product 38 million ounces of gold worth about R543 billion at today's prices. At full production it will employ 3 500 people.

It will have a life of about 60 years and will in all likelihood be among the last, if not the last, of the gold mines operating in the Witwatersrand as it is known today, said Bill Nairn, Western Areas chairman

Call on your
mining

Violence ends in mine closure

(213)

CT 12/4/95

JOHANNESBURG: Recent violence at struggling Primrose Gold Mines Ltd, in which seven miners were killed, was largely to blame for the mine's closure, Minister of Mineral and Energy Affairs Mr Pik Botha said yesterday.

The Rand Supreme Court yesterday granted an application by owner Metorex (Pty) Ltd for the final sequestration of the mine in Germiston. The staff of 1 600 are to be retrenched.

Reacting to the news, Mr Botha said last-ditch attempts to save the mine were undermined by violence which cost the company about R500 000 in lost production.

Earlier yesterday, Primrose management said the government had refused to save the mine and it would therefore be closed tomorrow. — Sapa

String of incidents squeeze an industry already in financial difficulty

Mining badly hurt by labour disturbances

Span 12/495 (213)

BY JANINE SIMON
and DEREK TOMMEY

Millions lost through weekend violence at Vaal Reefs' number one shaft, and yesterday's announcement of a R90-million drop in Gold Fields profits, highlight how post-election labour problems are squeezing the industry.

The industry was already being strangled by poor production levels, technical problems and outdated legislation, analysts say.

About 90% of employees reported for duty at Vaal Reefs' number one shaft last night, following a management ultimatum that workers who did not report at the start of the shift would be sent home for a three-month "cooling off" period.

Anglo American Corporation spokesman Charmaine Russell said 90% of employees had reported for day shift by 8am today.

Fourteen employees died in the fighting, which forced the shaft to run at minimal capacity from Sunday to last night at a cost of up to R4.6-million, she added.

Labour pressures like these are having a major impact on profit margins, says Rodney Yaldman, Simpson McKie's director of mining research.

Quarterly reports would show that the disturbances, and the

fact that gold mines were now forced to take 12 instead of four public holidays, may force marginal companies, or shafts, to close, he said.

There has been a string of incidents at the country's 45 gold mines since January.

These have caused stoppages of up to a week in an industry which, according to an analysis by brokers Ed Hern Rudolph, runs at only 75% of capacity.

What is touted as the industry's lifeline, a switch to the continuous production methods used in gold mines around the world, is blocked by an 1888 piece of mining legislation preventing work on Sundays, says Ed Hern Rudolph mining analyst Barry Sergeant.

Most labour disturbances appear to be caused by specific, unrelated incidents — a dispute about busing contracts at Vaal Reefs' number eight shaft, for example, and a dispute over a police search for dagga at Western Deep Levels' South Mine.

James Duncan, spokesman for Vaal Reefs' owner Anglo-American, articulates the industry's growing frustration with disputes unrelated to working conditions. "People have to make the transition to more mature conduct," he says.

Recent disturbances include:

- April 9 Vaal Reefs' No 9 shaft, 14 dead.
- March 31 6 killed, 26 injured

in fights between Xhosas and Shangans at Germiston's Primrose gold mine.

- March 18 1 killed, 1 injured when 50 Pondo men attack miners at Springvale mine in Stiffontein.

- March 7 6 miners killed, violence forced Deelkraal, managed by Gold Fields, to close for a week; losses of R7-million.

- March 10 1 killed, 9 injured in clashes at Anglovaal's Hartbeesfontein Gold Mine's No 5 shaft hostel. Workers fail to go underground.

- February 28 at Western Deep Levels' South Mine, 6 000 workers begin a three-day strike.

- January 28 10 people killed in clashes at Vaal Reefs' No 8 shaft.

- In another development Gauteng Premier Tokoyo Sexwale said yesterday that Government could not stand back and see miners fighting and maiming one another above ground when it was beginning to master safety.

Speaking at the official opening of the Western Areas South Deep shaft complex, Sexwale said unions would have to look into the questions of mine violence, and of how best to unite people to give them a common dream and a spirit of national consciousness.

It will be sunk to a depth of 2 700m in one drop — the deepest shaft in the southern hemisphere.

Violence plays role in mine's closure

BY SUSAN MILLER

Primrose gold mine near Germiston was liquidated in the Rand Supreme Court yesterday, throwing more than 1 000 men out of work.

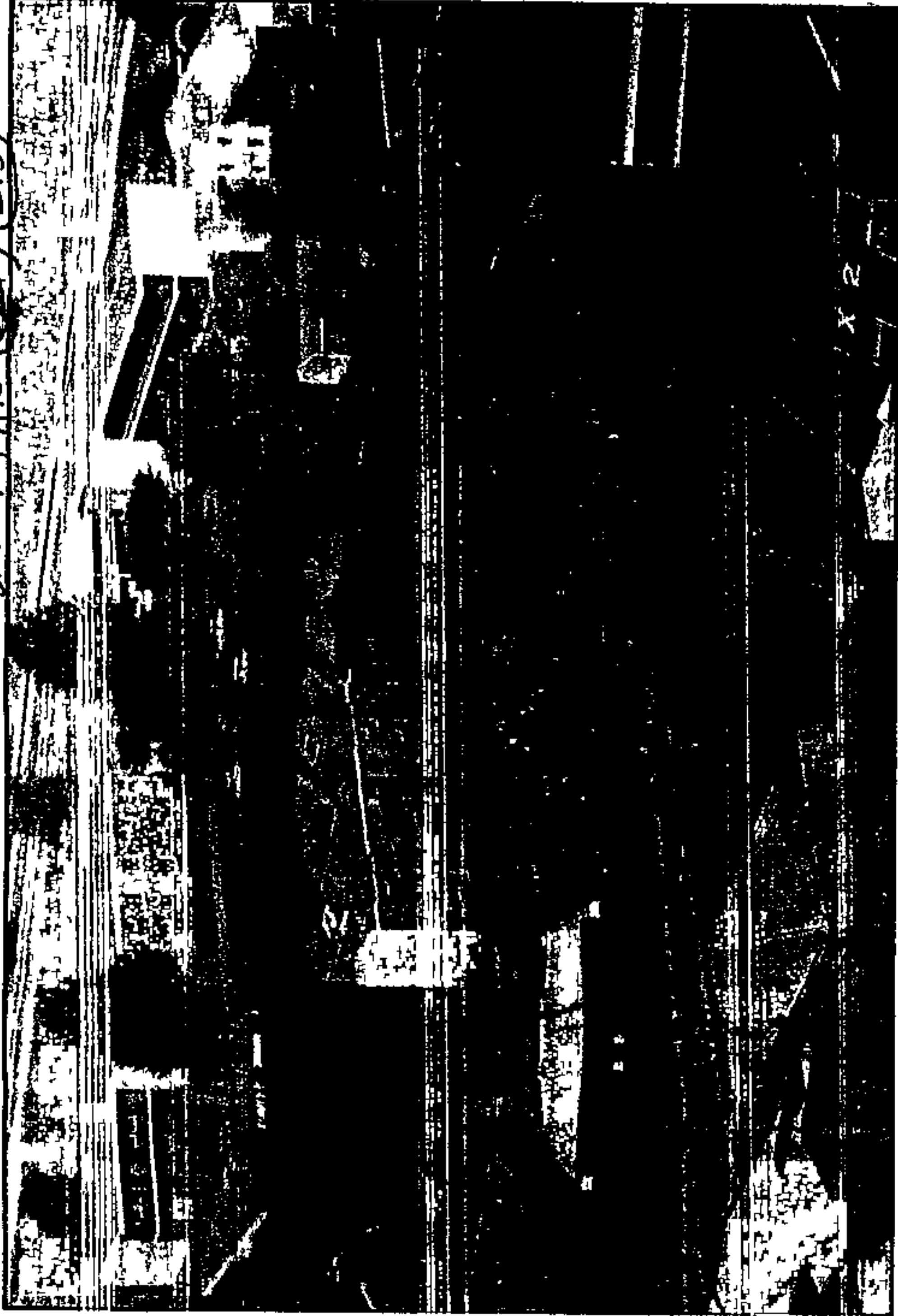
Earlier this month seven men were killed and 26 injured in fighting between Mozambican and Xhosa-speaking miners.

The urgent application for liquidation was brought by the owner, Metorex (Pty) Limited.

Among the reasons for the application for liquidation was the fact that about 600 Shangana (Mozambican) workers have stopped work but refused to leave the mine, and liquidation would mean steps could be taken "to remove workers from company property".

Metorex MD Anthony Malone said in the application that the situation was urgent because there was a possibility of further deaths unless the workforce was removed. He told the court the financial situation was dire and that huge daily losses were being incurred.

Among the reasons for the application was the violence and the fact that it cost the company between R150 000 and R200 000 a month to house and feed the Shangana workers who will not work but refuse to leave.



Back on line . . . most mineworkers at Vaal Reefs Gold Mine's No 9 shaft reported for work yesterday. Several shifts were cancelled after fighting between Xhosa and Sotho miners claimed 14 lives. PICTURE: PETER MOGAKI

Labour trouble could sink mines

By CLAIRE GEBHARDT

ECONOMICS EDITOR

South Africa's gold mining industry was being threatened by mineworkers' demands, a strong rand and a weaker gold price, economists said yesterday

Gold Fields' disastrous quarterly gold results, which catalogued falling production, plummeting profits and uncooperative employees, combined with a rand gold price that had not risen in step with rising costs, were likely to spill over into widespread unemployment in the longer-term

Yesterday, Anglo American said

two days of tribal clashes at its Vaal Reefs Number 9 shaft could cost R4,6 million in a "worst-case-scenario", given that the shaft normally produced about 53kg of gold a day, worth about R2,3 million rand at current prices

Gold Fields warned this week that underground operations could cease because of a deterioration in underground tonnage

Azar Jammine, Econometrix director, said many of the industry's problems were the result of the unionisation of the South African workforce

The workforce had so much power that it was destroying jobs,

CT(BR)13/4/95 (213) 213
he said "Labour has to recognise that if it carries on demanding massive wage increases it will price itself uncompetitively on international markets"

From a macro-economic point of view, the gold industry had declined in importance with gold exports now accounting for less than one-quarter of total exports compared to about half in the early 1980s

"As a percentage of gross domestic product, the share of mining has also decreased to 8,5 percent in 1994 from about 16 percent a couple of decades ago," Jammine said

Uncertain future for Primrose miners

There is still uncertainty at the Primrose Gold Mine over severance packages due to about 1 600 workers after the mine was liquidated this week.

A sombre mood prevailed at the mine yesterday, with most of the workers idling around the property after operations had been officially terminated.

A Mozambican, Paulos Mula (41), who has 25 years' service at the mine, said he had no choice but to return to Mozambique. He said he was not sure whether management would pay the money owed to the men.

Carlos Fernando Naval (37), also from Mozambique, said he was awaiting the outcome of discussions with management before going home.

Yesterday the Ministry of Labour said mine employees should be given fair compensation before creditors or shareholders are paid.

It said some of the employees had worked at the mine for 20

years

In many liquidations employees were considered last, after creditors and shareholders.

"We would urge management to exercise care that this does not occur and that workers get a fair deal," the ministry said.

National Union of Mine-workers regional organiser Bohale Tsane said the union had approached management to obtain a list of all the workers and the details of their dates of engagement at the mine.

"Compensation for the workers who died during clashes involving Shangaan and Xhosa workers a week ago was also discussed," Tsane said.

General manager John Cockroft said the responsibility to pay the retrenched workers lay with the liquidators, Metorex (Pty) Limited.

He said arrangements had been made for a train to transport Mozambicans back home — Staff Reporters, Sapa.

(213) Spar 13/4/95

No safety at work or rest

LOVEJOY KWEZA

FISH Mokoena, a Sotho miner at Vaal Reef's gold mine on the West Rand — scene of recent clashes between Sotho and Xhosa mineworkers — wakes up at dawn every day to get ready for work.

He puts on his overall, gloves and gumboots and dons his helmet and lamp

Underground

"It's so dark in (the mine) you can't even see your own fingers. Ouch, I almost forgot the most important thing, the ear-phones," Mokoena said, touching his ears.

His earmuffs were not designed only to keep out noise, and it's a foolish miner who steps out without them.

The wind generated by the rapid descent of the cage that takes workers 1,2km underground creates enough pressure to damage the ear.

Once underground, the miners walk to their "tea rooms" (a passage) to discuss the day's duties and safety measures.

After 10 minutes it's down to work in narrow spaces so hot it is difficult to breathe.

This week Mokoena was drilling holes and washing excess rock from the ore-bearing reef at Vaal Reef's No 10 shaft.

"It's not so nice to work underground. Sometimes I become very scared when I have to go to work because you never know when the mine will fall on us," Mokoena said.

Every time he is underground, the father of five thinks about his family, and asks God to save him and his workmates from whatever might happen.

Missing the stomach-churning lift to the rock-face means missing a day's pay.

"These lifts have specific times.

"If you miss a day's work that means you miss a day's earnings as well, and that's a shame for us because we work hard," he said.

Ethnic

Underground there are no differences between the men, but since the tensions between Sothos and Xhosas began, they have returned to their hostels after their shifts and gathered in ethnic groupings at night because, they say, it makes them feel safer.

Majide Teteq, a Xhosa miner, said "The management decided to divide us after the violence as we did not feel secure sleeping under the same roof as Sothos.

"Now we are safe as Xhosas only."



BACK TO THE FACE: Three of the Vaal Reef's miners who resumed work after a three-day stoppage in reaction to ethnic conflict begin work underground. Management had threatened to send the workers home for a three week cooling-off period without pay.

PHOTO BY TILLEMONT

Primrose accused of using firings as excuse to cut retrenchment costs

Mine 'exploited violence'

PRIMROSE gold mine in Germiston shut down this week amid allegations that its management had used ethnic violence on the mine as an excuse for "cheap retrenchment".

National Union of Mineworkers president James Motlatsi said the mine had been due for closure and had been in negotiations with the Government on rescue financing

when the violence occurred.

"The mine management knew that the mine was due to close as it was involved in discussions with the Government then (at the time of closure) about its financial problems," he said.

Motlatsi said the mine knew that if Mozambican workers left the mine after ethnic clashes, it would not lose as much money as expected because it would be obliged to pay each of the miners only a month's wages instead of a retrenchment package.

All attempts to contact manage-

MOZAMBICANS who left Primrose gold mine — which was already threatened with closure — received a month's wages, according to the NUM. LOVEJOY KWEZA reports.

(213) SPAN 15/4/98

ment for comment failed this week.

Motlatsi also accused government ministers of inadvertently contributing to faction fighting by ignoring the needs of mineworkers. He criticised Mineral and Energy Affairs Minister Pitk Botha for not involving the NUM in discussions on the mine's future.

The way the mining industry was

organised, the inhumane working and living conditions, and the way in which the mineworkers had been forced to leave their families were the root causes of the faction fights on mines, the NUM said in a statement.

Primrose had been expecting a loan of R746 000 from the Government when it promised to pay off

the Mozambican miners last week, according to Guy Cooke, the Mineral and Energy Affairs Department's director of mine surveying and economics.

However, he said the bailout would have been to tide the mine over after losses incurred in the first three months of 1995, and not for paying retrenchment packages.

He said the department had visited the mine and decided against granting the loan after noting that the faction fighting had resulted in further production losses.

"The mine needed an additional

R500 000 or more to be able to continue operations," Cooke said.

But the NUM's regional co-ordinator for Gauteng, Archie Palane, criticised the Government's handling of the mine closure.

"The decision about the future of the mine has been taken over our and the workers' heads," he said. Palane said the union was against workers being sent home or locked out.

Instead, an attempt should be made to find alternative investors to keep the mine in operation, he added.

By JACOB DLAMINI

TUESDAY began like any other working day for mineworker Alfred Mjilima.

At 6am he joined hundreds of workers as they began their eight-hour shift at the Primrose gold mine in Germiston.

But his world came crashing down when, only two hours before his shift ended, he was ordered by his supervisors to stop working and return to the surface.

The mine was closing down.

It was the beginning of the end for the 29-year-old Mr Mjilima. A father of two from Transkei, Mr Mjilima joined the mine eight years ago as a loco driver.

"It came as a complete shock and surprise to us. We have given our lives to this mine and now it looks like we will have to go back to our homes," he said.

The closure followed an urgent application for liquidation brought by the management, Metorex, before the Rand Supreme Court on Tuesday.

In its application, Metorex cited the recent spate of fighting between Xhosa and Shangaan workers as the main reason for the closure. The company also said liquidation would mean workers could be removed from its property.

Fighting broke out on March 31 between the two groups after a drunken squabble involving a Xhosa and a Shangaan. When it was over, six people were dead and 26 injured.

For almost two weeks 600 Shangaan workers, mostly Mozambicans, downed tools but refused to leave the premises. Among them was Jeremia Mashaba, a 41-year-old father of four who joined as a

Death of a mine

ST 16/4/95



SUDDENLY OUT OF A JOB ... Alfred Mjilima (seated) and Jeremia Mashaba face an uncertain future

Picture: CHRIS COLLINGRIDGE

machine operator in 1986. In December 1993 he lost two fingers in an accident and has since been given light duties.

"Many Shangaans are prepared to leave but we first want to know what will happen to our benefits. We have done a lot for this mine and they can't just dump us like some worthless things," he said. Mr Mashaba and Mr Mjilima have

lived together in a mining compound for more than four years. The men said last month's faction fighting was the first they had had in the company for years.

"We have spent many years fighting together for a decent wage and better working conditions but we were divided by management which claimed that Shangaans were more hardworking and

were prepared to work for less. They threatened that they would fire Xhosas and Sothos and replace them with Shangaans," Mr Mjilima said. Mr Mashaba added "Many people are anxious about losing their jobs and there is a lot of suspicion between the workers. This made it easy for some people to exploit long-held grudges."

The ailing Primrose mine had expected to get a loan of about R3,000 from the government to tide it over losses suffered in the first three months of this year.

However, the Department of Mineral and Energy Affairs is reported to have decided against granting the loan after it discovered that the fighting had resulted in further production losses and the mine needed an additional R500 000.

According to Llewellyn Kriel, a Chamber of Mines spokesman, more than 41 people are believed to have died in faction fighting since January. However, no statistics were kept because it was difficult to identify the sources of conflict.

Fighting has also broken out at the Vaal Reefs mine where 14 people lost their lives in skirmishes between Xhosas and Sothos.

The media liaison officer of the National Union of Mineworkers, Judith Weymont, said the "inhuman conditions" of the hostel system were at the root of mine violence.

CHROE RUFEN

End of road for miners

Sowetan 18/4/95 (213)

Labour Reporter

LENGTHENING shadows crept slowly towards the Primrose gold mine in Germiston. Far away the sun was setting, tinting everything blood red.

It is also here that the sun had set for the last time for Mozambican migrant worker Antonio Jose and scores of other mineworkers who were left stranded when the mine closed down due to financial problems last week.

Jose struck a lonely figure as he leaned against the wall of the hostel which had been his home for six years.

Until last week, Primrose was where black men from all over the

country and across the colonial borders lived and shared happy and sad moments.

The National Union of Mineworkers has blamed the Government for failing to consult it on its (Government) decision to refuse the mine funding.

Before the closure, Primrose had been expecting R746 000 from the Government of National Unity to tide it over losses during the first three months of this year.

However, the Department of Mineral and Energy Affairs last week decided against granting the loan when it found out that the mine had suffered further losses due to faction fighting.

According to the department's mining surveys and economics office, it was discovered that the mine needed an additional R500 000 to be able to continue operating.

NUM Gauteng regional coordinator Archie Palane said the difficulties experienced by the mine and its workers were a clear indication that planning for the future closure of mines had to be made well in advance and that a social plan be part of the mining industry.

Union officials, management and the Government can argue over the shutdown — but for Jose and scores of Primrose mineworkers it's the end of the road as they go home to face their hungry families.

BD 19/4/95

Govt called in over mine strike

(213) RENEE GRAWITZKY

THE National Union of Mineworkers had appealed to the Public Enterprises Ministry to intervene in a two-week strike at the state-owned Alexcor diamond mine near Port Nolloth in the Northern Cape, NUM regional co-ordinator Fred Wyngaard said yesterday.

The union had approached the Ministry in a bid to bring forward mediation, scheduled for April 26. To date no response had been received, Wyngaard said.

Mine management did not have the mine's interests at heart as they were ignoring the strike and numerous grievances raised, he charged.

"Management are ignoring what is happening at the mine ... They are getting their wages so they don't seem to care how long the strike will last, and are prepared to wait until mediation on April 26."

NUM members began strike action on April 2 after a conciliation board failed to resolve a dispute over alleged racial practices and the unilateral appointment of a white head of security despite an agreement on affirmative action, he said.

Primrose Gold Mine to continue operating

CT 20/4/95

(213)

THE troubled Primrose Gold Mine in Germiston on the East Rand, which is under liquidation, is to continue mining on a reduced scale in terms of a compromise reached between creditors and other groups on Tuesday.

Mineral and Energy Affairs Minister Mr Pik Botha yesterday said the compromise was agreed to at a meeting in Pretoria between the liquidator, Mozambique's ambassador to SA, the National Union of Mineworkers, former company management and the government

Reprieve for Primrose as govt grants loan

BD 20/4/95
PRIMROSE gold mine — liquidated last week after fighting caused crippling production losses — was given a stay of execution yesterday when Cabinet approved bridging finance to restart scaled-down operations (213)

This followed a meeting on Tuesday in which all affected parties — including the Labour, Trade and Industries and Mineral and Energy Affairs Departments, as well as labour and management representatives — concluded that a compromise offer

ERICA JANKOWITZ

in which the mine would operate with fewer workers under new management was the only feasible option

"This could lead to the mine becoming financially viable and to saving at least a certain number of jobs."

Cabinet approved a loan of R746 000 to finance interim costs of scaled-down operations to ensure maximum employment

□ To Page 2

Primrose

(213) BD 20/4/95 □ From Page 1

and optimal ore reserve exploitation.

Its decision was welcomed by National Union of Mineworkers (NUM) regional coordinator Archie Palane last night.

All 1 600 workers remained on mine property as they could not be paid in terms of the liquidation order, Palane said. Mineral and Energy Affairs described the situation on the mine as "volatile" as payment could not be secured and food would no longer be provided. However, Palane said workers were united in trying to save the mine and the "good news" of Cabinet's finance would be conveyed to them today.

He said negotiations on how to restructure operations to ensure the viability of the mine would start now that interim finance had been released.

The NUM would pursue the line that no retrenchments should be carried out. This had been agreed in principle. Instead, extended leave would be granted to some workers, reducing the workforce by about

half. Workers could be retrained if they preferred to take retrenchment.

A Ministerial spokesman said it was hoped the mine's continued operation would attract a buyer. "We know the ore reserves are there and the labour force is behind getting the mine right," the spokesman said.

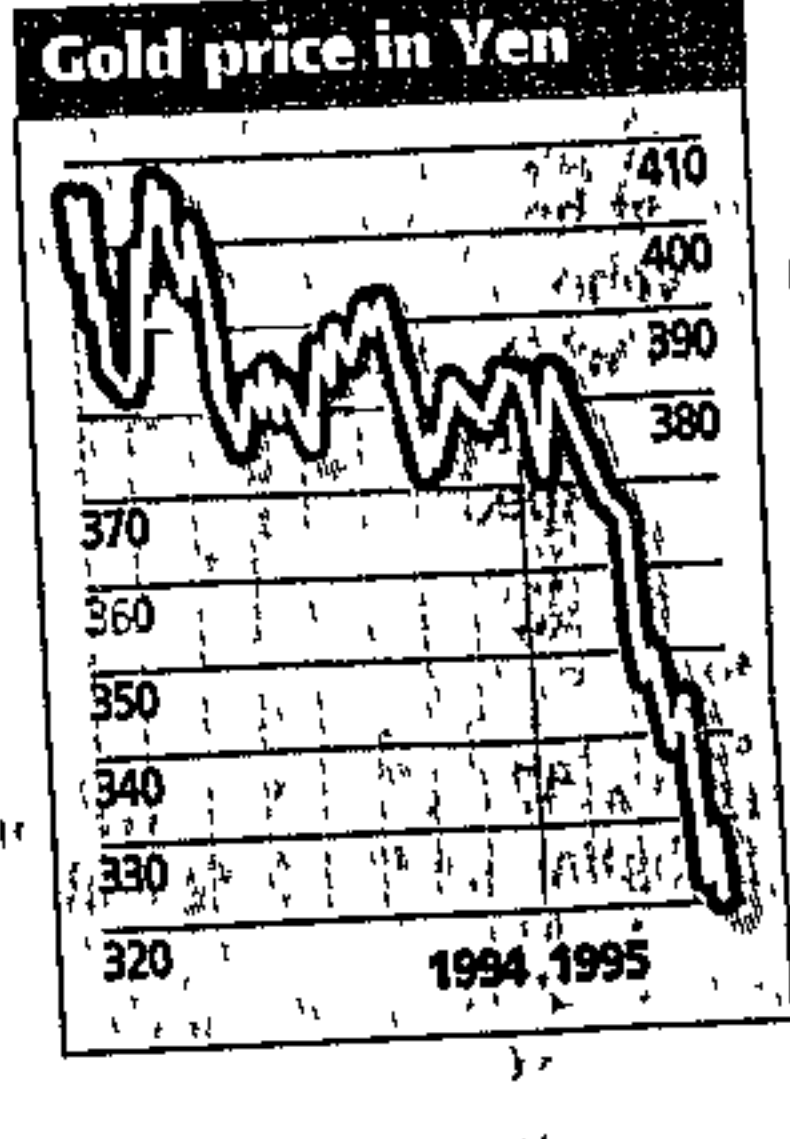
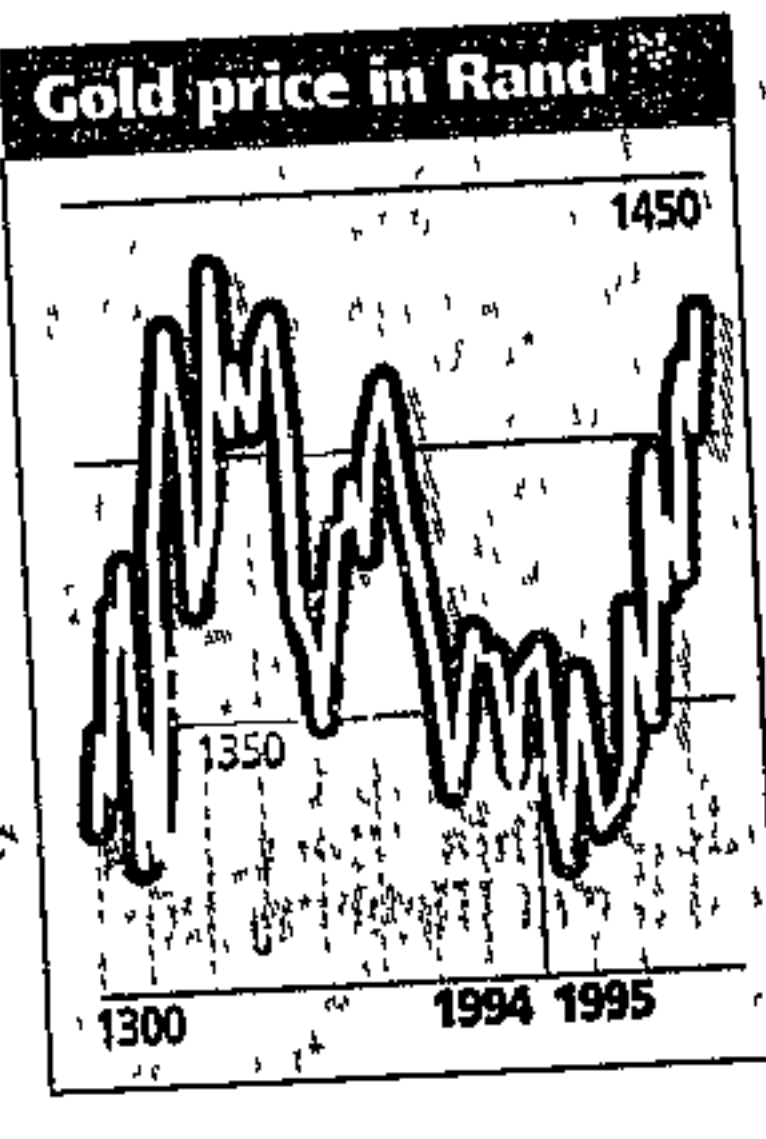
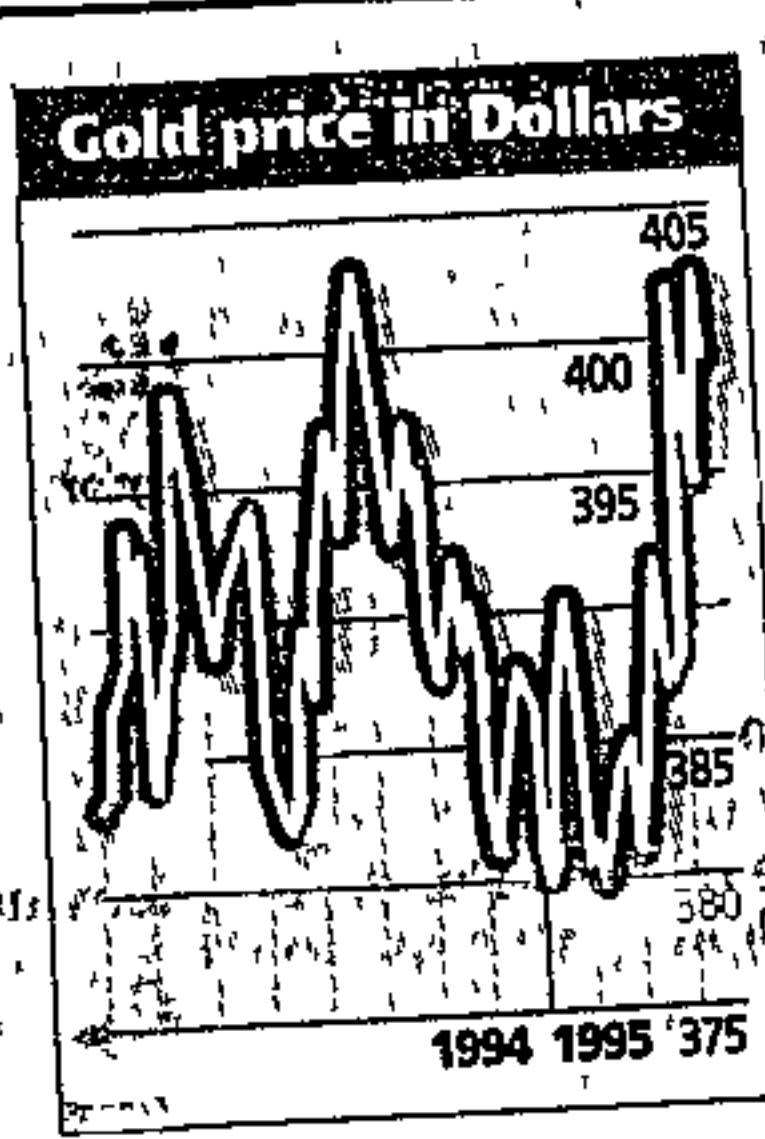
Palane said the NUM would push for workers to take part in running the mine as they would have a financial stake in Primrose, having to forfeit payment for 14 days' work, at least as an interim measure. This participation would involve full disclosure of information and joint decision-making.

He pleaded for mine owners to entertain the NUM's social plan proposals to avert a last-minute crisis such as liquidation of the mine. The mine was placed under provisional judicial management last year and liquidated on April 12 after faction fighting which left seven workers dead and led to crippling production losses.

New lease of life for mine

The troubled Primrose gold mine in Germiston is to continue mining on a reduced scale in terms of a compromise reached between creditors and other interested parties at a meeting on Tuesday. Represented were the liquidator; Mozambique's ambassador to SA, the National Union of Mineworkers; former company management; and the departments of Mineral and Energy Affairs, Labour, and Trade and Industry. Mineral and Energy Affairs Minister Pik Botha said yesterday that the Cabinet had approved a loan of R746 000 to the mine to finance the interim operating costs. The mine was recently placed under liquidation following faction fights in which seven miners were killed and 20 injured — Sapa. (213)

56/13/02
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news



Labour unrest dulls some of gold's shine

STON 21/4/95 (213)

BY JOHN SPIRA
BUSINESS EDITOR

As gold knocks on the \$400-an-ounce door, it is instructive to bear in mind that much of the yellow metal's strength derives from the marked weakness of the US currency.

Indeed, if measured in terms of the Japanese yen, the world's strongest currency in recent months, the gold price has actually declined since the beginning of the year in spite of its powerful recent dollar performance.

Yet whichever way one looks at the gold price, the dollar, the yen and the rand, their recent behaviour has been beneficial for SA's gold mining industry and, therefore,

for the country's economy at large.

The optimum scenario for the gold mines is one in which the rand declines or holds steady against the dollar, and the gold price in dollar terms improves.

As the accompanying graphs reveal, this is more or less what has transpired during the past couple of months.

The gold mines have been receiving more rands for their output — a development which usually boosts earnings, employment and the volume of revenues flowing into the treasury by way of taxes.

That this isn't happening at present is not a result of the gold price, nor of the rand's value. Instead, the mines have been crippled by labour

unrest, which has decimated profits and tax revenues while simultaneously threatening to increase unemployment.

Views on the gold price outlook differ widely, with several analysts pointing out that gold has tried to breach the \$400 barrier on many occasions in the past 18 months, only to have failed each time.

E W Balderson analyst Louis Venter notes that in spite of global recessionary conditions of the past few years, inflation in the industrialised world has not been eliminated. At around 3% a year at present, it is still very much in evidence.

He believes that gold's technical position is highly promising and should rise steeply after breaking through \$400.

Labour woes hit gold mines where it hurts most

ST(BI) 23/4/95 (213)

By JULIE WALKER

THE extent of labour unrest on South Africa's gold mines is heading for crisis proportions, according to Gary Maude, chairman of Gengold.

Strikes and work stoppages, murders and a general air of procrastination are harming the gold-mining industry and jeopardising its future, says Mr Maude.

Speaking at a media conference at which Gengold's quarterly results were announced, Mr Maude added that the rush among experienced employees in their 50s to retire in order to save tax on their lump-sum pension payouts is compounding the problem. One Gengold mine, Kinross, has lost 33 skilled workers, mainly stoppers, developers and shift bosses, in the last three months.

Mr Maude says it is difficult to get to grips with precisely what the problems are among the workers. He says it is clear that yesterday's rules no longer apply in the minds of workers, but there is no new agreement on how to behave now.

He says there is an air of dissatisfaction and also of expectation that the mines should provide housing, living out allowances, education and promotion irrespective of whether they can afford it. Friction, not only between miners of different origin, but also between unions is increasing.

Mr Maude says the Evander area's Kinross

and Winkelhaak mines were the worst affected by industrial action during the quarter. Kinross lost nine days' production and Winkels six. There were several incidences of murder of employees off mine property.

"There is an air of procrastination among the workers — they see their government doing it and follow the lead. The production of gold is certainly not the focal point."

Mr Maude says there is a realisation among management that things were too tough on the workers in the past, but the difficulty is reaching a new framework.

"A great deal of our production management's time has to be spent explaining, discussing and consulting with the workers," says Mr Maude, adding that this is not good for productivity.

However, industrial relations problems are less apparent on smaller mines, where there is more room for individuality, and where mine managers have expressed optimism ahead of the wage negotiations.

Mr Maude's counterpart at Anglo American, Clem Sunter, echoed the sentiments a day later at Anglo's quarterly media conference, although Mr Sunter is more confident about the industry's ability to avoid a strike over annual wage increases.

Nap Meyer, the Anglo gold division's managing

director, says agreement must be reached on two fronts: productivity coupled with any improvement in the gold price. He says it is a priority to keep shafts open because many marginal mines will become unprofitable and have to close on only a small deterioration in the profit margin.

Mr Sunter says there is little left in the way of flexibility on grade, working face and cost-containment. He says a full calendar working year will go a long way to prolonging mine life and even towards creating new jobs. However, Mr Sunter says the industry will not bow to high wage demands.

"We cannot afford a 10% rise in our production costs without a rise in productivity in square metres a miner, or in gold revenue. History shows that a rising dollar price is needed to compensate for rising costs because the inflationary effects of a falling rand catch up within a year."

Mr Sunter adds that, to be 10% higher, gold would have to average \$420/oz in 1995, the first quarter's average was barely \$380/oz.

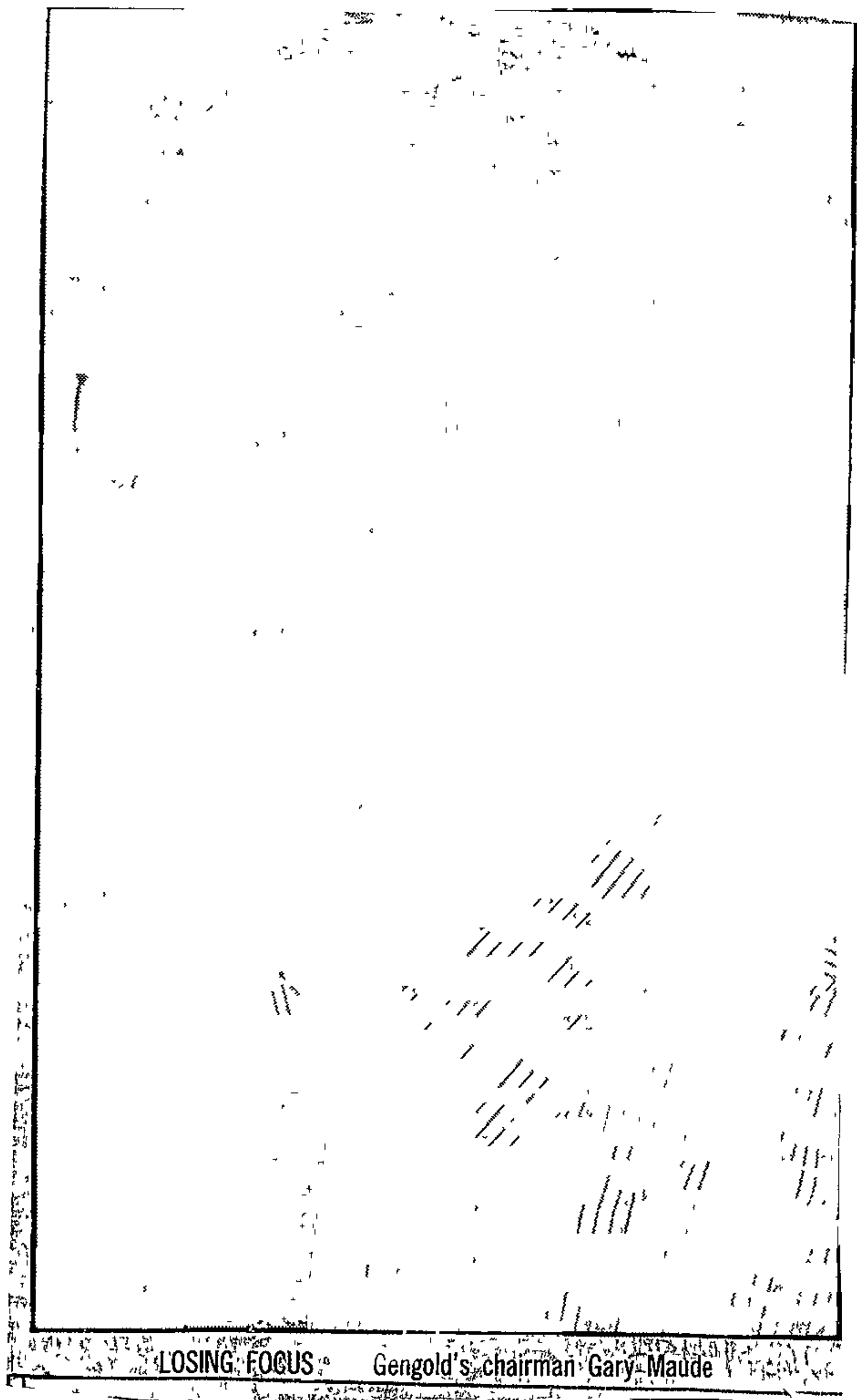
The gold profits of both houses were well down on the previous quarter; Gengold earned 41% less at R32-million (although retrenchments at Buffelsfontein unduly depressed this figure) and Anglo 30% less at R144-million.

Anglovaal, which also reported quarterly figures, made R37,3-million, 20% off the December figure.

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star

4/5/95



Miners left reeling as new mine launched

BY JUSTICE MALALA

Primrose Gold Mine near Germiston is dead — but the birth of the new JC Gold Mine in its place is proving painful.

As discarded pay slips and employment records fluttered in the wind yesterday, retrenched workers dismayed by the meagre payouts they are receiving from the liquidated mine hung around the mine compound.

Mine manager John Cockcroft

said yesterday he had been granted permission by the liquidators to start the mine anew with his own finances and hire as many people as possible. A total of 750 have been hired.

Three of the six shafts at the mine were operational yesterday and Cockcroft said although management had not yet received the R746 000 bridging loan promised by the Government, he hoped to get it soon.

Primrose mine was liquidated

(213) (211) SPAN 4/5/95
last month after violence, which left seven people dead, led to a work stoppage that resulted in crippling financial losses

National Union of Mineworkers branch chairman Morning Beje said retrenchments had been done strictly on the first in, last out principle

He said, however, that 26 mineworkers still in the compound had problems with the arrangement, and negotiations with the mine management were ongoing.

The major problem is that people are getting an average of R200 for working here for years and there is nothing that the new owners can do about it because it is a Primrose rather than a JC issue," Beje said.

Vasco Ziti, a Mozambican who returned to the mine on Monday after leave only to be told he no longer had a job, said. "I have been on this mine for more than eight years and they have decided to pay me a mere R200"

Inkatha members invade Ulundi assembly building

ULUNDI — About 200 Inkatha self-protection unit members invaded the KwaZulu/Natal legislative assembly building yesterday, forcing ANC security officials to escort provincial health minister Zweli Mkhize and ANC MPs from the building.

The demonstrators marched past KwaZulu policemen, climbed two flights of stairs and then stormed into the Prince Mnyamana conference room where the legislature's finance standing committee was debating the health budget.

As Mkhize and other MPs sat shell-shocked, the rowdy demonstrators toyi-toyed and chanted "Viva Inkatha" and "Viva SPU's", referring to Inkatha's self-protection units.

The demonstrators said they had not been paid and they were hungry. They surrounded some of the MPs and said: "Give us money." Inkatha MPs were also trapped in the room, along with other MPs.

No policemen or KwaZulu/Natal government security officials were in sight.

The demonstrators left after about

FAROUK CHOTHIA

10 minutes, gathering outside the building, where Social Welfare Minister Gideon Zulu addressed them.

The Inkatha members refused to allow the press to be present, but Zulu later said: "I told them to get away." He declined to comment further.

One source said Zulu chastised the Inkatha members for "playing into the hands of the enemy".

ANC security officials whisked Mkhize and the finance committee chairman ANC MP Dumisani Makhaye out of the building through a back entrance.

DP KwaZulu/Natal leader Roger Burrows said: "There were suggested threats against certain individuals, including Mkhize and Makhaye."

Before leaving, Makhaye said: "The sovereignty of this legislature has been seriously violated. The lives of people, including that of the minister, have been put at risk."

It was not known if the incident had been planned "at the highest level", Makhaye said.

The issue would be debated at a

full sitting of the legislature today, he said, along with the Cadman commission report which proposed that the provincial capital rotate between Ulundi and Maritzburg.

Makhaye said his personal view was that Maritzburg should be the sole capital. "If Inkatha wants to sit in Ulundi, they can sit alone," said Makhaye.

ANC MPs Shakes Cele and Thami Mhlomi said there was no security at their residences: people could enter the compound freely and automatic gunfire was heard intermittently on Monday evening.

When the legislature was formed, ANC MPs refused to come to Ulundi on the grounds that they were not safe, but later shifted their position.

The Cadman commission ruled that security arrangements in Ulundi and Maritzburg were on a par, and a "sophisticated" security system was in place in the Ulundi legislature building.

The cabinet, on which the ANC has three representatives, was believed to have accepted the proposal of a dual capital.

Housing plan exceeds target

ULUNDI — THE KwaZulu/Natal government had provided 37 000 people with sites and subsidies for the building of homes during its first year in office, provincial housing and local government minister Peter Miller said yesterday.

In a report to the provincial legislature's finance committee, Miller said 3 000 of these homes had already been built. The government did not build homes, but created "housing opportunities" by providing potential home owners with sites and subsidies, Miller said.

The KwaZulu/Natal government planned to create 250 000 housing opportunities by 1999, a quarter of the national target.

When Miller took office a year ago, he pledged to create 20 000 housing opportunities in KwaZulu/Natal. This target had been exceeded by 17 000.

The sizes varied from one-room to four-room homes. They cost between R6 500 and R25 000.

In the Maritzburg area 1 044 sites had been made available since June

FAROUK CHOTHIA

1993, but no progress had been made because agreement could not be reached with community leaders.

Community participation was vital, provided the "tail does not wag the dog", Miller said.

With each province bidding for money, the challenge KwaZulu/Natal faced was to be efficient and cost effective. This would place it first in line for further allocations from government.

Government had allocated R351m for housing in KwaZulu/Natal. This money could create 25 000 housing opportunities.

The reconstruction and development programme had earmarked a further R7m for the provinces to provide bulk services to communities. KwaZulu/Natal would push for a quarter of this allocation, Miller said.

More cost effective ways to build homes would have to be found. One option was high-rise buildings in urban areas, while in rural areas village centres could be built.

Mine worker shot by security staff

RENÉE GRAWITZKY (213)

A WORKER was shot yesterday at Libanon gold mine near Carletonville when mine security tried to disperse a crowd who had gathered after attempts were made to arrest a worker for possession of gold concentrate.

A Gold Fields spokesman said this incident was not related to a previous incident at the mine the day before where workers had held a prayer meeting underground following the death of a worker in a rockfall.

At nearby Leedorn mine, meanwhile, Gold Fields workers embarked on a sit-in underground on Monday following an incident where a mine captain and underground manager allegedly prevented workers from entering the cage at Leedorn mine near Carletonville.

National Union of Mineworkers spokesman Archie Palane said workers were persuaded to return to the surface by the shaft stewards.

A Gold Fields spokesman said the incident was being investigated.

213 (213) 4/11/95

Miners not guilty of murders

■ COURT REPORTER

Seven miners from the Western Areas gold mine in Westonaria were yesterday found not guilty of murdering four Zulu mine-workers in the mineshafts on May 11 1994

Mr Justice G Gordon acquitted Clement Tom, Mtandazelwa Phumelele, Bonisile Gumenge, Nelson Mhlanga, Mahasela Nyelimeane, Tomeletso Dodiwa and Alphonso Chutusco of the charges

in the Rand Supreme Court.

He said it was impossible to prove that the seven accused were underground at the time of the murders. Some of the State witnesses had been less than reliable, he added.

The four miners — Zenzele Mbatha, Samson Mbatha, Sibuso Nene and Mthemjwa Velenge — were killed during days of unrest on the mine which included an attack by about 600 "non-Zulu" miners on Zulu miners underground

Mine management testified that troubles between Zulu and non-Zulu miners had started last Saturday and by yesterday the police and the army had been called on to the mine grounds

Gordon Miller, the production manager on the mine at the time of the attacks, testified in earlier evidence that there were distinctions between ethnic groups on the mine, and the antagonism was perceived as being between Zulu and non-Zulu miners

MINING - STRIKES

1995

JUNE - DECEMBER

[The following text is extremely faint and illegible, appearing to be a list or table of data. It is located in the bottom half of the page.]

Thousands strike at Kloof gold mine

Renee Grawitzky and
Kathryn Strachan

(213)
BD 3/1/95
A STRIKE by thousands of mine workers at Gold Fields' Kloof mine near Carletonville continued yesterday despite calls to return to work.

Gold Fields said the strike, which began on Thursday, had affected only two-and-a-half days' production. It re-

olved around a number of demands, including reinstatement of dismissed workers, repatriation of workers and closure of the mine's industrial relations department, Gold Fields said.

The company was prepared to process Industrial Court proceedings in relation to the dismissals immediately.

Continued on Page 2

Kloof

(213)
BD 3/1/95
Continued from Page 1

National Union of Mineworkers assistant general secretary Gwede Mantshe said three out of 10 workers dismissed at the end of last month were union leaders. One, a member of the union's health and safety committee,

was allegedly fired for disobedience after laying a grievance against two senior officials for smoking underground — a highly risky practice.

The mine's disciplinary and grievance system was discredited, and workers were demanding that it be restructured or closed down. The other issue was that injured workers were being sent home without proper compensation or rehabilitation, he said.

'Gold output down due to strikes'

(213)

By DEREK TOMMEY

CT (BR) 6/6/95

The increased number of public holidays, together with illegal industrial action, were the main factors in the 10,6 ton drop in gold production at Freegold, the Free State mine in the year ended March, chairman Clem Sunter said in his annual statement to shareholders.

He said the viability of some shafts at the mine was in danger and this could result in unemployment — a situation which could be reversed if Sunday working was allowed.

Gold output at Freegold dropped from 111 668kg to 101 057kg following an 8 percent decrease in reef tons milled and a marginal decline in grade.

This resulted in Freegold's available profit dropping by 34 percent from R464,9 million to R307,9 million.

Dividends were cut by 31 percent from 390c to 270c a share.

Sunter said protest marches, sit-ins, go-slows and work stoppages, mostly of short duration, took place sporadically throughout the company's operations, with negative consequences for overall performance.

Management was concerned by the failure of workers to observe dispute resolution procedures and responded firmly with appropriate disciplinary measures. It has also worked with the unions to develop a sound work ethic.

He said the viability of certain shafts could be affected, leading to a loss of job opportunities and a loss of foreign exchange earnings.

Capital expenditure in 1994-95 rose by R53,7 million to R245,8 million. Expenditure on Freddie's No 4 shaft was R70,6 million and a similar amount was expected to be spent this year.

Gold production this year was expected to equal last year's, but final results would depend on the company's success in improving the productivity of its workforce.

Workers free 3 after talks

(213)

SAW 14/6/95

■ BY JUSTICE MALALA
LABOUR REPORTER

Three senior managers, who were held hostage for more than eight hours by workers at the government-run minerals research company Mintek in Randburg yesterday, were released in the afternoon after the workers reconsidered their actions.

About 150 National Union of Mineworkers (NUM) members took the three hostage after talks concerning disciplinary procedures collapsed.

Mintek vice-president Rams Ramokgopa, human resources manager Danie van Vuuren and industrial relations manager Adriaan du Plessis — were taken hostage in the human resources office at about 9.30am.

Speaking while being held hostage, Van Vuuren said the workers' actions were "totally

uncalled for and unprocedural"

NUM spokesman Dennis Koape said the dispute concerned a theft case at the plant involving a security officer.

The union and management had collected evidence regarding the case, but instead of instituting a disciplinary hearing, management had decided that there had been no wrong-doing.

He said the union demanded the security officer's suspension and a disciplinary hearing.

"In the past workers who were found guilty of theft were fired but because he (the officer) is white, he has not been fired. We want the security officer fired immediately," Koape said.

The hostages were released following an agreement among workers to mandate their leaders to canvass government support for their cause.

Workers suspended after Mintek drama

Star 15/6/95 (213)

■ LABOUR REPORTER

Workers who took three senior managers hostage at the government-run minerals research company, Mintek, in Randburg will be suspended on full pay and an internal investigation into the matter will take place.

Mintek human resources manager Danie van Vuuren, who was among those taken hostage on Tuesday, said yesterday the company had not yet decided whether to lay criminal charges against the workers but was exploring all avenues open to it.

"Mintek is not in the habit of making snap judgments and therefore this suspension is more a cooling-off period than anything else," he said.

The three were held for more than eight hours by about 150 National Union of Mineworkers members at the company in sup-

port of demands for a disciplinary hearing against a security officer accused of theft.

Mintek vice-president Rams Ramokgopa, industrial relations manager Adriaan du Plessis and Van Vuuren were released after workers decided to pursue their demands by approaching Government officials to intervene in the matter.

Congress of South African Trade Unions assistant general-secretary Zwelinzima Vavi said yesterday the federation condemned hostage-taking because it infringed on people's constitutional rights.

However, he said a distinction should be drawn between hostage-taking and a sit-in, which was acceptable.

"A sit-in is an acceptable tool workers can employ to pressure managements but we condemn hostage-taking in the strongest terms possible," he said.

Dispute continues

THERE is no end in sight to the
dispute between the Federated
Mining Union and the Mineral
Processing Industry Association
(M.P.I.A.) (213)
T.M.U. (213) and
Mathebasad over the contract
last week to press forward with the
contract from level P560
for the period 1970 to 1974 for
labour.

The industry association
has rejected the union's demand
for a 10% increase in wages.

Management has
continued to
tuning *Sometan*
22/6/95

Harsh words for miners of SA gold

BY DEREK TOMMEY
MINING EDITOR

Nicholas Oppenheimer, chairman of Amgold, the gold mining arm of the giant Anglo American group, is highly critical in his annual statement to shareholders of labour activities on the gold mines

He says since before the country's first democratic election in April last year, the gold mining industry had been plagued by industrial unrest of every description — illegal work stoppages, go-slows, underground sit-ins and, most disturbingly, inter-employee violence resulting in deaths and injuries

The consequent disruption in productivity was clearly attributable to a general loss of work ethic among the labour force which has exacerbated the renewed margin squeeze on the gold mines

He says mine managers faced the challenge of restoring discipline while remotivating employees. It was imperative the principle of reward for effort was restored to the industry

A formula comprising a low basic wage increase and a share of profits proved an equitable way in the past to see the industry through the

same kinds of difficulties it was experiencing now

"There is every reason to believe that such a formula will help again"

The first quarter of this year saw a worldwide surge in the demand for gold. Developing economies in the Far East and the Middle East continue to be the largest source of offtake. But there have been encouraging signs in developed markets as well

However, demand for gold for private investment purposes continues to disappoint.

Oppenheimer says the shortfall in the supply of newly-mined gold for fabrication purposes continues to grow, and was met from gold scrap, by producer forward sales and by a combination of official sales and private disinvestment

But the steady physical offtake in most regional markets of the world increases whenever the gold price falls, which is providing a floor of support

In turn, once the gold price rises, demand for the metal is balanced by increased offers from speculators, managed funds and private investors, as well as from producers acting to price future production

These factors are expected to continue, resulting in a stable gold market

(212) (213) Stan 23/6/95

Oppenheimer slams miners' work ethic

By DEREK TOMMEY

MINING EDITOR

Nicholas Oppenheimer, chairman of AngloGold, the gold mining arm of the Anglo American group, is highly critical of labour activities on the gold mines in his annual statement to shareholders.

He says that since before the election in April last year, the South African gold mining industry has

been plagued by industrial unrest of every description — illegal work stoppages, go-slows, underground sit-ins and, most disturbingly, inter-employee violence resulting in deaths and injuries.

He says mine managers face the challenge of restoring discipline while motivating employees. It is imperative that the principle of reward for effort is restored.

Previously, a formula comprising a low basic wage increase and a share of profit proved an equitable way to see the industry through similar difficulties.

The first quarter of this year saw a worldwide surge in the demand for gold. Developing economies in the Far East and the Middle East continue to be the largest source of off-take. But there have been encouraging signs in developed markets as well.

Oppenheimer says the shortfall in newly mined gold for fabrication is growing and is met from gold scrap by producer forward sales and a combination of official sales and private disinvestment.

He reports that AngloGold has a 13.33 percent participation in the exploration of a large area in Botswana. A significant portion of its exploration budget is earmarked for this area where a seismic survey has been completed and four deep drill holes are in progress.

Other areas being prospected included Mali, Senegal, Ivory Coast, Niger, Ghana, Burkino Faso, Tanzania and Kenya.

CT(02R) 23/6/95

(213)

Dispute declared over issue of Sunday work

(213) 60 28/6/95
Renee Grawitzky

THE Chamber of Mines faces a dispute with the Council of Mining Unions after the union refused to discuss the removal of the restriction on Sunday work within the central bargaining forum

The union declared a dispute after the chamber was not prepared to consider a counterproposal to refer discussions on Sunday work and continuous mining operations to a separate forum, outside of the wage review.

During the first round of negotiations the chamber advised the council that the ability of the industry to respond and finance wage offers was linked to its ability to operate more efficiently.

At the second meeting the chamber tabled two different wage offers dependent on the union's acceptance of continuous operations.

Offers ranging from 3% on gold mines to 5,5% at collieries were tabled in the event acceptance was not obtained and 5,5% for gold and 7% for coal if acceptance of continuous operations was obtained. This offer, like the offer tabled to NUM, did not include Anglo American mines. Anglo pro-

posed the introduction of an incentive bonus scheme

It is understood the scheme is based on a shaft-based productivity and performance sharing bonus and a gold price bonus.

Chamber spokesman Andrea Geldenhuys said the union was not prepared to consider the removal of the restriction on Sunday work and to address the second demand relating to the formalisation of a two-tier industry bargaining structure.

"Our members are not prepared to discuss Sunday work in the same forum where we discuss wages. We are prepared, without committing ourselves to anything, to discuss working arrangements and hours of work in a separate forum," said CMU spokesman Fred Bond.

Bond said there were other reasons for poor production levels which the chamber was not prepared to discuss — labour problems underground, lack of proper discipline and many other issues.

On the incentive scheme proposed by Anglo, Bond said it "was not even worth discussing" as it was too vague.

He said Gengold had indicated it wished to enter into discussions on a bonus scheme over and above the wage offers tabled.

SA-EU talks

SOUTH Africa started trade talks with the European Union on Friday by asking for a 10-year period of grace to allow its industries to adapt to free trade gradually.

Trade Minister Trevor Manuel said South Africa needed the period to protect its industries while they become competitive on world markets.

Mr Manuel met with EU African Affairs Commissioner Joao de Deus Pinheiro to start negotiations on a proposed twin-track trade approach.

Casino licence

GLOBAL Resorts, a Rand Merchant Bank subsidiary, has been granted a casino licence for its Grand Palm Hotel and Casino Resort in Gaborone. The casino complex is scheduled for opening at year-end.

Global Resorts MD Ernie Joubert says that "in view of the slow progress in reaching the license application stage in South Africa, we decided to bring our international expansion plans forward."

IMF delay

THE International Monetary Fund, a major financier of Zimbabwe's economic reforms, has withheld some funding in a bid to force the government to show conviction in fiscal discipline as it has failed to curb its spending.

In an apparent move to

get the government to honour repeated undertakings to curtail its expenditure under a five-year-old programme, the IMF delayed disbursing the next tranche of promised financial support amounting to Z\$500-million.

Mining dispute

A DISPUTE between the National Union of Mineworkers and the Chamber of Mines is imminent following the deadlock reached this week between the union and De Beers over wages and working conditions.

"The chamber seems to think that Sunday working is the answer to the industry's problems," says NUM assistant general secretary Gwede Mantashe.

"We want to look at job grading systems, affirmative action, the hostel system, time off, contract labour, single panel supervision and training."

The negotiating team will report back to members and it is likely that a dispute will be declared this week.

Boland deal

BOLAND Bank and stockbrokers Senekal Mouton and Kitshoff have agreed in principle that Boland will buy 50% in SMK once legislation regulating the Johannesburg Stock Exchange permits.

Boland Bank said the deal would have no immediate effect on earnings or net asset value.

Reports by Business Times staff and Sapa-AP. Reuter.

(213) (21)

Mine workers march

ABOUT 700 National Union of Mineworkers' members will march to the New Vaal Colliery near Vereeniging tomorrow in support of the union's demand for restructuring the industry to increase efficiency and to reject the Chamber of Mines' 5,5%-6,5% wage offer; conditional on Sunday work, the NUM said yesterday

80 1/2/95

NUM dispute looms (213)

THE National Union of Mineworkers threatened yesterday to declare a wage dispute with three Anglo American Platinum Corporation mines employing 25 000 workers.

The union, demanding a 16% increase, rejected the company's offer of 8% plus 2% conditional on working on public holidays and a six-day week, and 0.5% towards a housing subsidy. BD 13/7/95

NUM declares wage dispute

THE National Union of Mineworkers (NUM) said it had declared a dispute with Anglo American Platinum over wages and conditions of employment.

The annual wage negotiations deadlocked earlier this month after the NUM negotiating team rejected a final management offer of an 8% wage increase for the year ahead.

NUM said it was demanding a 16% across-the-board increase. Other areas of dispute were paternity and compassionate leave of seven days on full pay, and a living out allowance of R355 for some workers.

NUM said Amplats had rejected its proposal that the dispute be referred to independent mediation in an attempt to resolve the impasse.

"The union is left without an alternative but to apply for the establishment of a conciliation board. If there is no positive response our members will be reluctantly compelled to consider industrial action," NUM said.

NUM said earlier that Amplats had offered an additional 2% if the union agreed to work a six-day week and on public holidays, but the union said it wanted to refer these issues to a working group.

The mines affected were Rustenburg Platinum Holdings, Lebowa Platinum Mines and Potgietersrust Platinums, it said. About 25 000 members were involved in the dispute.

No comment could be obtained from Amplats.

□ **Renee Grawitsky** reports that NUM formally declared a dispute with the Chamber of Mines over wages, job grading and a range of issues after a meeting last week. It is understood that informal discussions would take place between parties today to explore options to resolve the dispute. The union is planning a march on the chamber on Saturday in support of its demands — Reuter

Miners march

for new deal

(213)
Sowetan 24/8/95
THOUSANDS of mineworkers marched to the Chamber of Mines and De Beers offices in central Johannesburg on Saturday to demand the restructuring of the mining industry. The union is demanding the abolition of "apartheid measures", NUM spokesman Ms Judith Weymont said

The demands in the memorandum include

- A commission of inquiry into job grading. Weymont said the current job grading system still has separate grades for black and white mineworkers,
- A 11,75 percent across the board payment to the mineworkers' provident fund. Companies currently pay up to 15 percent for white workers and 6 to 7 percent for black workers, Weymont said,
- Access to company information about changes within the industry,
- Paid leave for workers attending union training,
- Fulltime safety stewards, elected by workers and paid by mining companies,
- Equal benefits and wages for sub-contractors in the mining industry, and
- Higher wages

De Beers has offered a wage increase of 8,5 percent. The union wants 13,5 percent

NUM has demanded a wage increase of 17 percent for the highest-paid coal miners and 15 percent for gold miners. The chamber has offered a 9 percent increase for coal miners and 7 percent for gold miners. — Sapa

Mineworkers hold protest

(213) BO 24/7/95
Business Day Reporter

THOUSANDS of mineworkers took to Johannesburg's streets on Saturday to protest against deadlocks in wage negotiations and to demand the immediate restructuring of the industry to prevent job losses

The Chamber of Mines and De Beers' offices were targeted, with workers calling for an end to discrimination on mines and for wage issues to be resolved

The National Union of Mineworkers demanded a commission of inquiry into job grading, equal contributions to provident funds for all grades of workers, disclosure of information, full-time safety stewards and leave allowances

Negotiations with the chamber and De Beers deadlocked with the union demanding double-digit wage hikes and employers offering between 7% and 9%

De Beers acknowledged receiving a memorandum from the NUM and said it would be studied. It said the parties planned to pursue negotiations under the direction of a mediator. Meanwhile, Anglo American dismissed

claims that it was planning to retrench about 10 000 workers at its Freegold operation after disappointing quarterly results last week

Anglo spokesman James Duncan said mines were investigating their operations which would result in right-sizing in most mines

He said all unions and staff associations had been involved in the process since its inception, and all were represented on a regional forum established through outside change agents brought in to oversee its implementation

Although job shedding was a likely outcome of the process, Duncan said the number of jobs to be shed had yet to be decided except at Saaiplaas where about 1 200 jobs would be lost

However, the company would do everything possible to minimise the effect by encouraging early retirement, voluntary separation and transfers to productive areas. Natural attrition was also expected to contribute

Duncan said mine management was undertaking a comprehensive exercise to identify unproductive areas which would be closed. Right-sizing would then be discussed in conjunction with avoidance measures

Conciliation board for NUM if mediation fails

Renee Grawitzky

(213)

MO 27/7/95

THE National Union of Mineworkers has announced its intention to apply for a conciliation board in the event that mediation with De Beers fails to resolve the wage dispute.

The parties met in mediation during the past two days with Nigel Willis acting as mediator. De Beers said the parties would respond on the various positions tabled at the next meeting on August 7.

NUM assistant general secretary Gwede Mantashe said: "We have presented De Beers with three simple separate formulas for a settlement and they have been rejected." At the time the dispute was declared the union was demanding a 13,5% increase while the company offered 7,5%.

He said the proposals provided for an 11% across the board increase on minimum wages, a 10% increase on actuals or increases on a sliding scale of 11,5% for A band workers to 10% for B-higher.

De Beers said it had offered increases ranging between 10% and 8,5% with a separate arrangement for Venetia mine which provided for a lower increase and an incentive allowance.

NUM members at Impala Platinum mineral processing plant embarked on a work stoppage yesterday in support of wage demands following the union's declaration of a wage dispute with Impala Platinum.

14 000 miners stage a sit-in

Renee Grawitzky 213

ABOUT 14 000 National Union of Mineworkers (NUM) members held a sit-in underground at Randgold's Harmony mine yesterday morning to demand that Randgold table an improved wage offer at the Chamber of Mines negotiations, NUM said last night.

A Randgold spokesman said the morning shift did not come up from underground. No demands were made initially, but indications from the branch committee were that the company should improve its wage offer at the negotiating table. *ED 4/8/95*

He said workers returned to the surface after the union head office had communicated with the region that the company had improved its offer.

NUM and the Chamber of Mines have been meeting continuously since Monday at a conciliation board under the chairmanship of A-tie van der Merwe from the Independent Mediation Services of SA.

Negotiations were still in progress last night. Sources said the parties were focusing increasingly on wages and an understanding of the problems inherent in restructuring the industry and the question of Sunday Work.

Wage talks for miners deadlock

(213) (213)

JOHANNESBURG - Wage talks in the gold and coal mining industries deadlocked on Saturday, raising the possibility of a strike ballot.

The Chamber of Mines and the National Union of Mineworkers had been talking for five days.

ET 9/8/95

Sapa

NEWS IN BRIEF

Miners back at work

BD 22/9/95
ABOUT 6 000 workers at East Rand Proprietary Mine near Boksburg returned to work yesterday after a mass meeting of NUM members with mine management. (213)

On Wednesday workers rejected a 7,5% wage increase agreed to on their behalf by the NUM. Regional organiser Phumlani Ndletshe said workers had agreed to resume work pending a meeting on September 27 to discuss the wage increase and worker complaints. Mine management could not be contacted last night.

NUM wins Appeal Court protest ruling

~~(213)~~ (213)
BLOEMFONTEIN — All the participants in the September 5-6 1989 stayaway at three Free State mines should have been dealt with on the same basis, the Bloemfontein Appeal Court has ruled

It upheld yesterday the appeals of the National Union of Mineworkers (NUM) and of dismissed employees of the President Brand, President Steyn and Fred-dies mines. *BD 22/9/95*

It had been argued for the appellants that participation in the stayaway was collective action in pursuit . . . of "a legitimate socio-economic interest" (to protest against the general election and the introduction of the 1988 amendments to the Labour Relations Act)

Judge Nestadt said the need for management to enforce discipline could not be underestimated

But on the basis of cumulative factors, dismissal was "excessive and therefore inappropriate"

It was not in dispute that if the dismissals were set aside, the reinstatement of the individual appellants should follow, he noted

The court ordered that if the parties themselves could not resolve the outstanding matters, they should be decided by the Industrial Court — Sapa

Firm ordered to reinstate fired 69

~~SA 22/9/95~~ *BD 22/9/95*
Renee Grawitzky

BOART MSA (Pty) has been ordered by the Labour Appeal Court to reinstate 69 National Union of Metalworkers of SA (Numsa) members with 10 months' back-pay, after it found their dismissal during a strike in August 1992 to be unfair. The decision was handed down on Wednesday.

Pam Stein of Cheadle Thompson & Haysom, acting on behalf of the union, said the cost to the company for back payment in wages — based on salaries paid in 1992 — was about R900 000

Boart said it was considering applying for leave to appeal to the Appellate Division

The dismissals arose out of the nationwide metal industry strike which began on August 3 1992. On the morning of August 25, Boart dismissed 84 workers but subsequently reinstated 15. On the afternoon of August 25, the Supreme Court granted the Steel and Engineering Federation of SA (Seifsa) an interdict on the grounds the strike was illegal be-

cause the union had not complied with the balloting provisions.

The Industrial Court dismissed the union's application for reinstatement and found that the company, which "dismissed the striking workers for operational reasons", had not committed an unfair labour practice.

The company argued that before and during the strike workers were briefed on the financial position of the company and that "the ultimate consequence of the strike would be that jobs of all employees would be endangered". On August 21 the company issued an ultimatum for strikers to return to work and it was alleged that the company was suffering irreparable damage which would affect the job security of all employees.

The Labour Appeal Court said where an employer dismissed workers for economic reasons, it was the duty of the court to assess those and all other relevant facts. The court found the company failed to show that if it had not dismissed the workers it would have risked "irreparable harm".

Strike spreads at De Beers mines

(213) BD 10/10/95
Bonile Ngqiyaza

THE strike by about 5 000 diamond workers at De Beers mines was set to continue today after management and the National Union of Mineworkers failed to reach agreement on leave yesterday, a union spokesman said.

Production had been affected at mines as far away as Namaqualand and the Zimbabwean border, NUM spokesman Judith Weymont said.

Talks between management and union representatives would continue today although it did not look like there was going to be a speedy resolution to the dispute. She said the mining house had, at the start of talks yesterday, reverted to the position it held before last week, which had been "responsible for the strike in the first place".

The company's previous position had been 9% plus a 2% merit increase which was reduced to a 1% service increment plus 10%.

She said although there was agreement on the 10% pay increase across the board, De Beers still insisted that "certain grades of staff workers reduce their entitlement from 26 to 21 days to match the rest of the workers".

De Beers spokesman Tom Tweedy said the company wanted to ensure that all employees received the same

Continued on Page 2

De Beers

(213)
Continued from Page 1

BD 10/10/95
annual leave benefits irrespective of the operation at which they worked.

He said the proposal meant working days would be increased by "up to three days" for employees in lower job categories while for those in higher job categories at the Venetia and Namaqualand mines it would mean a reduction by about five days to 21 days.

The 600 employees whose leave would be reduced would be compensat-

ed with a wage increase amounting to about 2% above the agreed wage increases, he said. Tweedy said the increment would increase the value of benefits such as "encashment value of leave, pensions, annual bonuses and other percentage-based benefits".

NUM assistant general secretary Gwede Mantashe said: "We are back where we started. They are giving workers two options, keep the 21 days but exclude Venetia and Namaqualand or just exclude certain grades of workers from the agreement." The strike had reached a "sensitive and dangerous point", he said.

(213) BD 11/10/95

Mine talks stall

NEGOTIATIONS between the NUM and De Beers ground to a halt yesterday, with no end in sight to the strike by about 5,000 union members.

Meanwhile, De Beers announced an agreement providing for an across the board wage increase of 10% had been concluded with the National Employees' Trade Union

NEWS IN BRIEF

Watchdog for small business

KWAZULU-Natal had established a provincial small business council affiliated to the national body as a watchdog for small, medium- and micro-sized enterprise interests, economic affairs and tourism, MEC Jacob Zuma said yesterday.

Opening a provincial workshop on small enterprise, Zuma said the new structure would form a critical link between small business and government, developing institutions within the province's small and informal business sector, while stimulating the creation of occupational and professional sectoral associations.

Post in hands of business

BUSINESS had the ability to remove more than 40% of the problems experienced by the postal service, the Johannesburg Chamber of Commerce and Industry said yesterday.

While business was justified in its criticism of postal delays, it should be aware that the solution of much of the problems lay in its own hands. Two-fifths of postal workers' time was taken up by correcting postal codes and sorting items which could not be read by automatic handling equipment.

Telkom workers end strike

STRIKING Telkom employees returned to work in Johannesburg by midday yesterday following disputes over the company's affirmative action policy and "political" posters at depots, Telkom spokesman Gert Schoeman said. **BD 12/10/95**

De Beers strike continues

THE strike at all De Beers mines continued yesterday amid the occupation of offices at a number of mines and several marches, De Beers said yesterday. The company, which will meet National Union of Mineworkers representatives today in a further attempt to resolve the strike, said the dispute, involving a cut in annual leave, affected 600 out of a total union membership of 4 700, who were being compensated for the loss of leave.

Call to end farm evictions

MPUMALANGA premier Matthews Phosa yesterday called for an immediate end to the eviction of farm labourers and tenants, saying racial tension was building in the province's rural areas. Farmers were writing eviction notices "as if they are magistrates, and then are moving whole families far away from their farms to prevent them from returning" the premier said.

REPORTS. Business Day Reporters, Sapa, Reuters

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De Beers workers agree to end strike

BD13/10/95 (213)

Renee Grawitzky

NUM members are to return to work today after an agreement was reached with De Beers to end a week-old strike in the diamond industry.

The dispute, originally relating to wages, a performance-related pay system and reduction of annual leave, was resolved when a compromise was reached on the issue of annual leave affecting higher-grade workers at Venetia and Namaqualand mines.

NUM media officer Judith Weymont said the strike did not affect production because of enormous stockpiles. She said it did not affect the release of diamonds onto the markets, which was pre-determined because of De Beers' monopoly.

The parties have undertaken to try and reach agreement on the reduction of leave at the two mines by December 10. If no agreement is reached the company reserves its right to implement the new leave entitlements with compensation while the union reserves its right to challenge this. The company

has offered to compensate workers to the value of five days leave which would be lost with the reduction from 26 to 21 working days leave. The reduction of leave at these two mines was necessitated by the alignment and conversion of leave from calendar to working days.

All workers will receive a 10% pay increase with the union committed to negotiate a performance-related pay system by January 31 next year. Venetia mineworkers will receive 10% plus a 1% merit award increase instead of 9% plus a 2% merit award increase.

De Beers said it achieved a distinct benefit in extending the merit award system and the conversion of annual leave from calendar to working days.

NUM assistant general secretary Gwede Mantashe said: "Strikes are always costly but it has been worth it because we have been successful in putting pressure on De Beers to respond to our demands. We move forward to negotiate other issues such as merit awards from a position of strength."

De Beers miners go back to work

(213) (276)
JOHANNESBURG — All of about 5 000 employees involved in a 10-day strike at De Beers' diamond mines have returned to work, a company spokesman said

ARG 14/10/95
"Attendance at the mines is normal and no problems have been experienced," he said

National Union of Mineworkers (NUM) members went on strike on October 2 after six months of negotiations, when the union and De Beers failed to finalise an agreement.

However, further negotiations between the NUM and De Beers broke down this week over holiday leave for about 600 employees.

On Thursday both parties agreed that the outstanding issue of holiday leave for certain B grade workers at Venetia and Namaqualand mines would be discussed separately.

The NUM said the parties would attempt to solve the issue by December 10, after which, if no settlement was reached, the company would reserve the right to implement its proposal and the NUM would reserve the right to challenge its implementation

Both parties would advise union members of the compensation the company proposed to pay to the employees for reduced leave.

De Beers said the compensation offered to the 600 employees would be equivalent to the monetary value of the five days' leave lost. — Sapa.

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August 1995 are as follows:

ANCE SHEET

	Unaudited 31 Aug 1995	Audited 28 Feb 1995
	996	816
	23	11
	167 510	136 992
	168 529	137 819
	155 948	132 584
	-	18
	324 477	270 421
PITAL		
ues	331 010	306 789
	400	267
	(6 933)	(36 635)
	5 511	19 690
	12 444	56 325
	324 477	270 421
	99 624 992	81 581 469
unit	169	169

ely R11-million which will be funded by borrow-

r of the City Council of Pretoria in respect of elec-
to approximately R1-million

which are secured loans of R156-million
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and six month period is that profits will be
month period under review. In view of the
available and renovation and repair costs
d earnings per linked unit forecast in the
ay not be achieved. It is, however, antici-
pal reduction in vacancies should result in
profits for the year ended 28 February

S Lewinsky, Managing Director

YMENT NO 3

5,53 cents per debenture (totalling 5,64
ks of the company at the close of business
r 1995 to 19 November 1995, both days

24 October 1995

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Union in dispute with chamber on education

(213) BD 25/10/95
Renee Grawitzky

THE National Union of Mineworkers was still in dispute with the Chamber of Mines over paid time off for adult basic education and training, NUM education co-ordinator Gino Govender said yesterday.

The union would put pressure on government to ratify International Labour Organisation convention 140.

Speaking at the signing of the Adult Basic Education and Training Agreement with four Randgold mines, Govender said this issue would be referred to Cosatu for discussion. Convention 140 refers to paid educational leave.

The agreement is similar to the one signed this week with JCI.

It covered 30 000 workers and provided for paid time off for training related to operational re-

quirements, as requested by management.

As with the JCI's earlier agreement, this agreement provided for the mine-level committees — comprising equal worker and management representation — to be involved in the budgeting process for the programme.

Randgold said the agreement formed a part of a long process moving towards real partnership with labour on marginal mines, and to ensure career development of workers.

Randgold human resources director Richard de Vilhiers said the four mines' teams of negotiators, which are co-ordinated through the head offices of the NUM and Randgold, had concluded the negotiations. This was in line with the decentralised strategy of the company on decision-making, De Vilhiers said.

New representative board to assist in reshaping HSRC

PRETORIA — The new representative Human Sciences Research Council (HSRC) board was announced by Arts, Culture, Science and Technology Minister Ben Ngubane yesterday. BD 25/10/95

He said the new board of 10 members would ensure that the HSRC's research was objective and relevant, that it addressed socioeconomic problems and promoted equity in its approach.

The board would assist the ministry in restructuring the HSRC and would have to align its activities with the goals of the reconstruction and development programme, he said.

University of the North vice-chancellor and rector Njabulo Ndebele has been appointed chairman of the new board.

The other members are Anglo American executive director Michael O'Dowd, Elwil Beukes from Free State University, National Economic Development and Labour Council chairman Jayendra Naidoo and Moetsadie Moeti of the Free State Technikon.

Making up the rest of the board are Francis Bosman from the justice department, Mapule Ramashala from the Medical Research Council, Zululand University representative Lindisizwe Magi, Wilmot James from the Institute for Democracy in SA and Centre for Development Analysis executive director Themba Sono.

Ngubane said he was satisfied with the board as there was a balance between youth and experience as well as gender representativeness — Sapa

Goldfields miners suspend strike

(213)

The three-day work stoppage by more than 10 000 National Union of Mineworkers (NUM) members at Goldfields East Driefontein mine near Carletonville has ended after the dispute was temporarily resolved

Mine management and the union said yesterday the workers had reported for duty on Sunday night after having embarked on the unprocedural strike last Thursday night in support of 35 sacked colleagues

The strike was suspended after the parties decided to take the matter to arbitration with the Independent Mediation Services of SA conducting the process

No decision had yet been taken against the other mineworkers for their un-

procedural strike, NUM spokesman Judith Weymont said

The strike started after management upheld a decision to dismiss the underground machine drillers who had queried the paying of their bonuses - paid to them due to the speciality of their jobs - and found they had not been paid for about two months, she said

"Management insisted it had paid the bonuses and was not prepared to pay the workers, so they refused to work

"Then they were dismissed but appealed against the decision. The appeal was dismissed, prompting other NUM members to strike to support them," she said. - Labour Reporter.

Star 28/11/95

Mineworkers act over repatriations

ABOUT 12 000 miners at Kloof gold mine will greet the New Year on strike unless management and the National Union of Mineworkers can solve a dispute

NUM assistant general secretary Gwede Mantashe said the strike, which began on Thursday, was sparked mainly by the repatriation of 36 miners to former reserve areas

He said the union also demanded an end to repatriation of injured workers who had not been given a chance to recuperate fully

(213)

Reports by Own Reporters, Sapa-Reuter-AFP

ST 31/12/95

PHOTOCOPIES

DATE	NAME	NO after printing	Number of copies					cash
			Saldru	Co-op	L.R.P	F/Hare	Other	
Balance	B/F		3783	3970	3875	1376		
	MINING — STRIKES							
		1996						
	JANUARY — JULY							
TOTAL	c/forward							

Talks on W Rand strike set for today

The strike by more than 10,000 workers at the Kloof Gold Mine near Carletonville, which is costing the mine about R3-million a day in lost production, is set to continue today after talks yesterday failed to end it. (213)

National Union of Mineworkers (NUM) general secretary Kgalema Motlanthe said yesterday union leaders and management were "working feverishly" on ending the strike which started last Thursday.

The union is demanding the reinstatement of several NUM leaders who were dismissed, claiming a recent spate of unfair dismissals targeted union leaders in particular.

It is also aggrieved at the mine for sending injured mineworkers home before they could be properly assessed for retraining. It has called for a restructuring or total closure of the mine's industrial relations department.

Motlanthe said yesterday another meeting with the mine's management would be arranged for today - Staff Reporter.

Stow 4/1/96

Vaal Reefs workers protest against subcontractors

By ROSS HERRERT

Johannesburg — Hostilities boiled to the surface yesterday at Anglo American's Vaal Reefs gold mine as workers from six shafts marched on management offices to present a letter of protest over the replacement of permanent workers with lower-paid subcontractors.

The subcontractor issue has inflamed workers at a time when Anglo hoped to smooth over industrial relations, jeopardising the company's hopes of convincing workers to agree to operate mines seven days a week.

"It is almost a form of privatisa-

tion underground, contracting out sections of the mine to smaller companies. It is not acceptable and it is not safe. And it is becoming clear that when contractors are employed, the number of accidents increases," said Bethwel Xungu, regional chairman of the National Union of Mineworkers.

The NUM also protested against the replacement of union members with subcontracted workers at Anglo's troubled Freegold unit. According to the union, all the workers at Saaplaas mine's number two shaft were retrenched and replaced with subcontracted workers.

"We agreed to discuss contin-

ous operations on condition that present employment would be protected and more jobs added — not that they cut jobs and go to continuous operations," the union's coordinator in the Free State, Samson Machudi, said.

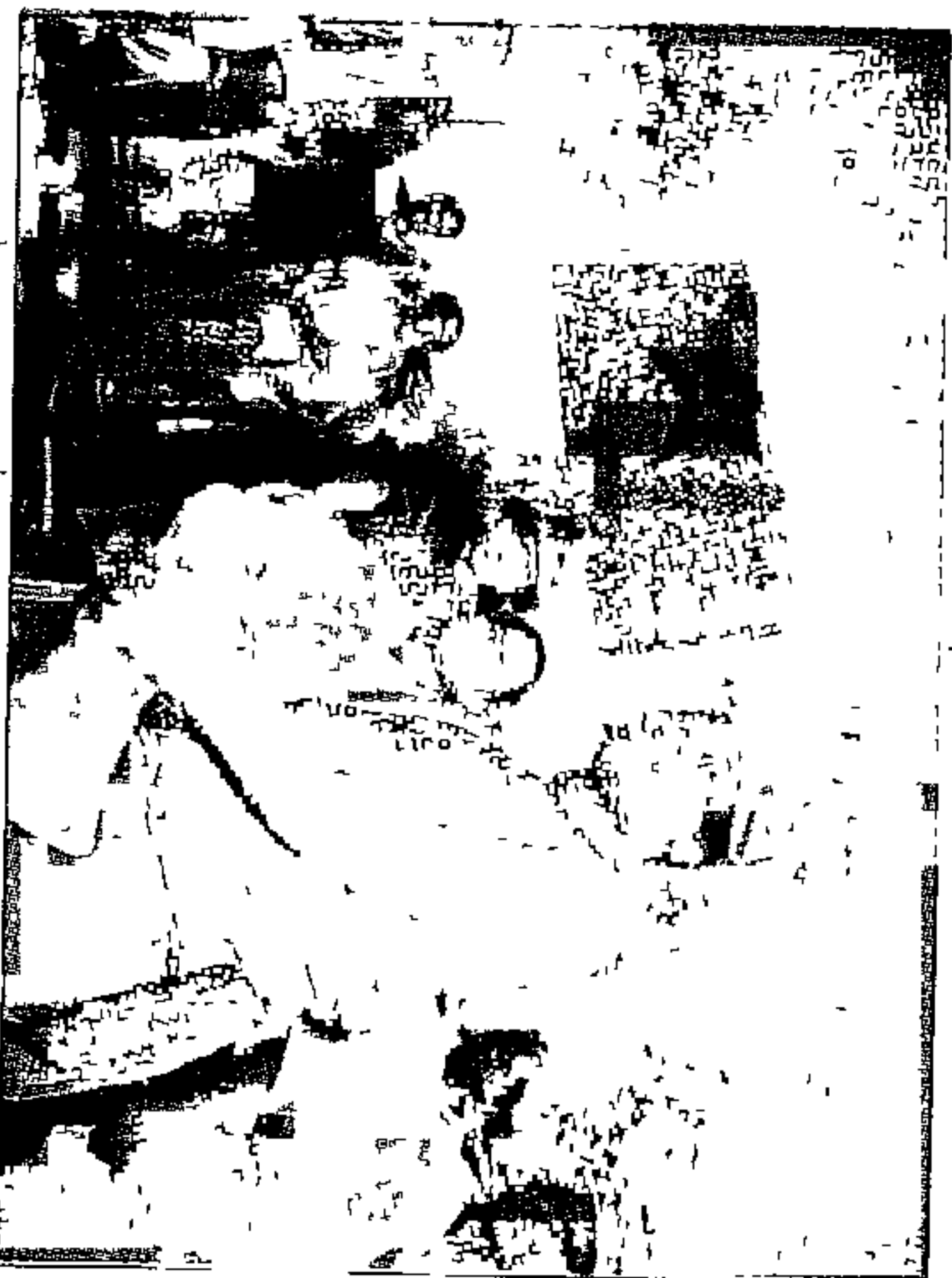
Dick Fisher, the regional manager of Vaal Reefs, said the company's rationalisation process had reduced the number of subcontracted labourers, and that they were used only where specialist skills were required, or if the work was of a short duration.

The replacements at Freegold, the NUM said, appeared to be in violation of agreements reached

with the Chamber of Mines in terms of which management agreed in principle not to use subcontracted workers for tasks normally conducted by the union's members.

According to Fisher, Vaal Reefs had only retrenched 430 workers in the past three months and the use of subcontracted workers declined from 14 percent to about 8 percent.

Machudi said that subcontracted workers were paid an average of R400 to R500 a month, about half of the average worker's pay. He said the subcontracted workers received no benefits, and were told they would be fired if they reported injuries.



INFLAMED Workers at Vaal Reefs yesterday protested against the replacement of union members

PHOTO: RUSSEL ROBERTS

Shaft dispute sparks strike at Loraine

BY ROSS HERBERT

Johannesburg — Workers at the number-three shaft at Loraine gold mine refused to work on Tuesday night and remained off the job all day yesterday in a dispute over operating the shaft seven days a week, Anglovaal said yesterday.

Anglovaal spokesman Julian Gwillim said attempts by management to get workers to return to work had failed yesterday.

Discussions were still under way and the exact cause of the strike

could not be determined.

The company has been in discussions with workers over pay relating to continuous operations.

"Over recent months, the atmosphere has been pretty tense," Gwillim said. Similar industrial action took place in 1993 when Loraine first began continuous operations.

"The company has incurred losses for the past six months and, due to this situation, any interruption to production will jeopardise both short- and long-term viability"

The number-three shaft accounts for the bulk of production at Loraine, which had a net loss of R1,8 million in the December quarter, producing 1 681kg of gold.

When Anglovaal presented its results on Tuesday, Jure Geldenhuys, the director of gold mining operations, said costs and possibly capital expenditures at Loraine would have to be cut.

"At the end of the day, we will have to cut further overheads, which will drastically reduce the life of the mine," Geldenhuys said.

CT(BR)18/1/96 (213)

Mine strike linked to operations agreement

BD 18/11/96 (213)
Renee Grawitzky

RENEGOTIATION of an agreement on continuous operations is at the centre of a strike by more than 3 000 National Union of Mineworkers members at Anglovaal's Loraine gold mine in the Free State.

Anglovaal spokesman Julian Gwillim said the strike, which started on Tuesday night at Loraine's No 3 shaft, appeared to be related to the agreement, but it was still not clear whether this was the central cause of the strike.

He said the agreement provided for annual renegotiation of the measures introduced to prevent the closure of the mine.

Gwillim said Anglovaal had incurred losses for the last six months and any disruption of production could jeopardise both the short and long-term viability of the mine.

Meanwhile, the union announced that its members would march at Iscor's Thabazimbi plant to protest against "management's lack of concern for safety in the workplace".

David McKay reports Anglo American gold division CE Bobby Godsell briefed union officials on Free State Consolidated Gold Mines last night about the possibility of additional job losses at the operation.

Godsell declined to outline the plans ahead of today's presentation of December quarter results, but company sources confirmed Freegold's difficulties could force further rationalisation.

Anglo retrenched 3 450 workers from Freegold's Saaiplaas No 3 and Freddie's No 5 shafts late last year — a figure it announced in November when it also warned other cuts could be necessary to restore Freegold to profitability.

The union has suggested the new losses will be focused on other shafts at Freegold's Saaiplaas section. It is understood Anglo's gold division is also planning to meet all the unions next Thursday.

14/11/96
Mine strike continues

THE strike by members of the National Union of Mineworkers at Anglovaal's Loraine gold mine in the Free State over the renegotiation of the continuous operations agreement continued yesterday. Anglovaal said the mine had incurred losses over the past six months and the action could jeopardise the mine's future viability (213)

Storm damage and strikes knock Randgold mines

BO 23/1/96

(213)

David McKay

RANDGOLD-administered mines Blyvooruitzicht, Harmony, ERPM and Durban Roodepoort Deep reported a disappointing quarter after storms, a shutdown, strikes and retrenchments reduced working profits at three mines and caused a working loss at another, said chairman Lionel Hewitt.

Blyvooruitzicht maintained underground and surface grades and kept working costs under tight control, but a storm of "once in a century" proportions caused power failures which hit underground operations and reduced gold production to 918kg (951kg). Surface production was maintained despite the weather conditions, but working profit after tribute payments came down to R2m from R4m at end-September. Hewitt said Blyvoor's acquisition of Doornfontein was completed on November 6 and rationalisation and cost containment measures already had led to an improvement in working costs. Production at Doornfontein was also affected by the storm.

Production was further disrupted by two labour disputes disrupted at one of the contractors on the mine. Doornfontein's results,

which would be consolidated from the March quarter, showed a working loss of R11,6m (R4,6m).

Blyvoor cancelled its management contract with Randgold after the acquisition of Doornfontein and paid R17,7m to Randgold in compensation. Blyvoor expected to save about R3,3m a year as a result of the cancellation.

The cancellation of management contracts at Blyvooruitzicht and Doornfontein, the creation of a carbon-in-pulp plant and the further development of exploitable reserves at Western Deep Levels tribute would require a R40m rights offer, which is expected to be made in the next four to six months.

Durban Roodepoort Deep suffered a working loss of R2m for the quarter against a profit of R3,4m at end-September. Planned stoppages as a result of a plant upgrade programme, following a R79m rights offer, reduced underground tonnage to 86 000t (99 000t) and increased working costs to R53 000/kg (R41 000/kg), while the inclusion of lower-grade ores reduced the underground yield from 4,32g/t to 4,03g/t.

Costs were adversely affected by wage increases, retrenchment costs and expenses related to the

closure of the First Wesgold plant, which was affected due to a lack of surface resources.

Profit after taxation fell from R9,4m in the previous quarter to R3,9m. An unprocedural strike and above average seismicity reduced underground tonnage to 254 000kg (268 000kg). The grade also came down from 7,37g/t to 6,9g/t. Capital expenditure, reduced from R18,5m in the previous quarter to R16,6m, included R11m for the development of the Far East Vertical Project.

Harmony posted a loss after taxation of R16,4m (R22,7m) as the refocusing and rightsizing of underground operations at Harmony continued. The retrenchment of 3 000 employees has already showed an improvement in yield which rose 3,49g/t during this period from the previous quarter's 3,4g/t. Ore milled was reduced from 1,5-million tons to 1,4-million tons and gold produced fell from 5 098kg to 4 793kg.

Hewitt said Doornfontein, Harmony and ERPM had hedged a proportion of their gold production for six months beginning this month to fund reorganisation and remedial work at Doornfontein and to secure stable revenue at ERPM and Harmony.

RANDGOLD	Tons milled 000s	Yield g/ton	Gold produced kg	Costs per ton milled R	Costs per kg gold produced R	Price received R/kg	Net profit R000s	Profit after capex R000s	EPS after capex cents
December Quarter									
BLYVOOR	142	6,46	918	288,08	44 561	46 905	(14 243)	(15 787)	(35,96)
September	147	6,47	951	282,52	43 670	47 065	4 863	3 815	15,9
DURBAN DEEP	86	4,03	347	212,50	52 666	45 151	(2 158)	(2 613)	(39,4)
September	99	4,32	428	178,23	41 227	44 944	2 033	(66 810)	(1 012)
DOORNFONTEIN	352	2,22	782	133,03	59 880	45 074	(10 460)	(10 533)	—
September	323	2,94	950	147,24	50 062	45 241	(3 300)	(3 277)	—
ERPM	254	6,90	1 752	336,18	48 739	45 244	3 889	(12 713)	(8,3)
September	268	7,37	1 974	331,16	44 959	45 042	9 369	(9 210)	(6,0)
HARMONY	1 695	3,49	4 948	150,85	43 244	45 100	(16 462)	(24 689)	(86,3)
September	1 816	3,4	5 291	144,31	42 462	45 111	22 726	10 442	36,6

White miners dig in their heels

By ROSS HERBERT

Johannesburg — Under banners urging "White Workers Unite", the Mineworkers Union (MWU) this week issued a defiant warning that race will not easily leave South Africa's industrial politics.

The 65 000-strong union decided at its annual congress in Johannesburg on Wednesday to remain an exclusively white union and to challenge infringements on minority rights in court.

The union also decided to resist the Sunday work that companies considered crucial to the survival of many marginal mines.

The decisions have strong implications for parastatals such as Telkom and Eskom, where the MWU has a strong presence.

"The congress was unanimously adamant that, as government was concerned mainly with majority rights and affirmative

action, the need has now become even greater than before to cater to the dominated white minority in the workplace," said Peet Ungerer, the union's general secretary.

"The Poor White problem of 60 years ago is back in full force and is even becoming worse than before. Unfair application of affirmative action and unequal opportunities are the major reasons," he said.

The congress held no good news for marginal mines such as Freegold where 10 000 jobs are at risk. These mines had hoped to win worker commitment to full-calendar operations.

"Full-calendar operations will not solve the problems at Freegold. It is wrong for the companies to give the impression to the workforce that the sole solution to the productivity problem is full-calendar operations," MWU president Fred Bond said.

Though other unions were willing to consider Sunday and holiday work, the MWU has taken a hard line. MWU members said they felt increasingly under siege, particularly by mines pressing for productivity improvements.

Other mining unions last year won wage increases 3 percentage points higher than the MWU in exchange for their willingness to negotiate over Sunday and holiday work. MWU members said they accepted the 3 percent trade-off but would stand firm.

They voted to keep Christmas, Boxing Day, New Year's Day, Good Friday and December 16 as non-negotiable holidays.

The union said it would confront the government in defence of minority rights. It said it would also urge a boycott of television licences if the SABC did not maintain the existing state of Christian and Afrikaans programmes.

CT (BR) 21/2/96

(213)

Refusal to meet union 'sparked Kloof strike'

By ROSS HERBERT

Johannesburg — Management failure to heed strike warnings cost Gold Fields' Kloof gold mine at least R20 million, according to the National Union of Mineworkers (NUM)

NUM said Kloof rejected offers to meet with the regional union representatives a month before the five-day strike in late December

About 10 500 workers struck to gain the reinstatement of branch union officials dismissed by the company, an end to the repatriation of injured foreign workers, and the elimination of the mine's industrial relations staff

After they returned to work on January 4, Gold Fields issued a statement declaring "Management was surprised and unclear as



DISPUTE Alan Munro, the chairman of Goldfields

to (the strike's) motivation as a meeting with the local branch committee of the National Union of Mineworkers had been held on the afternoon of Thursday December 28 1995. Certain issues were subsequently raised by local

union representatives"

However, by November the local branch was dissatisfied with management's responses and had already elevated the issue of medical repatriations to its regional level, which requested a meeting with the acting mine manager

"The situation at Kloof should never have happened. I told the acting manager he would have a strike over repatriations and proposed to head it off" said Charles Freeland, the Gauteng regional organiser for the NUM

"His attitude was 'We will sort it out when we get to it'" Freeland's story was supported by correspondence with the mine

Alan Munro, the chairman of Gold Fields, said he did not want to comment on the management of the dispute or the underlying

issues at Kloof and would not allow interviews with mine management

"There is a hell of a difference between being surprised by an unlawful industrial action and being surprised by an issue. Unlawful industrial action is by definition a surprise," he said

He said he did not want to pick at old sores

The situation ended in stalemate. Freeland said he was still pursuing at least 36 cases of medical repatriation at Kloof. Gold Fields would only say that it was following the law on repatriations

It said the five days of lost production cost it between R20 million and R25 million in lost revenue. Both sides agreed to refer the issues to the industrial court, some on an accelerated basis

CT(BR) 6/2/96

(213)

(152)

De Beers denies claims by NUM

DE BEERS yesterday rejected as lies the claims by the National Union of Mineworkers (NUM) that the mine allocated family accommodation on the basis of race

In a statement, De Beers said "NUM is fully aware that the company allocates housing according to job grading, which, in turn, is determined by the employee's skill and experience in a particular job

"De Beers is seeking ways in which the housing issue can be resolved in the long-term without having negative consequences on our employees and the region of the Northern Cape when the mine closes in the next century," said the statement."

The statement further claimed that NUM had agreed to resume talks on the housing issue today

NUM argued that the majority of black workers on the mines were unskilled, which is why they did not qualify to occupy family accommodation under the mine's current housing system

The NUM withdrew from the talks after accusing De Beers of refusing to provide family housing for black workers

Negotiations for family housing for blacks began after three women were arrested for trespassing when they visited their husbands last year

Sowetan 15/2/96

~~(213)~~ (213)

Board set to allow unit trusts to invest offshore

By LEWELLYN JONES

Johannesburg — The Financial Services Board is set to allow unit trusts to invest funds offshore once technical and legal problems have been ironed out.

Shaun Heyman, the board's unit trust department head, said he could not say when the go-ahead would be given, but the board was trying to speed up the process.

Unit trust companies were among the institutions permitted to conduct asset swaps when the Reserve Bank relaxed exchange controls last year, and the unit trust industry has since been pressuring the board to remove the barriers to offshore investment.

Heyman said the first problem was a legal one involving the role of trustees.

"The Unit Trust Act prescribes that only a South African entity can be a trustee," Heyman said. "The question then facing us is whether he can delegate some of those duties to an offshore party?"

"We are investigating whether this would be workable under the present act to avoid the delays inherent in taking the act to parliament for amendment."

The second problem concerned the monitoring of limits. At present, a unit trust can hold a maximum of 5 percent of a particular entity's

issued share capital, and may not invest more than 10 percent of its funds in a single entity.

"We are then faced with the problem of trying to monitor investments on 20 or 50 exchanges around the world within certain time and information constraints," Heyman said. "We do not have the administrative resources to handle this."

He said a possible solution was to introduce a guarantee certificate from either a fund's compliance officer or an external auditor, guaranteeing that the fund complied with the statutory limits.

The third problem was a contractual constraint regarding the investment policy of the fund. The trust deeds of any fund must allow that fund to invest outside the South Africa, and most funds would need to apply to the board to modify their deeds.

Standard Bank International Fund and Investec Global Fund have already given their trustees the authority to invest offshore once they are allowed to.

The fourth problem was the recognition of approved exchanges by the registrar of unit trusts. The board has presented a list of possible exchanges to the industry, and these can be gazetted once agreement is reached. At present the JSE is the only approved exchange.

Union official warns of racial tension at mine

By ROSS HERBERT

Johannesburg — Racial friction fuelled a three-day wildcat strike last week by predominantly white technical workers and supervisors at Vaal Reef's number five shaft.

Although workers returned to work on February 13, tensions persisted, said Masenya Lechekoane, the regional organiser for the National Union of Mineworkers.

He said the issue was dangerously similar to the racial dispute in 1993 over queueing and the use of mine lifts, which escalated to the point that mine security forces fired on workers with rubber bullets.

The strike last week, surrounding the elimination of separate entrances for technical, supervisory and safety officials, came after showing and threats of violence developed between black and white employees who were forced to use a common queue to reach the lifts that take mine employees to their underground posts.

Nap Mayer, the managing director of Anglo American's gold and uranium division, acknowledged the danger of escalation.

"These things are never easy to manage. People start pushing and then you get fighting and then it escalates," Mayer said.

After a series of meetings last year the mine adopted a non-racial

policy that required all workers to use the same queue to the lifts.

Previously supervisory and technical employees had a separate entrance that allowed them to cut directly to the front of the lift queue.

Mine management pursued the policy to combat theft of company property by eliminating multiple entrances and exits to the mine shaft, Lechekoane said.

Fred Bond, the president of the white Mine Workers' Union (MWU), said the dispute was not racially motivated, but derived from the need of supervisory, technical and safety officials to get to the lifts quickly instead of pushing through queueing workers.

"It is still a racial conflict, but (white workers) do not want to say it is racial so they put a better face on it. If this continues it will be the same as 1993," Lechekoane said.

Or as one worker put it: "The man who will end apartheid at Vaal Reef has not yet been born."

The MWU objected because it had not been consulted over the new policy, but Lechekoane said MWU members had been invited to the committee that created the non-racial policy.

Anglo said the strike involved about 60 workers and production loss was minimal. The parties agreed to renegotiate a queueing policy.

Miners protest

About 3 000 mineworkers staged an underground sit-in at shaft number two at the Amplats Rustenburg platinum mine in the North-West, the National Union of Mineworkers said yesterday.

Workers demanded provident fund refunding, compensation for injured workers and compensation for changing ownership of the mine from Johannesburg Consolidated Investments to the Anglo American Corporation "in fear of discontinuance of service" - Sapa.

(213) Star 21/2/96

Striking mineworkers fired

Sowetan 26/3/96 #213

GENGOLD has fired 259 miners following an unofficial strike by underground rock drill operators at the Unisel gold mine near Welkom in the Free State on March 20, the mining company said yesterday.

Gengold announced yesterday that the miners had been served with dis-

missal notices. Its action has been supported by joint owner Randgold.

Gengold spokesman Mr Andrew Davidson said rock drill operators went underground at the mine on March 20, but refused to carry out their duties. The miners reportedly refused to work until a demand was met to

upgrade job levels. This would effectively double their pay.

Despite talks and meetings with the rock drill operators' committee on the mine and officials of the National Union of Mineworkers, the strikers refused to resume work, the company said.

The strikers went underground again on March 22 and 23, but refused to work.

"Owing to the dispute there has been no blasting of underground rock at Unisel since Tuesday, March 19. The industrial action has caused a serious loss of production and it is estimated that the recovery of some 60kg of gold has been lost," the company said. - Sapa -

Striking mineworkers tired

Sowetan 26/3/96 #213

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Mandela would have disclosed details of the physical attacks had he been goaded by his wife's lawyer.

"Winne attacked him (Mandela) more than once," the newspaper quoted a source close to the President's family as having said

the joy of marriage had been irretrievably and that evidence of Winne's adultery had been unchallenged.

The court ordered Mrs Madikizela-Mandela, as she now prefers to be known, to pay the costs of the case - *Sapa-AFP*

Sadtu strikes accord

Sowetan 26/3/96

By Winkie Dibakwane

THE South African Democratic Teachers' Union and its Soweto branch will bury the hatchet at a mass meeting at Thaba-Jabula High School in Soweto today.

The ensuing conflict led to the entire Soweto executive being suspended.

Mr Zukile Kosi, the Soweto branch secretary, said yesterday that it was decided at the weekend conference to break the impasse

Share prices on the Johannesburg Stock Exchange

These were prices at close of market N B The JSE does not operate on public holidays Prices courtesy of Frankel, Pollak, Vinderline Inc

Name	Buyer	Seller	Last	High	Low
1. Nail	R2,45	R2,50	R2,45	R3,40	R1,20
2. Killmanjaro	R2,40	—	R2,40	R3,00	R2,30

Despite talks and meetings with the rock drill operators' committee on the mine and officials of the National Union of Mineworkers, the strikers refused to resume work, the company said.

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"Owing to the dispute there has been no blasting of underground rock at Unsel since Tuesday March 19. The industrial action has caused a serious loss of production and it is estimated that the recovery of some 60kg of gold has been lost," the company said - *Sapa*



Gengold dismisses striking workers

GENGOLD dismissed 259 underground rock drill operators after they embarked on an unofficial strike at the Unsel gold mine near Welkom, management said yesterday

Joint manager Randgold backed Gengold's decision to serve the miners with dismissal notices. Gengold spokesman Andrew Davidson said the miners had gone underground every day since

March 20, but refused to work

The miners reportedly refused to work until a demand was met to upgrade job levels. This would effectively double their pay, the two companies said

Despite talks and meetings with the rock drill operators' committee on the mine and National Union of Mineworkers officials, the strikers refused to resume drilling work. — Sapa

Sympathy strike puts stop to work at mine

Renee Grawitzky

ABOUT 2 000 mineworkers at Unisel gold mine near Welkom brought production to a halt yesterday when they embarked on a sympathy strike to protest against the dismissal of 259 rock drill operators

The rock drill operators were dismissed on Monday after a four-day illegal strike in support of a demand that their job category (category 4) be upgraded to that of team leader (category 8)

The mine is managed jointly by Gengold and Randgold. They said agreeing to the demand would effectively double their pay

It is understood rock drill operators earn, with production bonuses, about R1 400 a month, while team leaders earn close to R2 500

Gengold spokesman Andrew Davidson said despite numerous ultimatums to workers to resume work, and meetings with various mine committees and representatives of the NUM, the rock drill operators had refused to comply. Attempts to ensure the return to work of the 2 000 mineworkers was continuing.

Davidson said that since the start of the strike, the rock drill operators had gone un-

derground every day but had refused to resume drilling, so that no blasting had occurred. It was estimated that about 60kg of gold had been lost.

Meanwhile, Reuter reports that Rustenburg Platinum Holdings said yesterday that the majority of employees at its Union section were on an illegal strike. They were demanding the payment of provident fund and death benefit contributions, the company said

Rusplats said it was prepared to continue negotiations, but was applying for a court order compelling a return to work. Non-compliance would result in dismissal.

Union is one of three sections operated by Rustenburg Platinum Mines on the border between the Northwest and Northern provinces, near the village of Zwartkops

It has two vertical shafts, as well as a decline section.

It operates two concentrators which process UG2 and Merensky reef

The company gave no details of the scale of production at Union section or the number of workers involved.

Rusplats overall produced 1 426-million ounces of platinum in the year ended June 30 last year.

BD 27/3/96 (213) 458

Miners on strike over payments

(213)
Renee Grawitzky
BO 28/3/96

THE demand for the immediate payments of both the employer and employee contributions to the pension and provident fund was the centre of a three-day strike by about 6 000 workers at Amplats' Rustenberg Platinum mines

Rustenberg Platinum spokesman Johan Adler said yesterday the strike at the mines' Union section arose following discussions with worker representatives who were demanding the immediate payout of pension and provident fund contributions and life insurance premiums

However, the company was not happy with this demand because of its long-term effects on the workers, he said. The company had agreed to this, but had indicated that negotiations had to first take place with the fund managers to make the necessary arrangements for the payments.

Adler said the workers went on strike when no clear indication could be given as to the actual date the payments could be made

No sparkle in diamond mining dispute

(213) Star 22/4/96

Regional government departments find themselves head-to-head on issue

By ANITA ALLEN
Science Writer

An Australian mining company is continuing prospecting in the Madimbo Corridor along the Limpopo River as the Northern Province urgently seeks a legal way to resolve the matter.

At present the Madimbo Diamond Corporation has completed pit and trench digging for diamonds at two sites, and has started on a third.

Last month, Northern Province Minister of Environment and Tourism Maris-Stella Sexwale-Mabille issued an injunction under the Environment Conservation Act.

She was forced to withdraw it.

"There were legal problems with the directive because the mining company has a permit issued by the Department of Mineral and Energy Affairs.

"Effectively, that means one government department would be issuing a directive against another.

"The situation is not clear yet, but we are seeking expert advice," said Danny Msiza, spokesman for Northern Province Environment and Tourism.

In the meantime the DEAT has set up a consultative process involving all roleplayers to discuss the issues.

The Madimbo wilderness area along the Limpopo River Valley adjoining Kruger Park has been identified by every relevant conservation and tourism authority as a vital link in long-term sub-continental protected areas.

The proposal is for a trans-frontier peace park linking the protected areas of four countries in a Golden Horseshoe. The plan has the full support of the Government of National Unity and land acquisitions have already begun.

Models for the control and management of the Matshakatini Nature Reserve in 1992, were drawn up by the former Transvaal Provincial Department of Nature Conservation and then expanded by Northern Province's Environment Department.

Dismissed miners' hearing continues today

CT (PR) 22/4/96 (213)

By JAMES LAMONT

Johannesburg — A court hearing to decide whether East Rand Proprietary Mines has to pay compensation for dismissing miners to diffuse faction fighting on its premises two years ago, resumes in the Pretoria Industrial Court today.

A court session on Friday to determine whether the mine should pay compensation for the unfair dismissal of about 300 Zulu miners after disturbances at about the time of the elections in April 1994 was held over for argument until today.

The Randgold mine has argued that it is not in a financial position to pay the miners more than the retrenchment packages given to them at the time of their dismissal.

"The court has been convened to decide whether further compensation should be paid. If we have to pay additional compensation it would be unfair and we cannot afford it," said Richard de Villiers, Randgold's industrial relations manager.

If the demands of the former employees are met, the mine stands to pay out between R2 million and

R4 million in additional damages. The prosecution has argued that between 120 and 150 of the 300 dismissed miners have not been able to find employment.

The mine's original retrenchment package offered two weeks' pay for the first year of service and one week's pay for every subsequent year. The miners' service averaged 10 years.

The mine is believed to have cash reserves of R38 million.

In September the court found the mine was responsible for the unfair dismissal of the miners.

Kaolin miners strike over pay

ARC 25/4/96

(213)

ESTELLE RANDALL, Labour Reporter

WORKERS at Serena kaolin mines, the Peninsula's only mining operation, are on strike over wage demands

Sybrand van der Spuy, chairman of the company, which mines kaolin clay at Fish Hoek and Noordhoek, confirmed that about 70 of 140 workers had yesterday embarked on a legal strike. They are members of the Construction and Allied Workers' Union.

Boycott dangerous work, says NUM

ARG 11/5/96

JOHANNESBURG — Thousands of miners have stayed away from work at Vaal Reefs gold mine to commemorate the deaths of 104 colleagues a year ago.

The miners were killed when a mine locomotive fell on top of a lift cage in which they were being transported down a mine

shaft a year ago yesterday

National Union of Mineworkers president James Motlatsi called on workers to boycott doing dangerous work

Workers had to understand that it was their right and not a privilege to refuse, he said - Sapa.

(213)

COMPANIES

Trans Hex workers strike

(213) 50 29/5/96

UNIONISED workers at Trans Hex Group's mines in Namaqualand and Kimberley had voted to embark on strike action over wages and working conditions, the National Union of Mineworkers said yesterday.

The union said more than 500 workers at Trans Hex operations had voted last week to go on strike. Trans Hex, in which Rembrandt Group owns 50%, mines diamonds, granite and lime.

More than 250 workers are already on strike at mines in Namaqualand and the remaining divisions are expected to take action in the next few days.

Trans Hex said strike action began at the company's Baken operation in Namaqualand on May 23. More than 400 employees, all members of the National Union of Mineworkers, are on strike.

"Negotiations with the union on this matter continue," the company said.

NUM said the mining company was offering an 8% across the board increase and claimed that white mine workers had received larger increases than other workers — Reuter

NUM says intimidation is preventing workers returning to Amplats

(213) ET (BR) 3/7/96

By Jobulani Sikhakhane

BUSINESS EDITOR

Johannesburg—The weeklong illegal strike at Anglo American Platinum Corporation's (Amplats) operations at Rustenburg Platinum Mines (RPM) showed no sign of abating yesterday.

More workers joined the strike amid allegations by the National Union of Mineworkers (NUM) that its members were being prevented from returning to work.

On Monday, Amplats fired 13 000 employees from RPM's Union and Amandelbult sections who have been on strike since last Thursday. It also gave an ultimatum to 15 000 others at the Rustenburg section to return to work within 48

Court rules against public holiday pay for striking workers

Johannesburg — Employers who have negotiated a penalty clause for absenteeism will not have to pay workers who strike illegally on a working day on either side of a public holiday for the holiday, the Supreme Court has ruled.

The Supreme Court found on Friday that employees in the steel, automotive and engineering industry who participated in the April 30 Cosatu-organised strike were not entitled to receive pay-

hours or face dismissal. Workers from the Rustenburg section, RPM's largest operation, only joined the strike on Monday. The company said yesterday

ment for the holiday on May 1.

The court dismissed an application by Numsa that its members who had participated in the strike before the public holiday were entitled for payment for the Workers Day holiday.

"The employers have lost every battle in the last few years; it's the first time they have won something for a long time," said Rod Harper, a labour lawyer at Webber Wentzel Bowlins,

that the strike had spread to the Waterval smelter, causing reduced throughput. Amplats said steps were being taken to ensure that customer

He said the ruling would affect 1 million employees across seven sections of industry.

Numsa launched its court application in mid-May, requesting that a penalty clause, intended to curb absenteeism and agreed with the Steel and Engineering Industries Federation of South Africa, be overruled by the Public Holiday Act in which employees are entitled to paid public holidays. —James Lamont

requirements were being met, but reduced output at the smelter could affect the operations of Potgietersrust Platinum (PPrust) whose material is toll smelt at Waterval

RPM also toll smelt material from Lebowa Platinum Mines (Leplats). PPrust and Leplats are RPM sister companies, being 22,7 percent and 27,7 percent owned by Amplats.

The strikers demand the payment of death benefit scheme premiums, a refund of PAYE and unemployment insurance fund contributions. A strike in February demanded the payment of provident fund contributions.

Kgalama Motlanthe, NUM's general secretary, said the management wished to re-employ dismissed workers, but its members were unable to return to work because of serious intimidation.

□ See Business Watch, Page 18

Swaziland Electricity boosts its sales

(213)
By James Lamont

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CF (P/R) 4/6/96 INDUSTRIAL EDITOR

Johannesburg — The Swaziland Electricity Board (SEB) increased sales by 10,5 percent and boosted net operating income by 34,8 percent in the last financial year in what the state-owned electricity utility described as a remarkable improvement

SEB increased its sales of electricity to 603,1 gigawatt hours in spite of tariff hikes, the board's annual report for the year ending March 31 last year said. This resulted in a net income of R16,8 million for the 1994-95 financial year up from R7,3 million the previous year.

Revenue for the year rose 19,1 percent from R123,5 million to R147,1 million and the net operating income increased from R24,4 million to R32,9 million

Total operational expenditure increased from R92 million to R106,5 million, a rise of 15,7 percent. Almost half of SEB's expenditure goes to Eskom, which supplies it with the bulk of its power.

Last year an estimated 1 790 new consumers in rural areas were connected to the electricity grid.



Swazi trade bill criticised

(213) ET (M) 4/6/96
By Tom Holloway

Mbabane — The Swaziland Chamber of Commerce has condemned a controversial trade bill and draft human resource act which would restrict the ownership of a range of small- and medium-sized businesses to Swazi citizens.

The Swaziland National Business Council, an organisation of businessmen, said the large number of foreigners operating such businesses created unfair competition for Swazi would-be business owners.

However, Mervyn Lubbe, the president of the chamber, said in the chamber's annual report that such a control bill was a perfect recipe for killing badly needed foreign investment.

He said it was surprising that some Swazis were advocating that the country do without external investors when the world was lobbying for foreign investment and free movement of labour and goods.

He said, "Yes, we should create the environment for Swaziland's entrepreneurs to develop and empower employees to reach their full potential, but not by creating an anti-investor climate."

He said the bill's implications were not designed to fill foreign investors with any enthusiasm to invest or increase their investment in Swaziland.

Furthermore, he said, the bill was contrary to the Southern African Development Community's objective of moving towards a more business-friendly environment. Independent Foreign Service

Rusplats miners' strike enters its second day

BO27/6/96

(213)

Renee Grawitzky

A STRIKE by more than 13 000 workers at two sections of Rustenburg Platinum Mines enters its second day today with strikers demanding payouts in the form of refunds on payments made to a number of schemes.

The strike is not union-led, but was initiated by a group of workers. It affects Anglo American Platinum Corporation's (Amplats) mainstay mine Rustenburg, recognised as the world's largest producer of platinum.

Amplats said half of the mine's production had been affected at Amandelbult and Union sections.

National Union of Mineworkers assistant general secretary Gwede Mantashe said the strike was a result of a strike earlier this year where a group

of workers demanded their provident fund payouts.

Mantashe said management at the time agreed to change the pension fund rules to allow for such payouts. This he said, was done despite the union's objection to such a move.

Mantashe said "management at the time felt they were undercutting and weakening the union and now it faces an alternative force of power which is turning into a monster".

He said that a group of workers saw a further opportunity to gain access to additional funds and had no requested further payouts.

Amplats confirmed last night that the strike was not instigated by the National Union of Mineworkers but led by a group of workers who were demanding various fund payments.

MARKETS

Illegal strike, poor prices take shine off platinum

PLATINUM shares took a knock following weakness in precious-metal prices and illegal industrial action at all three Rustenburg divisions as well as at Northern

Rusplats says it is beginning to incur substantial losses. Strikers' demands are for the refunding of statutory deductions and for the payment of death-benefits insurance without having died first. Rusplats is unable to meet the demands and might start dismissals tomorrow if the strike goes on.

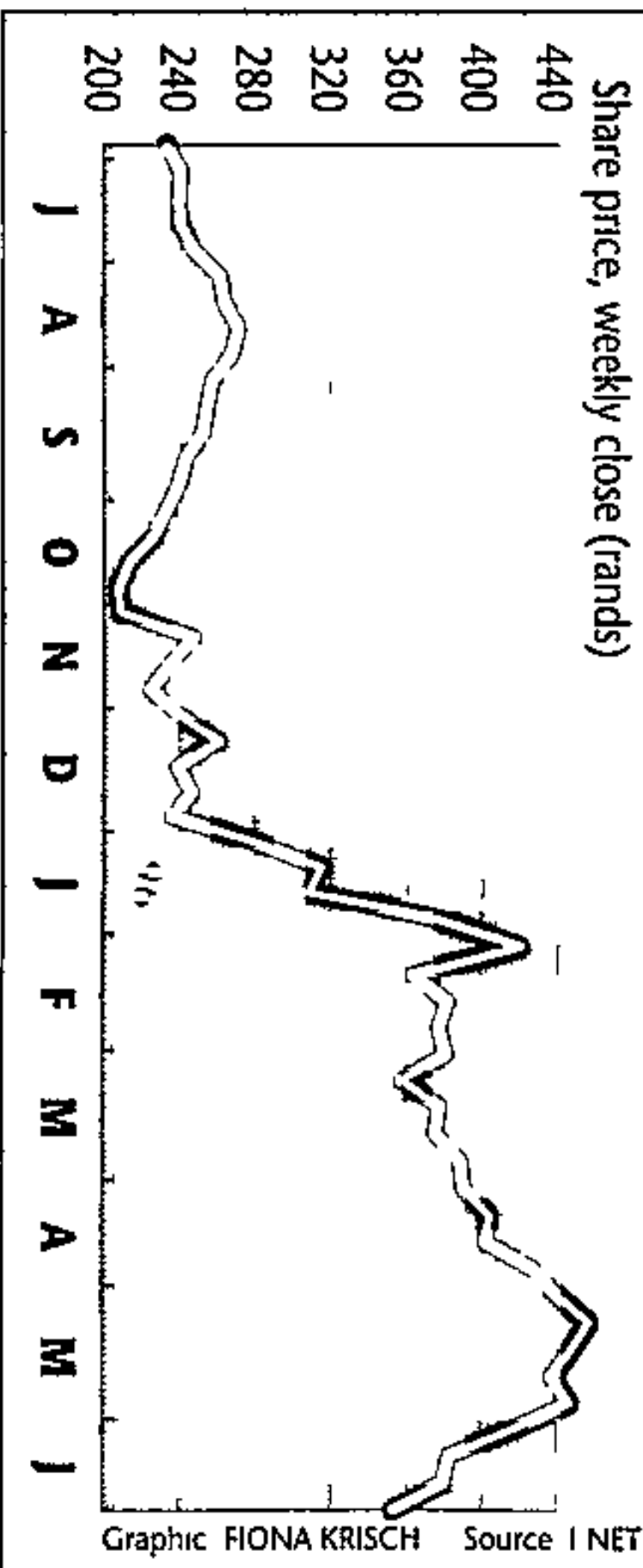
Platinum shed another \$3 to \$388,20/oz. Rusplats — R90 six weeks ago — gave up 550c to R67,50 and holding company Annplats 105c to R27 Northern shed, then recovered 35c to 475c on the last day of the quarter.

Window-dressing was the order of Friday when volume topped R750-million.

Gold plumbed the year's lowest level of \$381,30/oz partly in the wake of copper losses exposed at Suntomio, and partly because opposition to the International Monetary Fund's proposed sale of the metal softened. The IMF hopes to provide debt-relief for poverty-stricken countries.

A school of thought punted by some London asset managers would seem to have been disproved by gold's fall. The asset

Share price, weekly close (rand)



Graphic: FIONA KRISCH Source: I NET

managers, interested in jobbing marginal golds rather than in long-term issues, blame forward sales by producers for gold's reluctance to rise. This quarter's results will undoubtedly show much-reduced forward sales positions but the gold price has dropped. Bellwether gold share Vaal Reefes lost R24,50 to R353,50.

Another, more likely reason behind gold's dip is that central banks have been running substantial call options which need to be covered. It is a moving market.

Absa set the ball rolling for lower interest rates. Initially, the market reacted positively, but drifted later. Absa hit a year's high of R24,40, closing at R24 First Na-

tional added 120c to R31,25, Nedcor was unchanged at R65,50, but Stanbic shed 550c to R170 after announcing a capping scheme on mortgages. Liberty Life peaked at R142, shedding 325c on Friday but still gaining 250c on the week.

Industrial Holdings stocks were busy. After weeks of market rumour resulting in share-price weakness, Murray & Roberts came clean about its prospects, earnings a share will likely be 15% below last year's. It added 55c to R17,55, but bear sales on Friday afternoon pushed it back 25c.

M&R's 100%-held subsidiary Blue Circle announced the sale of its 34,8% slice of Gypsum Industries at R65 a share to Gypsum's

major shareholder BPB. This nets R125-million in profit. Blue Circle is looking at a venture with Alpha Cement.

The Rembrandt stable lifted earnings a share by 56% to 284c and Rembeher added 90c to R28,40. Richemont's earnings rose by 21% to \$55,05 a unit. Richemont owns two thirds and Rembrandt the rest of Rothmans International, which bought Swiss tobacco company FJ Burrus for an undisclosed sum this week.

Rentbel, which is to change its name to Rentsure and move to the insurance sector, put on another 500c to R33, it was R4 at the start of the year.

Omega pitched a R20,5-million rights issue at 425c — exactly at the market price. It was 300c a year ago and 600c in April.

Plastic-seat maker Fransaf announced a deal to do R30-million of business with BMW, the share price jumped by half to 300c before retreating to 250c. It was 75c in January.

NSA Investments showed strength, putting on 80c to R14,20. Better-than-expected results from Premier Group resulted in a 30c rise to 634c, but bear sales on Friday pushed it back to 626c.

Julie Walker

Mine axes 13 000 striking workers

By Sapa and Sowaetan Reporter

MORE THAN 13 000 miners at Rustenburg Platinum Mines in North West were dismissed yesterday for going on strike

Anglo American Platinum Corporation, owners of the mine, said in a statement yesterday that the strike, which began at the Amandelbult and Union sections last Tuesday, had spread to all the shafts at the Rustenburg section

The company said it was losing more than R13.5 million a day as a result of the strike

An Anglo spokesman said the strike was

called by a "self-appointed" workers committee and that no unions were involved

"An ultimatum was issued to the workers at Amandelbult and Union sections to return to work," the company said

"This ultimatum was issued in terms of a Supreme Court interdict

"The workers have ignored both the interdict and the ultimatum

"The fact that all three sections of RPM are now not in production as a result of this illegal action and that the demands are of such a nature that the company is in no position to accede to them, left the company with no option but to proceed with dismissals "

An official of the National Union of Mineworkers yesterday said that the union was aware of the strike but none of the strikers were NUM members

"We are aware of their demands but the strike has nothing to do with us because they are not our members," the official said

According to Anglo American, 5 577 employees at the Union section and 7 684 employees at the Amandelbult section had been dismissed

The company said the strikers' demands included the refunding of Unemployment Insurance Fund contributions and PAYE deductions

It said strikers at the Rustenburg section had been issued with a similar ultimatum and would be dismissed if they failed to return to work

"For the next two days, the company will consider employment of the dismissed workers, after which a general recruitment will commence," the company said

Meanwhile, Northam Platinum Limited said yesterday that staff who went on strike last week had returned to work

"It is expected that the loss of production which arose from the industrial action will be made up during the course of July," the company said

Sowaetan 21/7/1976

(213)

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Labour problems resurface to strike at transport and mining

Amplats dismisses 13 000 strikers

CT(Ex) 2/7/96 (213)

By Jabulani Sikhakhane
BUSINESS EDITOR

Johannesburg — Anglo American Platinum (Amplats), the world's largest platinum producer, and the National Union of Mineworkers were last night engaged in a last-minute bid to avert the dismissal of 28 000 workers at Amplats's Rustenburg Platinum Mines (RPM)

Amplats said that RPM was losing R13,5 million a day in revenue by yesterday, which had prompted it to fire more than 13 000 workers from the Union and Amandelbult sections, where the illegal strike started last Tuesday

The other 15 000 employees at Rustenburg, RPM's largest section, who joined the strike yesterday, were given a two-day ultimatum to return to work or also face dismissal

Amplats spokesman Johan Adler said last night that the meeting was requested by NUM. The NUM declined to comment

The strike was sparked by a demand for the payment of death benefit scheme premiums, a refund of unemployment insurance fund (UIF) contributions and PAYE (income tax) payments

The strike appears to be a follow-up on the five-day stoppage in February when workers struck, demanding "the refund of their pension fund contributions

Despite NUM opposition to the payout, Amplats had felt obliged to meet the demand, Adler said

Amplats said yesterday that the halt in mining production had caused it to draw down its stockpiled material to keep smelters and refineries running

Though the company would not disclose the size of the stockpile, Peter Davey, an analyst at Lehman Brothers in London, said it was not likely to be large. Platinum could not be stockpiled for long because it oxidised quickly, which affected platinum recoveries at the refineries

Another analyst said the stockpile was not likely to be more than two weeks' worth of production. He said that mines only built bigger stockpiles ahead of pay talks

RPM is a wholly owned subsidiary of the listed Rustenburg Platinum Holdings, which in turn is owned 32,6 percent by Amplats and 24 percent by Anglo American Corporation (AAC). AAC also owns 36 percent of Amplats. The RPM share price fell 200c, or 3,4 percent, to close at R65,50 yesterday

Amplats said that the fired employees, 5 577 at the Union section and 7 684 at the Amandelbult section, had two days within which it would consider rehiring them. After that RPM would start a general recruitment. Meanwhile Thabo Leshilo



JOBS FOR ALL About 7 000 hopefuls queued for hours for a job lottery held by NE Die Casting to fill 80 positions. See Page 22

PHOTO JOHN WOODROOF

reports that Herman Lemmer, the chief executive of the Road Freight Association (RFA), warned that his members could sue the Transport and General Workers Union (TGWU) for the loss of profits resulting from today's national strike in protest against plans to privatise parts of the public passenger transport industry

He said the strike had nothing to do with the road freight industry, but was in opposition to the restructuring of public passenger transport

Lemmer said several meetings

had failed to avert the strike and that RFA members, who employed about 55 000 workers, had been advised they could claim damages from TGWU if they suffered any loss of profits because of the action

"We don't want war but sometimes we must stand for our rights. We can't just let things go on like this", said Lemmer

He expected most employees in the industry would respect the court interdict granted to the RFA to make the strike illegal in the freight industry

Howard Harvey, TGWU's assistant general secretary, criticised the RFA for using its financial muscle "to overrule the democratic interests of 68 000 workers" (the TGWU's membership) by obtaining the interdict

He believed that most workers in the industry would join the protest

"The key issue is whether the state will continue to operate bus services, as clearly stated in the RDP"

☐ See Business Watch, Page 16

Mines threaten to axe 15 000 more

By Lulama Luti

ANOTHER 15 000 mineworkers from the Rustenburg Platinum Mines face dismissal if they do not return to work in compliance with an ultimatum issued on Monday by Anglo American Platinum Corporation

Should the workers be dismissed, it would bring to nearly 30 000 the number of people laid off after the sacking on Monday of 13 261 striking workers at the Amandelbult and Union sections of the mines

The 15 000 workers are from the Rustenburg section and have since been issued with notices urging them to go back to work in terms of a Supreme Court order

Sapa reports that spokesman for the mine owners Mr Johan Adler said the company had explained to the strikers' committee that it was impossible to accede to their demands "as we do not

(213) Sowetan 3/7/96
NUM maintains striking workers do not belong to the mine union

have the money The government has the money they want"

Strikers, led by so-called "African National Congress worker committees", were demanding the company refund their Unemployment Insurance Fund payments and PAYE deductions

Lengthy explanation

A UIF representative had given strikers a lengthy explanation about the fund and how it operated

"They listened to the talk and then promptly demanded the company return their money We cannot seem to get it through to them that we do not have their money"

The company had been in contact with ANC officials in Northern

Province and North West and the South African National Civic Organisation about the strike

Meanwhile, the National Union of Mineworkers yesterday demanded in a statement that the mine company ensured the safety of its members who wanted to work

Sapa quoted NUM general secretary Mr Kgalema Motlanthe as having said that the strike was by non-union members who were "intimidating our members who wish to work"

Motlanthe said the company had ignored NUM and had lent credence to a self-elected committee in February by giving in to its demands for a refund of money paid into the Sefalana Employee Benefits Organisation's Provident Fund

Amplats to dismiss remaining strikers

Renee Grawitzky

BO 3/7/96 (213)

AMPLATS started dismissing the remaining 15 000 illegally striking workers at the Rustenburg section of Rustenburg Platinum Mines yesterday for ignoring an ultimatum to return to work.

Amplats spokesman Johan Adler said last night that the 13 000 dismissed on Monday had been offered the option of reapplying for their jobs. However, very few had applied.

Statements by the National Union of Mineworkers indicate workers to date had failed to take the offer due to the high level of intimidation from "an unaccountable self-elected committee".

NUM general secretary Kgalema Motlanthe yesterday called on Amplats management to provide and guarantee the safety of those members who wished to resume work at all of Rustenburg's five affected shafts, but this was likely to result in violence. He said the strike was initiated by a "group of non-unionised workers" who were intimidating union members who wanted to work.

Motlanthe said this group, involved in a strike at the mine in February, held kangaroo courts "fining and intimidating workers who had not supported the strike".

Adler said it welcomed the assistance of NUM in resolving the

strike "as the company is not in a position to accede to the demands of these committees".

Adler said the company would do everything it could to ensure the safety of those who wished to return to work. However, such intimidation was illegal and government's law enforcement agencies had to play the major role in maintaining law and order.

Motlanthe said one of the causes of the strike was due to management initially giving legitimacy to this self-appointed committee during the February strike. He said "as long as people make demands which are met, the group will gain popularity". The strike in February was in support of demands that the company pay out pension fund benefits while the current strike relates to demands for pay outs from a number of schemes including PAYE.

Amplats said it was not the first company to pay out retirement benefits to workers. The company for five days during the February strike resisted the demand "During this time, the NUM addressed the employees but were unable to persuade them to return to work. To imply management's intention was to give credibility to the self-elected committees is therefore not correct."

The strike has cost Amplats R13,9m a day in lost revenue.

Last 7 000 platinum mine workers face dismissal unless they return

By GOBA NDHLOVU AND LARA SMITH

The world's largest platinum producer came to a complete halt yesterday and the last 7 000 of its striking workers were warned that they would be dismissed if they did not return to work today

The dismissal warning followed failed attempts by a high-powered delegation of the provincial government and leaders of the National Union of Mineworkers (NUM) to get the strikers to re-

Star 4/7/96

sume work at Rustenburg Platinum Mines

Anglo American Platinum Corp (Amplats) has already dismissed 21 000 of its 28 000-strong work force since the miners downed tools on Monday

The strikers are refusing to allow the NUM to intervene, while they and management yesterday accused each other of refusing to negotiate to resolve the mounting crisis

Amplats spokesman Michael Joseph, told The Star that Anglo

hoped the dismissed workers would reapply for their jobs, but, if not, the mine would have to embark on a major recruiting drive for new workers. They have 48 hours to reapply

The total dismissal of miners will affect tens of thousands of people dependent on them in their villages and also businesses that rely on the mine as a client

But, all strikers spoken to yesterday said they were determined

► To Page 2

7 000 miners in line to (213) be fired

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From Page 1
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to continue with their wildcat action although they expressed misgivings about the fate of their families if they were dismissed

The strikers are demanding repayment of death benefit scheme contributions and benefits, unemployment insurance fund contributions, and the pro-rata payment of "long service" money

The mine owners have called the demands impossible, saying they do not have the money because it has already been paid over to the Government

The NUM has called on security on the mine to be stepped up because its shop stewards and members who wished to return to work were being intimidated. The mine says security has been increased since the beginning of the strike last week

Production of refined platinum by the mine last year was 1,43-million ounces

Joseph estimated the strike and consequent loss of production was costing the mine around R13,5-million a day

Sapa reports that dealers and market analysts expected the mine would ride out the strike and said disruptions to output would take time to bite, fundamentally because of worldwide over-supply of the metal

Platinum was fixed in London yesterday afternoon at \$392 50/\$393 50 an ounce against Monday's low of \$388 75

Yesterday the miners refused overtures from a North West government delegation to find a solution to the crisis

A proposal from Zacharia Tolo, MEC for public works was met by an earsplitting roar of disapproval from the huge crowd when he suggested they return to work because JCI could not afford to sack the rest of its workforce

While the strikers were determined to fight to the bitter end, some revealed touching stories about themselves and their distant families and loved ones

Thomas Fakude from Swaziland who was limping from a fractured leg, said he was married and had seven children. Five were at school, while two were looked after by his mother and other members of the extended family

They would have nothing to live on if their struggle for their rights on the mines failed, he said

Mavondo Khunyele, a Transkei man who is semi-deaf from an accident underground, said he had seven children

Neither the NUM nor the company had assisted him with his hearing problem

No compensation was paid and he would face a bleak future if the strike did not succeed, he added

Last 7 000 platinum mine workers face dismissal unless they return

BY GOBA NDHLOVU
AND LARA SMITH

Star 4/7/96
sume work at Rustenburg Platinum Mines

(213)

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► To Page 2

...rings after gunman threatens to kill Tutu

SME

NUM 'turned its back on us'

Sowetan 4/7/96 (213)

Union accused of abandoning miners as management continues firing

By Lulama Luti

STRIKING MINEWORKERS at Rustenburg Platinum Mines' Jabula Hostel in North West yesterday lashed out at the National Union of Mine Workers for having abandoned them

At a mass meeting held at the hostel football stadium the workers booed and shouted down NUM regional leaders who were in the company of a North West government delegation led by MEC for finance Mr Martin Kuscus and MEC for Public works Mr Zacharia Tolo

"They (NUM) have insulted the workers' committee and they have been saying mischievous things to the media NUM abandoned us a long time ago In 1994 we had a strike at Amandelbult and they were never there," said a worker during the meeting

The attack on NUM came amid official reports that a further 3 600

striking workers at the mine were dismissed yesterday, bringing to almost 17 000 the number of workers dismissed since embarking on an illegal strike a week ago

Those fired had ignored a court interdict and company ultimatum to return to work, said Johan Adler, spokesman for mineowners Anglo American Platinum Corporation

Adler said a further 11 500 workers faced dismissal late yesterday if they failed to report for duty

Chairman of the workers' committee Zwelakhe Zono echoed the sentiment of the miners and said NUM had not paid attention to the workers' grievances in the five days that they have been on strike

Workers interviewed by *Sowetan*

said they did not want their PAYE, UIF and pension funds returned to them

They said their demands included long service payments, death benefits and special bonuses from the mines' previous owners, Johannesburg Consolidated Investment

"We want our death benefits and long service bonuses from JCI," said Mr Ginyeni Dingiso

NUM spokeswoman Ms Judith Weymont yesterday denied the allegations by the workers that the union had abandoned them

"We have not abandoned our members and we also do not support the strike" She said NUM members wanted to continue working but the self-appointed group of non-unionised members were intimidating them

Dismissed miners increase to 21 000

Renee Grawitzky

THE number of dismissed workers on an illegal strike at Rustenburg Platinum mines rose to 21 000 yesterday as talks between a Northwest province delegation, mine management and workers failed to ensure a return to work.

Reuter reports mine owner Amplats said it would sack the remaining 7 000 workers if they did not return to work today. It fired 8 000 workers yesterday.

ANC Northwest media officer Lebu Ralekgetho expressed concern over the dismissals and appealed for a return to work while calling on mine management to be "sensitive on accepting and rehiring those dismissed workers".

Amplats spokesman Johan Adler said very few workers had taken up the offer of reapplying for their jobs.

Thus, it has been argued, could relate to claims of high levels of intimidation by the self-elected committee of workers who initiated and led the strike which began last Tuesday night.

Adler said discussions held yesterday with all concerned stakeholders, including regional government and the National Union of Mineworkers, failed to resolve

the dispute over worker demands which related to payouts from a number of schemes, including the refunding of unemployment insurance fund payments and PAYE deductions.

Adler said it was still unclear from management's side what motivated the self-appointed worker committee. He said management was grateful to all the parties, including the NUM, which had intervened in an attempt to resolve the action.

Board of Executors Natwest mineral analyst Paul Brogan said the strategy adopted by mine management would ensure that the union gained control of the operation.

The union did not have power and blamed mine management for giving too much control to the self-appointed committee. Brogan agreed with NUM's claims that management had disempowered the union, but said management had realised its mistake.

Brogan said: "At the end of the day when everything blows over the mine will have a labour force that is properly represented by the NUM."

Platinum was fixed in London at \$393/oz yesterday afternoon against Monday's low of \$388,75



Striking workers outside their hostel at Rustenburg (east) section yesterday after failing to heed the final ultimatum to return to work.
Picture GARTH LUMLEY

Impasse at Amplats

MC (Pm) 5-11/7/96(213)

Despite top-level intervention, Amplats sees little hope of an end to the illegal strike, report **Madeleine Wackernagel** and **Jacque Golding-Duffy**

PRODUCTION at Rustenburg Platinum Mines has ground to a halt as the last shift of 7 000 workers went on strike this week. With 21 000 workers already dismissed, the mass sacking sets a record since the new government took over in April 1994.

Anglo American Platinum Corporation (Amplats) officials were working around the clock, together with local and central government officials, to resolve the impasse. To break the deadlock, North West Premier Popo Molefe sent public works MEC Zacharia Tolo and finance MEC Martin Kuscus to the mine to act as mediators.

"Everyone is doing what they can," says Johan Adler of Amplats, "but there is little hope at this stage, although we did see some doubts creeping in at the latest negotiations. Possibly there is a slow realisation that these demands just cannot be met."

The miners are demanding the payment of death benefit scheme premiums and benefits, a refund of PAYE (pay as you earn) deductions and unemployment insurance fund (UIF), pro-rata payment of "long service" money and payment of a Platinum bonus.

The National Union of Mineworkers (NUM), which did not support the strike, is now in the unusual position of being forced to negotiate with management in a bid to save its members' jobs.

NUM general secretary Kgalema Motlanthe says the strike was "instigated and orchestrated by a group of workers outside the union who have



Strike tactics: Workers have 48 hours grace before Amplats starts recruiting

PHOTOGRAPH NIGEL DENNIS

been bolstered by a previous victory over management".

This "victory" is a previous illegal strike in February, against union advice, where workers at Amplats demanded the payment of provident fund contributions.

"Workers challenged management and they [management] bent the rules and gave in to workers' demands. Provident funds can only be accessed in the case of old age and premature death, dismissal or retrenchments, but management at the time chose to give in to illegitimate demands," Motlanthe says.

Motlanthe says the reason this latest strike was organised without the union is because organisers knew their demands were preposterous and

would not be backed by the NUM.

Labour analyst Gavin Brown agrees the demands are silly and could not be upheld by the NUM. However, he says the strike reflects the unions' problems in maintaining control over vast numbers of members.

The strike shows how easy it is for group coercion and regional power plays to overtake decisions and hijack situations that are not approved by head office.

"It's unfortunate in this case that thousands of workers have been dismissed," he says.

The union has attempted to convince its members to return to work, but has highlighted workers' fears of intimidation.

Motlanthe says the group responsible for the strike used "unsavory methods" to solicit support.

Amplats, the world's largest platinum producer, is giving the striking workers 48 hours preference before outside recruitment begins, but so far they have not taken up the offer. And with the last shift of 7 000 joining the illegal strike, up to 28 000 miners may have to be replaced. Already the cost of the strike in lost revenue is estimated at R70-million — add the cost of training and Amplats faces a huge bill this financial year.

The loss in production has helped boost the price of the white metal from \$391,40 an ounce to \$392,50, but Amplats' share price has taken a knock, hitting a year's low of R27.

Mine negotiators flee for their

lives

(213) Star 5/7/96

'We cannot negotiate with thugs' and reinforcements on standby for eviction of 28 000 workers after wildcat strike

STAFF REPORTERS AND SAPA

Additional security has been laid on at Rustenburg Platinum Mine after the violence yesterday when non-union striking workers attacked provincial government and NUM leaders trying to negotiate a return to work.

The mine dismissed the last 7 000 of its 28 000 workers when they refused to return to their jobs underground and is now preparing to evict them from hostels.

"I have never been so frightened in my life," North West Finance and Economic Affairs MEC Martin Kuscus said yesterday.

They were attacked without warning "I saw guns and knives and we had to run for our lives. Some of the NUM members were beaten up. We said we could not negotiate with thugs and left," said Kuscus.

Amplats spokesman Johan Adler said this morning the situation was now calm but security reinforcements were on hand.

Adler said the next step was to evict the 28 000 dismissed men since all avenues had failed to end the illegal strike. Workers had been given until 10am yesterday to return to work - or face dismissal.

The beefed-up security follows chaos yesterday. Acting North West Premier Satish Roopa said the "last straw that broke the camel's back" was the altercation with NUM members. Both provinces (North West and North-

ern Province) were withdrawing from negotiations and "the law must take its course".

There was concern about the high levels of intimidation, and measures had been taken to ensure that any attempt to endanger people or property would not be tolerated, he said.

Mine owners Anglo American Platinum Corporation (Amplats) announced yesterday that the total workforce of 28 261 had been dismissed.

The miners embarked on an illegal strike on June 26 and ignored a Supreme Court interdict and a company ultimatum to return to work or face dismissal.

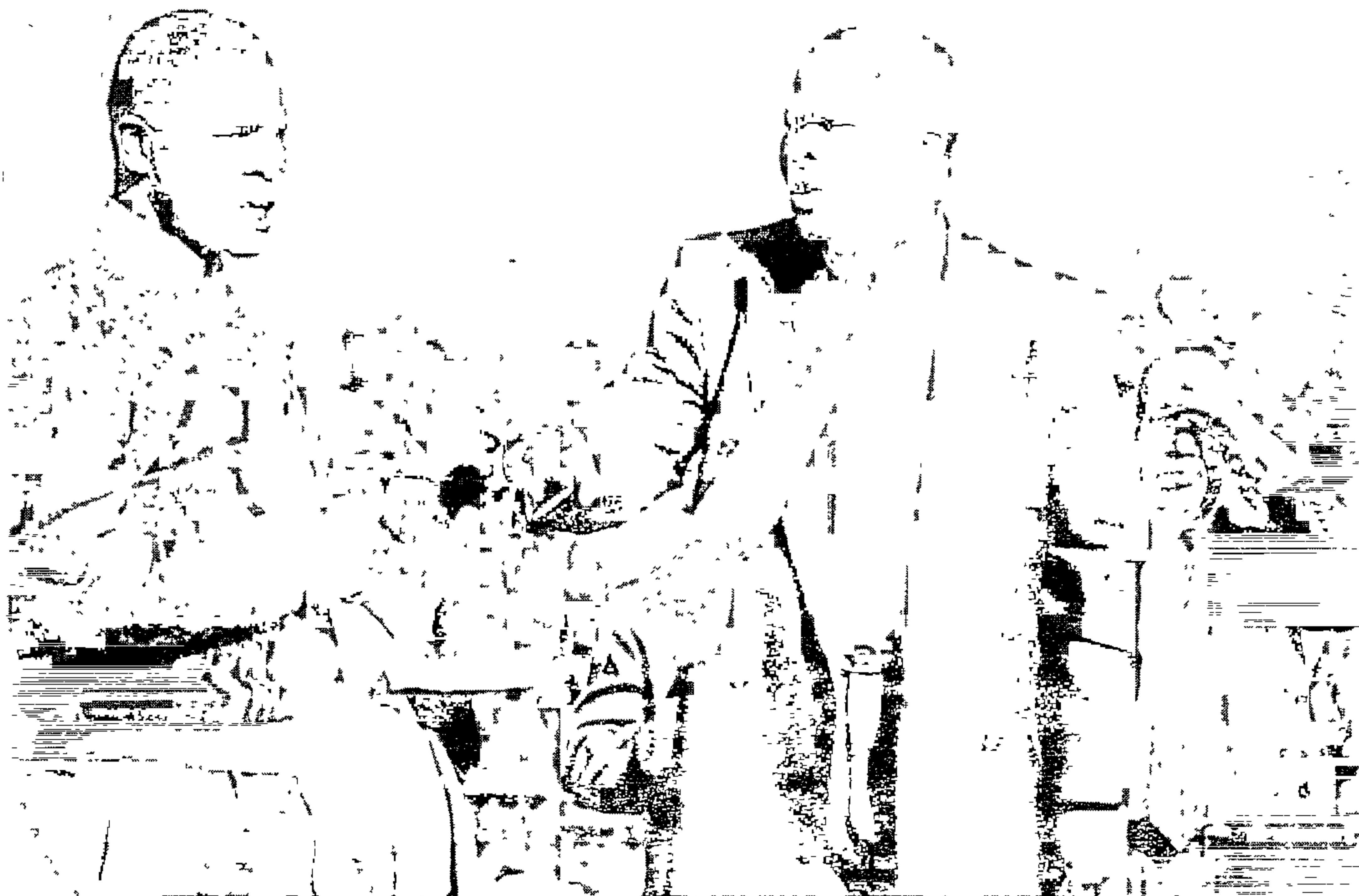
The mine had lost an estimated R100-million in revenue so far, said mine spokesman Johan Adler. The strikers were losing R8,25-million in wages each day.

The strike was called by unelected workers' committees demanding the mine refund their death benefits as well as Unemployment Insurance Fund contributions and tax deductions.

Finally yesterday they had agreed to a meeting with the NUM, management and the provincial representatives.

Mine officials had tried to explain to workers that they had already been paid benefits from the death benefit fund and production bonuses (now cost-reduction bonuses) in 1994 and last year.

Workers had said they would march on the Union Buildings in Pretoria and remain on the lawns until they were refunded.



North West MEC for public works Mr Zackaria Tolo with an interpreter addresses about 35 000 Rustenburg Platinum Mine workers. Thousands of workers were dismissed by the mine management as they failed to arrive for shifts. PIC VELI NHLAPO

All 28 000 miners (213) fired

Sowetan 5/7/96
THE entire workforce of 28 000 employees at Rustenburg Platinum Mines has been dismissed for striking and production at the mine is at standstill, mine spokesman Mr Adler announced yesterday.

Mediation talks between Anglo American Platinum Corporation and striking miners had failed.

Adler said the situation at the world's largest platinum mine's three sections in North West was calm and the sacked workers had dispersed. The mine started dismissing workers in batches of several thousands Monday as they failed to report for shifts.

Revenue

More than 21 000 workers had been dismissed by Wednesday afternoon while the mine lost an estimated R75 million in revenue since Monday.

Workers embarked on an indefinite strike last week, demanding the mine refund their death benefits, the Unemployment Fund contributions and income tax deductions.

Amplats told workers it could not accede to their demands, as the Government had the money.

The National Union of Mineworkers is opposed to the strike called by non-unionised workers. The African National Congress in North West has appealed to the workers to return to work. — Sapa

INSIDE LABOUR



Was the Amplats strike by design or default?

PHOTO: THEMBA HADEBE

Bopping 'at Amplats

Terry Bell

Anglo American Platinum (Amplats) has only itself to blame for triggering the industrial relations shambles it has suffered over the past fortnight. This is the view of the National Union of Mineworkers (NUM). It is also the view of many within the labour movement who have followed the events closely.

Discussions with some of the main players indicate that the Amplats management was, at the very least, not blameless. There seems to have been a strong anti-union feeling among certain management sectors on the Amplats mines, which may have led to actions that backfired badly and precipitated a chain of events that culminated in the confusion and chaos of the past week. But it is probably wholly without foundation to maintain — as some trade unionists do — that Amplats engineered the strikes. Such conspiracy theories are based on the estimated 200 000 ounce world surplus of platinum. Strikes at the world's largest producer of platinum group metals could drive up the depleted world price and might also give management the opportunity to shake up the workforce. There has certainly been a shake-up, with the entire workforce of 28 261 employees sacked by yesterday. Among them were thousands of members of the NUM who said they opposed the strike and wanted to work.

"If we had been dealing with the NUM this whole business could have been settled quite quickly," an Amplats head office spokesman said. Amplats admits that the strike was started by a non-union commit-

tee. What Amplats has not publicly stated is that mine management began negotiating with this non-union group late last year. According to NUM members at the three mines that make up Amplats, the non-union group was given precedence by management. This was seen by union activists as an attempt to block the spread of NUM influence, especially on the two mines in the group that had formerly been under the jurisdiction of the Bophuthatswana homeland.

"We have really only been organising there for about two years," said Judith Weymont, a NUM spokesman.

Before the collapse of "Bop" no unions were permitted and the authorities acted harshly against any infringements of this rule. In February, the newly recognised non-union group won a demand — against the expressed wishes of the NUM and initial opposition from management — for the payout of retirement fund contributions. This gave the group added prestige even among NUM members and the scene was set for the latest clash.

Why then did management start talks with an unelected, non-union group?

"That is a very sensitive issue," an Amplats spokesman said. It is also the nub of the problem.

It may have been a simple blunder that got out of hand. It may have been a mistaken attempt to improve industrial relations. But it is being widely perceived in the labour movement as another example of the legacy of apartheid management.

"It would be true to say that a lot of management in this country has still to be dragged emotionally and intellectually into

the 20th century," agreed Weymont.

Only time will tell whether this comment could be applied — and to what degree — on the Amplats mines. But the majority of the Amplats miners saw in the non-union committee a group with real influence over management. After all, they had, in the face of opposition from all sides, secured a tidy cash payout in February for men who are among the lower paid employees in the country.

"So when they said they could now get back for us all deductions, many listened to them," a miner reported to union officials. What the group appears initially to have promised was a refund of PAYE deductions as well as contributions to the unemployment insurance and death benefit funds.

Among some mining sector officials these demands were portrayed in a frankly racist manner as examples of ignorance and stupidity. They were anything but. The strikers do not want to do away with unemployment insurance, death benefits or pensions. They want the money and the benefits, although they had, by yesterday, modified these demands. They also feel they are so poorly paid that the government should not tax them.

It is another example of the crisis of expectations brought about by the democratic transition. This is coupled with memories of a recent past which saw mass action bring about often mind-boggling change. But the other side also bears a legacy — despite the collective amnesia professed by most officials from the old order. It is of crude paternalism and unthinking racism. Together, this baggage makes for a volatile mix.

188 (213) CT (PR) 5/7/96

Rustenburg workers attack NUM committee members

Renee Grawitzky

(213)

BD 5/7/96

TWO days of intense negotiations aimed at breaking the wildcat strike at Rustenburg Platinum Mine ended in chaos yesterday when non-union workers attacked National Union of Mineworkers committee members who wanted to negotiate a return to work.

Yesterday mine owners Amplats announced that the total workforce of 28 261 had now been dismissed

Sapa reports that Northwest finance MEC Martin Kuscus, who led a provincial government team seeking to resolve the strike, said, "I have never been so frightened in my life. We had to run for our lives."

Kuscus said guns and knives were in evidence and that some NUM members had been beaten up. "We said we could not negotiate with thugs and left," he said.

Acting Northwest premier Satish Roops said his province, and Northern Province, were now withdrawing from negotiations and that "the law must take its course"

The dismissal of the workforce brings to an end the illegal strike which began last Tuesday night.

Amplats spokesman Johan Adler said the last group of fired workers had 24 hours in which to reapply for their jobs. In view of the claims of intimidation it was unlikely that all the workers would apply.

He said that management would be "flexible up to a point" over the period in which workers could reapply for their jobs.

Miners in pre-talks marches to put pressure on Randgold

BD 5/7/96 (2139)
Renee Grawitzky

THOUSANDS of members of the National Union of Mineworkers marched at all Randgold mines this week to put pressure on mine management to remain within the Chamber of Mines and to respond positively to the union's wage demands, a union spokesman said yesterday.

The demonstrations preceded the renewal of talks between the union

and representatives of Anglo American, Gen-gold and Randgold

The parties agreed at a meeting last week to create working groups to discuss a number of the core demands relating to broad-banding, education and training, bargaining councils and a possible two-year accord.

At the same meeting, the three mining houses requested separate bilaterals with the union to discuss company-specific demands relating to profit and productivity bonus schemes, restructuring and multi-skilling, the possibility of increasing the number of shifts worked and education and training.

Randgold spokesman Richard de Villiers said this week that offers had been made at all Randgold mines covered by chamber negotiations.

Steady but slow progress was reported during talks between the union and De Beers.

We won't be back, say miners

(213) *Stow 6/9/96*
By KURT SWART

Thousands of mineworkers left their hostels yesterday to go home for the weekend, vowing not to return to work at the Rustenburg Platinum Mines until their demands for payment of their insurance and benefit funds are met

Mine owners Anglo American Platinum Corp (Amplats) this week fired 28 000 miners, its entire underground workforce, after deciding that the miners' demands were "impossible to meet"

Workers are demanding payment of death benefit contributions, refunds of PAYE and

Unemployment Insurance Fund contributions, and payment of "long service" bonuses

The mass dismissals, after workers failed to heed a court order to return to work, have left both workers and management in a precarious position

The mine is losing R14-million a day and the workers are faced with both the rejection of their demands and permanent loss of employment at the mine

Most had failed to meet the 48-hour deadline, imposed by management, to reapply for their jobs, and mine officials said it was unable to replace 28 000 trained workers overnight

Mine strike talks underway

ARG 6/7/96

(213)

Kurt Swart
Own Correspondent

THOUSANDS of mineworkers have left their hostels and gone home for the weekend, vowing not to return to work at Rustenburg Platinum Mines until their demands for payment of their insurance and benefit funds are met.

Mine owners Anglo American Platinum (Amplats) this week fired 28 000 miners, its entire underground workforce, after deciding the miners' demands were "impossible to meet".

Workers are demanding payment of death benefit contributions, unemployment insurance fund contributions, "long service" bonuses and refunds of PAYE.

The mass dismissals, after

workers failed to heed a court order to return to work, have left both workers and management in a precarious position.

The mine is losing R14-million a day and the workers are faced with both the rejection of their demands and permanent loss of employment at the mine.

Most of the workers failed to meet the 48-hour deadline, imposed by management, to re-apply for their jobs.

"It is in our best interests to have the men back at work.

"This is the purpose of our negotiations with the committee representing the workers," said a spokesman for the mine.

Talks between mine management and representatives of the dismissed workers began yesterday afternoon.

If the negotiations are unsuc-

cessful, "general-recruitment" will begin.

Workers at the hostels around the mine, the world's largest platinum producer, said they were awaiting the outcome of the talks.

They would return to their hostels after the weekend and would resist eviction orders obtained by management, workers said.

The strike has not been supported by the National Union of Mineworkers (NUM) and the South African National Civics Organisation.

NUM spokeswoman Judith Weymont said the strike was being led by non-unionised workers.

"We asked the union to stand aside. We want only one thing from management - our money," said a striking worker.

More than 28 000 workers
at the world's largest
platinum mine lost their jobs
this week over demands they
could never hope to win,
reports CAROL PATON

IT IS hard to say who is most to blame for this week's mass firing at Rustenburg Platinum — a management which failed to communicate with its workforce, a weak union or naive, rebel leaders who fought for the impossible.

There is evidence that management failed to tell workers of the implications of JCI's unbundling, which changed the mine's ownership structure and led to a climate in which false expectations grew among miners

Miners believed that the change entitled them to the return of all their pay deductions, including UIF, tax, death benefit contributions and long-service bonuses

As a result, the strike was carried forward on a wave of misinformation, and the huge workforce abandoned the National Union of Mineworkers for an unelected committee, naive and unrealistic about what could be achieved

On the one hand, the committee fostered the view that workers could win their demands, while on the other, it waged a second power struggle against the NUM

Johan Adler, spokesman for Amplats, which owns the three-mine complex, admits that, had there been a strong union and proper communication with employees in place, this strike need never have happened

Striking workers insist that as from July 1 they have new bosses — Amplats — and that former boss JCI has "run away with our moneys" This confusion arose with the unbundling of JCI, a process begun about 18 months ago, and of which workers were never informed

They have now received a delayed and confused account and "when NUM refused to listen to our demands, it seemed they had been bribed, so we decided to make a strike ourselves," said strikers

Their committee, now known as the Five Madoda because it includes five men from each shaft, has displaced the union, whose stewards dare not break ranks to persuade workers that their strike is misguided

The NUM's leadership have condemned the strike

The strike was also caused by a damaging mistake by mine management — to negotiate with the Five Madoda when the unelected committees first appeared in February, demanding that management pay out the provident fund By meeting with the committee, especially where a recognised, although perhaps weak union existed, they gave the group legitimacy

This error was compounded when management gave in to the committee's demand, fuelling the perception among workers that the union was helpless and the committee strong

After a five-day strike, management paid out the fund and many workers received amounts of R40 000 or R50 000 The committee began to consolidate its support, with kangaroo courts fining those who had not supported the strike "I admit freely, and the NUM

has said it, it is because we spoke to these guys that now they are back with new demands But it was a difficult decision in the context of the strike and I don't blame management for meeting them," said Adler

But, said NUM spokesman Judith Weymont, management's approach the Five Madoda was "a case of union-bashing gone wrong" It was management's "hypocrisy and double-dealing" that has caused this problem, according to the union

But the NUM is not blameless, either At a workers' meeting on Wednesday, a procession of speakers spoke of how the union had "turned its back on workers" To the surprise of a North West government delegation called in to try to resolve the strike, the unelected committee was found to have a large following among the workforce of mostly NUM members A union official admitted that there "was a problem" with the union representatives, at least at one of the mines

Now management is stuck with a problem how to resolve the strike

"We have never seen this

before We have no one to talk to but this thing is highly organised," said a manager

Attempts to communicate with the workforce have been useless Printed pamphlets were burned before they were read and the intercom system drowned out by loud music

The Five Madoda — actually a committee of 92 men — say they are not interested in speaking to management

"The strike can only be resolved when they pay us our money," they say

On Wednesday and Thursday, ministers from the North West and Northern Province governments intervened in the crisis They explained to workers that UIF and tax contributions could not be returned This resulted in the Five Madoda dropping these demands, but when the ministers finally drew the line and told them they must return to work, workers refused

A meeting of 12 representatives each from the NUM, management, government and the committee of 92, was then set up to try to resolve the problem

But, said Martin Kuscus, the

MINERS

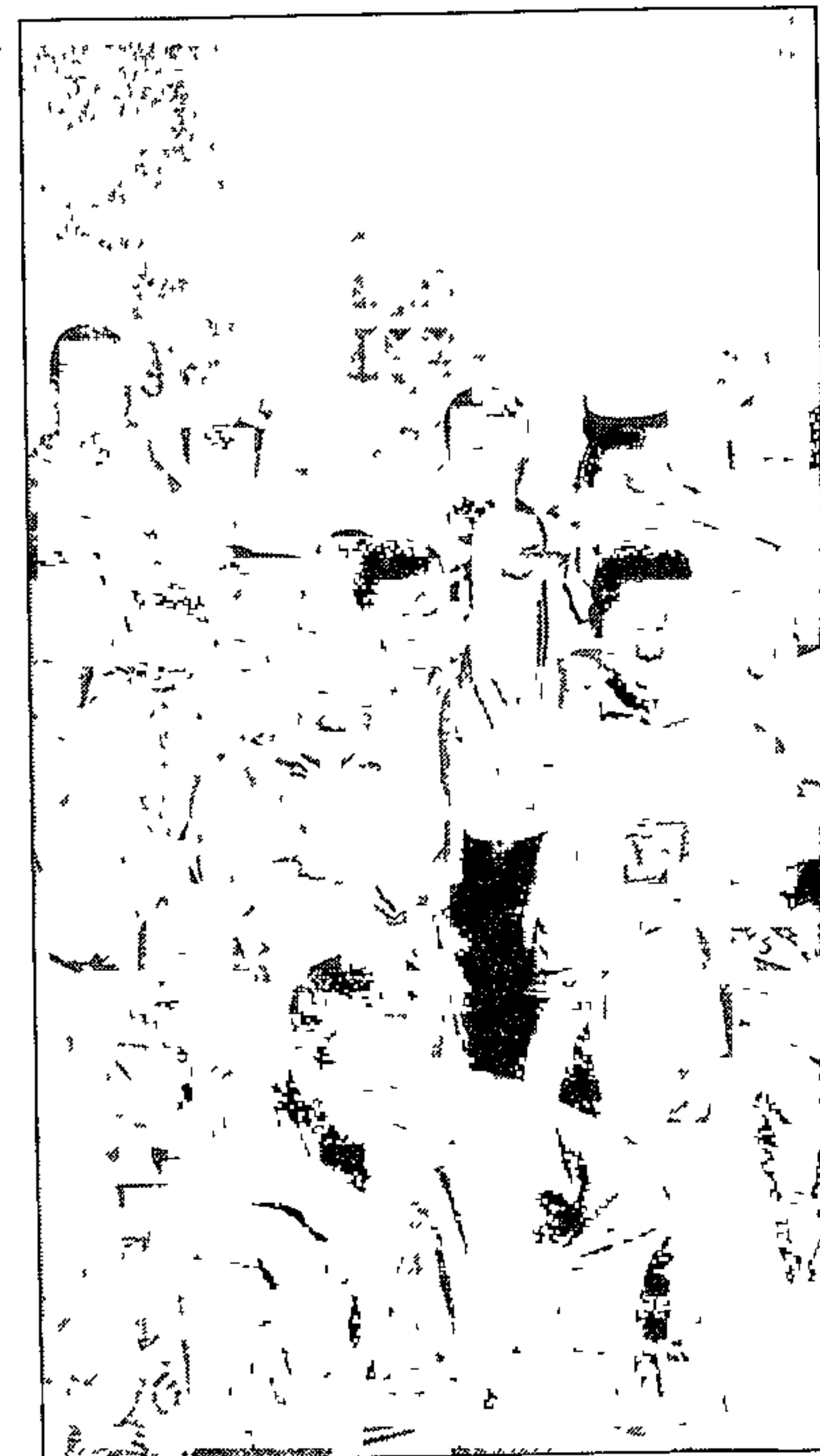
ON STRIKE



SPELLING IT OUT . . . miners' demands were based on misinformation

Pictures: BRETT ELOFF

LABOUR RELATIONS AT ROCK BOTTOM



UNITED, BUT LEADERLESS . . . mine managers say they have never seen a strike like this before

The

Few fired miners ask for jobs back

Star 8/7/96 (213)

Owners may have to look at
recruiting virtually new workforce

By **PATRICK PHOSA**

Fewer than 900 of the 28 000 workers fired from Rustenburg Platinum Mines had applied to be rehired by last night

Mine spokesman Johan Adler said yesterday Anglo American Platinum Corporation Ltd was confident more employees would follow suit and apply for re-employment. Adler said the mine would start recruiting new workers if the dismissed workers did not apply in large numbers.

He said the mine was quiet at the weekend, adding that the hostels had been virtually empty since Friday.

Miners embarked on an illegal strike on June 26 and ignored a Supreme Court interdict and a company ultimatum to return to

work. More than 28 000 miners were fired.

The strike was called by unelected workers' committees demanding refunds of death benefits, Unemployment Insurance Fund contributions and tax deductions, as well as platinum-production and long-service bonuses.

The South African National Civic Organisation in North West has encouraged strikers and employers to begin negotiations that would lead to the reinstatement of the workers.

Sanco spokesman Phasi Klaas said most of the workers were members of the community with housing bonds who might end up without shelter and swell the number of defaulters already due for eviction by the banks if their bonds were not paid.

No solution in sight for Amplats mine strike

CT(MR) 8/7/96 (213)

By Jabulani Sikhakhane

Johannesburg — The strike at Anglo American Platinum Corporation's (Amplats) operations at Rustenburg Platinum Mine (RPM) enters its second week today amid signs that both the management and the strikers face a Catch-22 situation.

For the leaders of the strike, persuading workers to return to work with nothing in hand could be "suicidal" while for RPM which has suffered close to R100 million in production losses, replacing 28 000 "experienced" workers is near impossible.

The management had given an ultimatum to striking workers to return to work within 48-hours or face dismissal. By last Friday, about 800 had applied to be considered for re-employment.

The strike leaders on Friday were adamant that workers would not return to work until their demands were met.

They demand the payment of death benefit scheme, unemployment insurance fund premiums and a refund on the pay-as-you-earn contributions.

These demands first surfaced in 1994 when workers at Rustenburg and Amandelbult embarked on a strike to demand the same plus the repayment of provident fund contributions.

Early this year workers downed tools to demand payment of their provident fund and death-benefit scheme contributions. These were given.

Last week the National Union of Mineworkers (NUM) alleged



REBEL MINERS The leaders of the Amplats strike Thanduxolo Mazingela, Velile Ndevu, Zwelakhe Zomo, the chairman, Levy Mosime and Abram Magano
PHOTO JOHN WOODROOF

that its members were being prevented from returning to work.

Kgalema Motlanthe, the union's general secretary, said the management wished to re-employ dismissed workers, but its members were unable to return to work because of serious intimidation.

However, Abram Magano, a member of the committee representing strikers, said "RPM management is very poor at communication. They argue that they communicate with NUM. But NUM is out of touch and has been taking decisions without consulting us. They no longer represent our interests."

Last year Johannesburg Consolidated Industries (JCI) split into three companies; mining house JCI Limited, the industrial arm Johnnic and its platinum interests under Amplats.

"RPM management assured us that unbundling would not result in changes in our working conditions. But they have reduced the number of employee levels from 12 to eight, resulting in salaries either being frozen or cut," said Magano.

He cited a case of forklift drivers where, under the old system, a grade 12 earned R3 000. Under the new regime, a grade 8 earns R2 000 a month. Amplats' Johan

Adler denied this, saying that no employee was worse off under the new system.

On the production-bonus issue, Magano said they had not been paid for the past three years. However, Adler said the bonus issue was a result of a misunderstanding.

Three years ago, the bonus (paid at management discretion) was restructured with emphasis on cost cuts rather than production and profit, as was previously the case.

Workers were paid bonuses in 1994 and last year, while bonuses for this year are still to be decided.

Prodigal strikers ask for old jobs

(213)

By Jabulani Sikhakhane

Johannesburg — The strike by the 28 000 workers at Anglo-American Platinum's platinum mines at Rustenburg took another turn yesterday when more than 2 500 of the dismissed workers reapplied for their jobs.

So far more than 3 300 miners have applied for re-employment, about 12 percent of those who were dismissed.

The increased number of applications came amid Amplats's decision yesterday to evict the striking workers from its premises.

"This action is intended to facilitate a speedy and peaceful recruitment process in order to employ sufficient workers to get RPM back into operation as soon as possible," said Johan Adler, a spokesman for Amplats.

By late yesterday afternoon only about 1 500 workers at RPM's Union section had been evicted. Adler said that of the 5 557 dismissed Union section workers, 1 700 did not live on mine premises and most of the remaining 3 877 former employees left at the weekend. No evictions had taken place at the other two sections, Rustenburg and Amandelbult.

Adler said that most of those who had applied for re-employment were from the Rustenburg section, where by lunchtime yesterday 3 317 of the 15 000 fired workers had reapplied for their jobs.

Kgalema Motlanthe, the NUM general secretary, said last week that union members were unable to return to work because "of the serious intimidation from an unaccountable self-elected committee".

Barry Davidson, the managing director of Amplats, said the company estimated that Rustenburg would lose a full month's production of between 100 000 and 150 000 ounces of platinum.

He said the effect of the production loss at Rustenburg on the world market would depend on if Russia decided to sell some of its stockpiles. Amplats is the world's largest platinum producer.

Miners reapply for jobs as evictions start

Renee Grawitzky (213)

209/7/96
Once evictions began, workers realised they had been dismissed.

RUSTENBURG Platinum Mines remained peaceful yesterday as thousands of dismissed strikers began reapplying for their jobs.

Mine management expected this to accelerate despite initial claims that high levels of intimidation were preventing workers returning.

Amplats spokesman Johan Adler said that by lunch time about 3 317 workers had reapplied for their jobs.

The company obtained an eviction order last week. The sheriff, helped by police, began evicting strikers from two hostels yesterday. The evictions would be reassessed today, depending on how many workers reapplied, Adler said.

The strike began at Union and Amandelbult section on June 25 and later spread to the Rustenburg section.

Comment: Page 10

Rustenburg mine strike could be resolved soon

Renee Grawitzky

(213)
BO 10/7/96

THE two-week old strike at Rustenburg Platinum Mines could be resolved within days after increasing numbers of dismissed workers continued to reapply for employment yesterday.

Amplats spokesman Johan Adler said the numbers reapplying for employment were rising steadily.

He explained that once workers had left the mines they could reapply for employment only at the various recruitment centres. This could result in delays for those workers who lived in the Transkei or Mozambique

Eviction orders had been served on workers in the Union and Amandelbult sections of Rustenburg Platinum Mines but not on workers at Rustenburg. He said the evictions had gone peacefully as workers had mainly left the hostels voluntarily.

Amplats was hoping that once the situation had returned to normal, it would have lost only one full calendar month's production — about 130,000 refined ounces of platinum. The strike is costing the company about R13,5m a day

DA 10/7/96
**Corridor plan
depends on
harbour link**

Ingrid Salgado

DEVELOPMENT of the multimillion-rand Maputo-Mpumalanga corridor would fail if the management of Mozambique's Maputo harbour was not streamlined to create international confidence, Mpumalanga premier Mathews Phosa said yesterday.

Maputo harbour was destined to be the import and export facility of the corridor initiative, Phosa told the Witbank Chamber of Commerce. It should become a "dynamic hub" for the flow of goods, bringing benefits to the economies of SA, Mozambique, Swaziland, Botswana, Namibia and Zimbabwe.

The governments of Mozambique, Britain, Botswana and Swaziland had committed themselves to the project, while institutions and provinces other than Mpumalanga were co-operating to ensure the initiative was successful, Phosa said.

The corridor would enable SA and its neighbours to start a network of regional economic initiatives and would lead to a shorter and more cost-effective movement of goods along the corridor network, creating a "mobile RDP" with benefits to construction, tourism, agricultural, technological, management and training.

It would link Nelspruit to Swaziland and Tzaneen, while Witbank would have access to Nelspruit, Johannesburg, Mmabatho and Gaborone. All these cities would be linked to the Maputo harbour.

NUM failed us, say dismissed strikers

Already 15 000 of 28 000 fired workers have reapplied for jobs at Amplats mines

(213) Star 11/9/96

By Goba Mdhlovu

About 15 000 of the 28 000 miners sacked by Rustenburg Platinum Mines during an illegal strike a week ago reapplied for their jobs at the mine's recruiting centres yesterday.

Meanwhile, Amplats, which is the world's biggest platinum producer, continues to lose R13,5-million a day. Production has come to a complete halt at all six shafts, but Adler said it would resume early next week. The dismissed miners had demanded, among other things, that Amplats refund their death benefits, unemployment insurance, fund contributions and long-service bonuses. They defied a Supreme

Court order and an ultimatum to return to work or face dismissal. The National Union of Mineworkers (NUM) has distanced itself from the action. But strikers, including NUM shop stewards, claimed the union had failed to represent them. An NUM shop steward at the Paardekraal shaft, Sazunge Tshwaleni, said "We all went on strike because the union failed us. At no stage did the union call

a meeting to explain to us whether our demands were correct. "They did not explain to us what the death benefits were all about and we believed that, because we contributed every month, when we left we must be paid out or at least be refunded our contributions."

A huge crowd of miners gathered around Tshwaleni, as he stated the position of the strikers outside the Kanana hospital gates. He said a man called "Killer" had told strikers they would be paid their death benefits shortly before the strike. ANC regional chairman for the Rustenburg area, Jarnett Phurr, said the party and mine management had agreed on Tuesday that the miners should reapply within 48 hours. Management has agreed to resume talks with the miners as soon as production resumes.

Most workers at strike-hit mine want their jobs back

CT(OR) 11/7/96 (213)

By Thabo Leshilo

Johannesburg — More than 15 000 members of Rustenburg Platinum Mines' 28 000-strong workforce had re-applied for their positions by yesterday afternoon, said Steve Calladine, a company spokesman.

The workers were fired after embarking on a wildcat strike two weeks ago. Calladine said that their move signalled an end to the strike.

He said that the company had brought in additional personnel to process the workers' applications.

"We are pulling out all the stops to get things back to normal," said Calladine. He expected production at the world's largest platinum mine to resume next week.

The workers went on strike on June 25 demanding to be paid their tax deductions as well as their death and unemployment benefits.

None of the demands had been acceded to and workers have lost at least R20 million in unpaid salaries.

The mine said it expected to lose 100 000 to 150 000 ounces of production through the strike.

The company was forced to fire the workers last week after they ignored appeals to return to work. Amplats had been losing about R13,5 million a day since the strike began.

The National Union of Mine-workers, which opposed the strike and had been rejected by the protesters, was locked in wage talks with the Chamber of Mines and could not be reached for comment.

Meanwhile, Tito Mboweni, the labour minister, expressed concern yesterday regarding the "ongoing industrial turmoil" at Rustenburg. He appointed a five-man team to monitor and evaluate the situation.

Amplats mines opening soon?

By LARA SMITH

Production at Rustenburg Platinum mines may resume soon if the present trend of dismissed workers re-applying for their jobs continues, says Anglo American Platinum Corporation (Amplats)

The mines' spokesman, Johan Adler, says large groups gathered at recruitment centres late yesterday to sign on after the entire workforce of 28 000 miners was sacked last week for an illegal strike, bringing production to a complete halt at a cost of millions

Adler said the hostels at the mine were being vacated voluntarily and peacefully by those workers who did not want to return to work. The sheriff was on standby to ensure the safeguarding of possessions of workers not present at the mines

Five hostels had already been vacated, he said

The miners were fired after embarking on an illegal strike to demand the company repay them all their PAYE, unemployment insurance fund contributions, death benefit scheme contributions and benefits, and pro rata payment of "long service" money

These demands were "unreasonable and impossible for the company to meet," Adler said

When Amplats paid out provident funds to employees in January this year it was because the company felt this money was "ultimately their money"

Misrepresentation had been created by worker committees among the striking miners, who may have been misguided by promises that their demands would be met, he added

Staw 10/7/96 (213)

Many miners reapply for jobs

(213) Star 10/7/96

Several thousand of the 28 000 dismissed Rand Platinum Mines workers were applying yesterday to be re-employed, a source at the mine said.

He said it was not possible to give an accurate figure as recruitment centres were scattered over the mine's three sections in the North West and Northern provinces.

"We flew over the areas and noted long queues of workers at the recruitment centres.

"Officials at the centres are too busy re-employing to answer queries about how many have rejoined."

He said attempts were being made to obtain accurate statistics which should

be available later.

On Monday, a spokesman said more than 3 000 miners had applied in writing to return to work.

Evictions of dismissed workers from hostels had proceeded peacefully, a spokesman said yesterday.

Anglo American Platinum Mines dismissed the workers last week for defying a Supreme Court order and company ultimatum to end their illegal strike, called by unelected workers' committees.

The strike was opposed by the National Union of Mineworkers.

The mine has not said when production at the mine's three sections will resume. - Sapa

COMPANIES

Sections of strike-hit mine may restart soon

CT (PR) 10/7/96 (213)

Reuters and Staff Reporter

Johannesburg — Anglo American Platinum (Amplats) said yesterday some sections of Rustenburg Platinum Mines may restart production soon as large groups of sacked workers have asked for their jobs back.

"Amplats believe that if the present trend of dismissed workers signing on for employment continues, sections of RPM may commence production again soon," the company said.

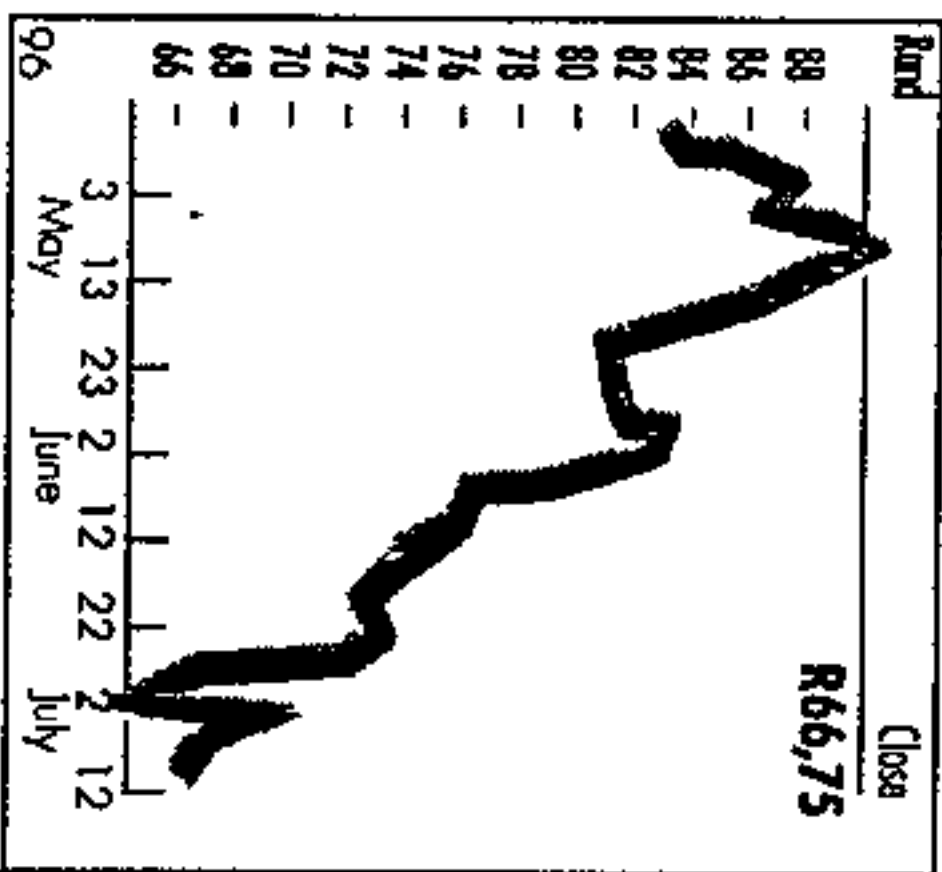
Johan Adler, an Amplats spokesman, could not say how soon production at Rustenburg would start.

"It depends on how many people report back (and) when," he said.

Fears of heavy production losses at the mine, the world's biggest producer of platinum, have helped push up the price of platinum this week.

Amplats said earlier it expected to lose a full month's production as a result of the illegal strike action which resulted in the entire underground workforce of 28 000 miners being dismissed last week.

Amplats said that "thousands of people were queuing up at Rustenburg Platinum Mines' recruitment centres to apply for employment".



The company said on Friday that more than 800 workers had given written commitments to return to work.

Amplats sacked the workers last week after they ignored Supreme Court orders to return to work. The company said their demands, including the repayment of income tax and death benefits, were "absurd".

Rustenburg's production of refined platinum in the year to June 30 last year was 1.43 million ounces.

Analysis said that the lost production due to the strike was unlikely to place the platinum market in a demand surplus.

They said they were expecting a surplus of between 200 000 and 250 000 ounces of platinum this year, similar to the 200 000 ounce surplus recorded last year.

Builders to support cement merger

CT (PR) 10/7/96

By Jonathan Rosenthal

Johannesburg — The Building Industries Federation of South Africa (Bifsa) would support the proposed merger of cement companies Alpha and Blue Circle in its submission to the Competition Board later this month, Ian Robinson, the Bifsa executive director, said yesterday.

The proposed merger will give the new company the benefit of greater economies of scale, an important factor in the cement industry where larger kilns are more energy-efficient than smaller ones. The two companies said last month that they were investigating a possible merger, but industry sources said at the time that the board would need serious convinc-

ing to let it go ahead. Distribution, marketing and product development could also be rationalised.

This would put the merged group in a stronger position to compete against Pretoria Portland Cement (PPC), he said. "I believe that the merger is in the interests of the consumer", Robinson said. PPC now dominates the market with an estimated market share of about 44 percent compared with Alpha's 35 percent and Murray and Roberts subsidiary Blue Circle's 20 percent. Although foreign competition

The board would need serious convincing to let it go ahead'

Robinson said there were concerns in the building industry that the proposed merger could lead to price collusion and he pointed to discounting and price competition, which had preceded the cartel's demise.

Black group finds British partner

By Audrey D'Angelo

Cape Town — Taylor Woodrow Construction, the British-based multinational, has formed a 50-50 joint venture with a black investment holding group, Pen Investment Holdings, to tender for major infrastructural projects in South Africa.

The announcement has been timed to coincide with the visit by President Nelson Mandela to Britain.

The chairman of Taylor Woodrow (SA) is Peter Malungani, who has been involved in the con-

struction industry for 13 years. The general manager is Jim Sample, who worked on Taylor Woodrow projects in other parts of Africa.

Malungani said that because of the difficulties facing black construction companies in the past, he had until now been involved mainly in housing projects. Pen Holdings needed a major partner to help it get into the mainstream of the industry.

"We did not want a South African partner because that would have meant we would be involved in projects in Soweto, while they would go it alone in places like

Sandton. We wanted to be in it all, so we had to look for a partner outside this country," he said. "We are looking at a variety of construction and engineering projects, like airports, harbours and roads."

"Our focus will be to help rebuild this country. Infrastructural development will be very important. That includes water reticulation, sewers and water treatment plants. These are all areas in which Taylor Woodrow has experience." Malungani and Sample would not disclose the size of the investment made so far in the partnership.

15 000 sacked miners reapply

(213)

Renee Grawitzky

BD 11/7/96

DISMISSED Rustenburg Platinum Mines workers continued to reapply for jobs yesterday, with management reporting that more than 15 000 had reapplied by late afternoon.

Amplats management said this was 55% of the original workforce and it was expected this number would increase rapidly in the next few days.

Amplats expected production to restart next week, with a build-up to full production depending on how many reapplied and the mix of skills.

Meanwhile, Sapa reports that Labour Minister Tito Mboweni has established a five-person team to evaluate the situation. Labour ministry spokesman Zintle Filtane said the team, headed by deputy director-general Les Kettleidas, would advise on steps to be taken should an amicable solution not be reached soon.

'Misconception led to strike'

(213)

Miners' union claims troublemakers initiated illegal stoppage

By GORR NDILOVU

The illegal strike at Rustenburg Platinum Mines in North West Province, which led to the firing of 28 000 miners, had its roots in a lack of communication.

In May 1995, Johannesburg Consolidated Investments (JCI) unbundled into three companies, including Armpits (Anglo-American, Platinum Division), the owners of Rustenburg Platinum Mines.

It is not clear where the idea originated, but miners somehow came to understand that as a result of the unbundling, certain money deducted from their wages could be refunded to them. Late last year the workers began demanding they receive money that was paid into the Unemployment Insurance Fund (UIF), the death benefits scheme and taxes to the Government through pay as you earn (PAYE) deductions. According to the contract the

May 12/17/96

miners work under, it was never possible for them to receive refunds on these deductions. Unemployment insurance is paid only when a worker is retrenched or dismissed. Death benefits are only paid to an employee's beneficiaries when he dies. And PAYE deductions are taxes paid to the government.

The National Union of Mineworkers (NUM) claims about 55% of the 28 000 dismissed miners as its members.

According to dozens of mineworkers at Paarderkraal shaft's Kanana hostel, NUM never called a meeting to explain to them that achieving their demands was simply not possible.

However, NUM officials in Rustenburg say there were several meetings with secretaries and shop stewards in March and again in May in which this matter was discussed. NUM never supported the strike which it says was initiated by troublemakers. Many workers say they began to lose confidence in the union.

They still believed it was somehow possible to get refunds on the money. They began to listen to a man called "Killer" - reportedly a shop steward.

Known as a powerful speaker, Killer convinced thousands of miners they could indeed get the money refunded.

A group of five men, called the "Five Madoda", was chosen to represent the demands of the workers. Management refused to recognise the group and refused to negotiate.

Eventually, the Five Madoda called for the strike, which began on June 26. Machine-operator Alex Mosola was among the 28 000 workers who went on strike. He is also among the more than 15 000 to have re-applied for his position.

Mosola said he did not understand anything about the issues involved. But, once it was explained to him why his deductions could not be refunded he said he understood that the industrial action was wrong.



Keeping busy ... Edgar Moloisane knitting outside his hostel home while waiting to hear whether he has his old job back.

Even then, he says, he had no choice. "If the strike was called again tomorrow, I would join it. You see, the position is that should I abstain, then when it is over the strike organisers would either fine me six head of cattle or sentence me to death," he said. Other workers echoed Mosola's words, saying they had at-

tended meetings called by Killer but had decided to reapply because they are breadwinners for their families. The regional chairman of the ANC in Rustenburg, Jarnett Phiri, also said he did not think it was possible to meet the demands of the workers. He said ANC officials had met

the Five Madoda and agreed the workers should reapply for their jobs. Labour Minister Thabane said the Minister has formed a five-person team to monitor and evaluate the situation at Rustenburg Platinum Mines. Mboweni says "the situation has dragged on for rather too long".

NEWS IN BRIEF

(213)

Workers stage sit-in

ABOUT 2 000 dismissed Rustenburg Platinum Mines employees living in the Transkei staged a sit-in at the mines' recruitment centre in Umtata yesterday. **BD 12/7/96**

Recruitment centre manager Derrick Lang said the employees were demanding to be transported back to the mines at Rustenburg. Meanwhile, re-employing dismissed workers at the mines was proceeding well. Amplats said at current recruitment rates, production at some sections of RPM might resume early next week.

RADU unions in SA gained a political voice in the 1980s largely as a result of their strength on the shop floor. This strength was not merely a result of numeric support, but was determined largely by the loyalty and support of members on the ground.

In this context, the strike at Rustenburg Platinum Mines (RPM) raises crucial questions not only for labour and management but also for central government and the ANC.

In the face of a mass dismissal of 28 000 workers, many of whom consider themselves to be ANC supporters, why did the ANC senior leadership not intervene? For that matter, why did Cosatu and the labour ministry not show an active interest earlier?

The ministry was quick to intervene earlier this year when Anglo American indicated thousands of workers could be retrenched. During the Turning Wheel highway blockade it seemed that every other Cabinet minister flew to Mooi River to attempt to resolve the dispute.

Organised labour cannot claim in this case, as it did during the blockade, that far-left elements were trying to undermine organised labour. Reasons behind this strike — and the establishment of a self-appointed committee which led it — and a previous strike are more basic and without any sinister political undertones.

The strike which began two weeks ago had its origins in the earlier strike in March when workers, led by the self-appointed committee, demanded provident fund contributions be refunded.

The NUM has indicated that one of the leaders was a former branch chairman who had been dismissed, while a large number of the committee members were NUM members.

Amplats MD Barry Davison explains that 40% of RPM workers fell under the jurisdiction of the former Bophuthatswana government.

Their retirement contributions were paid into the Bophuthatswana National Provident Fund while employees employed in SA were members of the JCI Provident Fund.

Rustenburg mine strike highlights labour's vulnerability

RENEE GRAWITZKY

BD 12/7/96

Davison says this move precipitated a demand by SA-based workers for a repayment of their contributions to the JCI fund. Workers expressed concern over the security of their monies in the provident fund as a result of the unbundling of JCI into three separate companies.

Davison says management had not anticipated how workers would interpret the unbundling.

Management tried to communicate that workers had always been employed by Rustenburg Platinum Holdings and no effective change of ownership or changes in conditions of employment had been made.

Davison says despite numerous attempts by both the NUM and management to persuade workers not to withdraw money from the fund, the first strike occurred.

The company agreed to the demands after the five-day strike.

NUM leadership says a cause of the second strike was management recognition of the committee as a legitimate body by conceding to those original demands.

But Davison denies it was management's intention to undermine the union by granting credibility to the committee. However, management felt a precedent had been set by the repayments to the Bophuthatswana-based workers.

He concedes, though, that management is not entirely blameless.

The success of the March strike led to further worker demands for refunds of associated death benefit

contributions and unemployment insurance, PAYE, the payment of long-service awards and the re-introduction of the "platinum bonus" which used to be paid at management's discretion annually but was replaced by a negotiated bonus scheme in 1993.

These demands sparked off the latest strike which, according to both management and the union, has been characterised by a high level of intimidation.

NUM president James Motlatse says the committee imposed a minimum state of emergency in the hostels where workers were prevented from gaining access to information and were prevented from leaving designated areas.

Management confirms that strike marshals prevented workers from hearing reports over the public address systems by drowning out the voices. Pamphlets circulated to the hostels were burnt.

Management confirms that strike marshals prevented workers from hearing reports over the public address systems by drowning out the voices. Pamphlets circulated to the hostels were burnt.

Davison says the committee persuaded workers that they had more money coming to them if they stood firm during the strike.

He believes the strike has brought the NUM "face-to-face with some of its own sacred cows".

Where was the NUM during the unfolding of these events? The union distanced itself from the first strike as it opposed the demand by workers for a refund of provident

fund contributions.

NUM Rustenburg regional co-ordinator Mahlakeng Mahlakeng says after the strike earlier this year attempts were made to address worker grievances. Communication was not effective, however, as structures were not operating properly. As a result, workers did not feel the union was addressing their concerns. "We should have done our homework properly to keep workers on board."

Mahlakeng says a major challenge for both union and management is to educate workers about crucial issues such as the importance of having a provident fund, and for management to commit itself to real education and training.

One of the problems, he says, is that unions are fighting a range of issues which workers neither understand the benefits of or really care about. NUM's failure to make sufficient headway at RPM could be based partly on difficulties of recruiting in the Bophuthatswana area and partly to a lack of capacity.

Mahlakeng argues that discussions with Amplats head office representatives have revealed a desire for co-operative relations which is not reflected back on the mines.

"They are not talking the same language," he says.

The resolution of the strike does not mean an end to this saga but rather the beginning of a long struggle by both labour and management to show their bona fides to each other and to workers.

For management, the strike raises the question of what price it is prepared to pay to enjoy the benefits of dealing with strong, representative and accountable unions.

The alternative, clearly, is anarchy in the workplace.

Management has also learnt the lessons of having a partially illiterate workforce.

Davison says education, training and hard work are the keys to success. They will not come about "unless we do our bit to encourage it".

But, he says, unions "must be in a position to service membership".

For labour, the lessons from this strike are more ominous.

A failure by union leadership to heed the implications of the affair could lead to the fragmentation of the union movement. The strike highlights the vulnerable state of organised labour and union structures on the ground, despite calls for "back to basics" campaigns and the rebuilding of organisational structures by Cosatu.

It also shows, according to some labour sources, the increasing mistrust by grassroots members of union leaders who have developed an increasing tendency to neglect bread and butter issues.

"Both the country and the union movement are in a state of transition where the leadership is not talking the same talk as those on the ground," one source says. "Leadership is galloping ahead and leaving membership behind."

The leadership, he says, needs to go back to basics and ensure that workers not only understand the transition in the country but developments in the union movement. This includes explaining simple things such as union contributions and what unions stand for.

Organised labour should take heed of the fertile ground laid at Rustplats for renegades to take control. As workers see less delivery from government, they will become more restless and could increasingly act on their own, accusing union leaders of being co-opted.

This struggle for the "hearts and minds" of workers is the real struggle of organised labour in the 1990s. A failure to address this will result in labour losing any voice it thought it had in society.

Sacked miners start all over again

By JACOB DLAMINI

ESSAU KOLIA, a 36-year-old miner at Rustenburg Platinum and a father of two, is one of 28,000 workers fired by the mine's owners after a two-week illegal strike and one of 15,000 hoping to rehire.

The mine, owned by Amplats, sacked its entire workforce after workers defied a court order, and the National Union of Mineworkers, to abandon their strike and return to work. They were demanding the refund of their death and insurance contributions, and PAYE tax deductions.

Kolia earned R1,400 a month which he would never have supported if his union had explained why it could not succeed.

In the long queues inside the mine compound, the sacked miners talk of betrayal — betrayal by what they believe is a union out of step with its members.

The irony of the matter is that the union which claims to represent half of the fired workers, played no part in the strike, and in fact, strongly condemned it. The strike was started by a 92-member committee, calling itself the Five Madoda and led by a former national union branch executive chairman in Rustenburg.

"You can't trust the union," Kolia says, "but they should have told us our demands could not be met."

Mahlakeng Mahlakeng, union regional co-ordinator, says, "Workers supported the

Five Madoda despite our instructions not to do so. We knew the strike was led by people who wanted to undermine us."

Mahlakeng says management agreed to negotiate with the Five Madoda because they thought this would weaken the union. But this was rejected by Fred Ungerer, the mine's acting manager.

"It became clear to us that workers had lost faith in their union, and, when they formed a committee to represent themselves, we agreed to negotiate with it. We had to work with these people," he says.

What have the union and management learnt from this fiasco?

"I certainly don't think there is anything for management to learn. We told the truth, and acted legally and properly throughout

the entire matter," says Ungerer.

Mahlakeng believes the union will have to rebuild its branches and improve communication with its members.

"We tend to assume shop stewards always report back to members, but this has shown that is not always the case," he says.

"We also need to educate our workers. We need to make them understand, instead of assuming they always know what we're talking about."

Is this the end of the road for the union on the platinum mines?

"Some people feel it is good not to have a union, but we don't believe that," says Ungerer.

"It is always good to have a strong union — at least you then know to whom you are talking."

ST 14/19/96

(213)

Mine starts up with returning strikers

From Bloomberg

(213)
CT(er) 16/7/96

Johannesburg — Anglo American Platinum (Amplats) said yesterday that more fired strikers had reapplied for their jobs at Rustenburg Platinum Mines and that production was already under way.

A strike at the world's largest platinum mine began at one of the complex's three sections late last month. It then spread to the other two sections and smelting facilities, which halted production entirely.

Amplats said on Friday that more than 15,000 workers, or 55 percent of the fired strikers, had reapplied for work.

"The Rustenburg section is back to work," said Johan Adler, the

Amplats spokesman.

Another spokesman said yesterday that the 55 percent figure was "certainly higher now, though I can't say exactly how many."

Amplats said it had fired all 28,000 workers early this month.

The National Union of Mineworkers did not support the strike, which had been called to demand the refund of death benefit payments, fewer tax deductions and the reinstatement of an old bonus plan.

The two smaller sections of the complex, Union and Amandelbult, should resume work later in the week.

Dismissed workers from those sections had already left the com-

pany's hostels and would take longer to return to work, the spokesman said.

Platinum prices have reacted erratically to the strike and the reinstatement of the workers. Traders had said that they did not think the strike would last long and that Amplats probably had stockpiled plenty of spare material.

"You have the biggest platinum mine in the world on strike and it hasn't done anything," said a trader at Standard Bank London. "If anything, it's only made (platinum) slightly less negative."

Spot platinum was last \$1,25 an ounce higher at \$392.20 an ounce in London. It fell as low as \$385.50 on July 8, its lowest since April 1994.

Millions lost to theft syndicate (213)

David McKay

16/7/96

GENGOLD has uncovered a theft syndicate among senior staff at its Kinross metallurgical plant which was costing the group several million rands a month in lost gold revenue

The group — unveiling its results for the three months to June — said yesterday 19 staff had been fired, and five suspended pending disciplinary hearings. Those dismissed could face criminal charges, depending on the outcome of the mine's investigation.

MD Tom Dale said the plant had turned out an average 700kg of gold a month in the first two months of the quarter — prior to discovery of the syndicate. Production jumped to 900kg after the theft was unearthed, although the 200kg gain — worth R10m at the average gold price Kinross received for the quarter — could also be linked to other factors, Dale said. Production from the Kinross mine averaged 760kg a month for the June quarter.

Dale said he did not know how long the syndicate had been operating, and none of the gold had been recovered.

Mine open again

Sowetan (213) 17/7/96
LIMITED production has resumed at Rustenburg Platinum Mines in North West after a three-week strike by the entire workforce over pay-related issues

"One of the three sections of the mine was fully operational yesterday and the remaining two sections are expected to return to normal within a few days," said John Adler, a spokesman for owners, Anglo American Platinum Corporation

Adler said more than 21 000 dismissed miners had been re-employed and applications from another 7 000 dismissed miners were being received

The mine lost more than R13 million a day in production during the strike - *Sapa*

NUM brushes aside claims of union rivalry at Kinross mine

Renee Grawitzky (213)

2017/7/96

estimated work force of 7 000, NUM represented 4 536 and Upusa 1 534.

CLAIMS of inter-union rivalry between the NUM and the United People's Union of SA (Upusa) at Kinross gold mine were denied by the NUM yesterday when it said those workers who had resigned had subsequently re-joined the union.

Such claims were made during the release of Gengold's quarterly results this week when management indicated that it feared that such rivalry could affect the shop floor.

NUM assistant general secretary Gwede Mantashe said reports that NUM members had en masse joined Upusa were an exaggeration. He said a Kinross branch meeting at the weekend revealed that at a certain stage organisational problems had existed and some workers had joined Upusa. However, those workers had decided to re-join NUM.

Mantashe said "There is a desire by the authors for the collapse of NUM."

Gengold indicated that of an esti-

Mantashe said no union had a monopoly in any one sector and it was not NUM's desire to monopolise the mining industry. However, claims that Upusa had recruited the majority of workers at Kinross were far fetched. Upusa, he said, was not a new union organising in the mining industry. It was recognised at only one mine, Ukhuko, in KwaZulu-Natal.

Before the 1994 elections, political violence broke out between ANC and IFP supporters at Randgold's ERPM. Three-hundred Zulu workers were retrenched after the parties failed to resolve continued differences between the workers.

Upusa represented these workers and at the time was seen to be linked to Inkatha after the Inkatha Youth Brigade threatened to use violence to force the mine management to re-hire the retrenched workers.

Representatives of Upusa could not be contacted.

COMPANIES

NUM goes into catering business

Nicola Jenvey (60) BD 17/7/96

DURBAN — The NUM's investment arm has taken a 60% stake, worth R48m, in catering company Royal Food Services Royal said yesterday that four of its directors, which it declined to name, would stand surety for a R43m interest-free loan from merchant bank RMB to the Mineworkers' Investment Company (MIC) for the deal. MIC would provide R5m in cash.

MD Rob Strachan said the deal would allow the R80m-a-year company to pursue more catering contracts from the mining and industrial sectors.

Strachan said the deal's structure would allow it to enter a partnership with a broad-based empowerment venture. Royal could be listed once it had

diversified.

Its contracts currently include accommodating and feeding during the construction of Saldanha Steel, contracts with Rainbow Chicken, Gengold's Winkelhaak gold mine, Randgold's Durban Deep gold mine, and hospitals and colleges in KwaZulu-Natal and the Eastern Cape.

The venture is the latest in a string of deals MIC is involved in. It is a shareholder in New Age Beverages, listed retailer Mathomo and transport group Motolink, and holds an option on a stake in cellular phone network operator Vodacom.

MIC is partnered also with Primedia in bidding for Highveld Radio.

Royal could source some of its staff uniforms from Mathomo.

Illegal strike cost Anglo mine R400m in revenues

David McKay

THE recent strike at Anglo American Platinum's Rustenburg mine had cost the mine R400m in revenues, but had not threatened proposed expansions estimated to cost about R600m, the group said yesterday.

It said it was hoping it had not lost more than a month's production from the strike, in which the entire 28 000-strong work force downed tools and were fired.

The lost revenues are equal to 11,6% of Amplat's gross sales revenue in financial 1995 which totalled R3,5bn. The R400m in sales equated to about 150 000oz of platinum.

MD Barry Davison said at least 75% of the work force had now returned to work and the mine — the world's largest platinum producer — would return to full production "very soon".

The corporation planned to contin-

ue evaluating several projects including the expansion of the Amandelbult section of Rusplat. This project, costing at about R90m, would bolster its reef ore production from 440 000 tons a month to 520 000 tons a month.

Market sources have said Rusplat also planned to develop Boschkoppies, an area south of Gencor's Impala lease area, estimated to cost about R500m. However, this project had been put on the backburner, they said.

Davison said the projects, and the proposed 2-million-tons-a-year expansion at the corporation's Potgietersrus Platinum mine would be decided upon "when the group was ready".

Analysts believed the mine was able to continue supplying its customers with stockpiles.

Both Rusplat and Amplats share prices dropped yesterday, with the corporation ending 50c down at R28,50. Rusplat lost 150c, ending at R65,25c.

Star 18/9/96

Miners miss deadline, and their jobs are gone

(213)

Anglo American Platinum's Rustenburg mine has opened its recruitment drive to the public after the total workforce of 28 000 was dismissed earlier this month.

An Amplats spokesman said yesterday more than 21 000 of the workforce, which had gone on an illegal strike, had reapplied for their jobs.

Amplats had reserved the jobs of those dismissed up until yesterday. The remaining 7 000 jobs were now open. - Staff Reporter

Miners to march on Gold Fields

BD 18/7/96 (213)
Renee Grawitzky

ABOUT 70 000 National Union of Mineworkers members will march on Gold Fields mines today to put pressure on the company to revise its wage offer tabled during negotiations within the Chamber of Mines.

The action is also intended to pressure the company into increasing its contribution to the retirement fund. Gold Fields' gold division head Alan Munroe said the company wished to settle with NUM.

NUM said "Gold Fields still pursues its old policies of being hostile to the union and the needs of workers. It had offered a 5% wage hike in response to the union's reduced demand of 20% while most other mining houses had offered more than 5%, it said. NUM said Gold Fields was also refusing to "remove the racist differential between black and white workers' retirement funds. White workers get a 14.5% contribution while black workers get 9%."

Gold Fields has mooted that instead of increasing its contribution money should go into a higher pay offer.

WORKERS FAIL TO REPORT AT GOLD FIELDS

Johannesburg — Gold Fields said yesterday that miners at four of its mines had failed to report for the Wednesday night and Thursday morning shifts. The affected mines were Deelkraal, the Leeudoorn and Libanon divisions of Kloof, and Northam Platinum.



The gold division is headed by Alan Munro, the managing director (Pictured). The group said work was proceeding normally at the Kloof gold mine, Gold Fields Coal and at the O'okiep copper mine.

It said work was also continuing normally at West Dries, though isolated incidents had been reported. Attendance at Black Mountain Mineral Development was about 25 percent.

Gold Fields said that these "unlawful industrial actions" related to protests planned by the National Union of Mineworkers over the 1996-97 wage negotiations.

Meanwhile, a strike is looming at Tsumeb, the group's Namibian copper unit, after the Mineworkers' Union of Namibia declared a dispute during the latest round of wage negotiations — Reuter

(213) CT(BR)

19/7/96

Two killed, four hurt in mine march

RENEE GRAWITZKY
103 908

(213)
20 19/7/96

TWO workers were killed by blows to the head and four injured after shots were fired during marches at Gold Fields' East Driefontein mine yesterday, a spokesman said last night.

Gold Fields spokesman Marion Brower said the two workers were killed in separate incidents during the action. The four were shot in two incidents after the march. She said the police were investigating. It was unclear at this stage who was involved in the shootings and the deaths.

The marches and stayaway action — affecting five Gold Fields mines and involving more than 40 000 workers — were intended to highlight the National Union of Mineworkers' protest against the slow progress of wage negotiations at the Chamber of Mines and the company's failure to table a higher wage offer.

The stayaway affected Deelkraal, Libanon, Leeudoorn, East Driefontein and Northam mines while Kloof, Greenside, O'Kiep and West Driefontein operated normally.

Meanwhile, negotiations at the Chamber continued yesterday.

□ Reuter reports that a strike is looming at Gold Fields of SA's Namibian unit Tsumeb Corp after the Mineworkers' Union of Namibia declared a dispute during the latest round of wage negotiations. The union and management had refused to back down on their demands and offers. "We declared a dispute in our wage negotiations with Tsumeb last Friday. For the past six years, the management has offered its workers salary increments in the range of 5% to 8%, far below the inflation rate," union Tsumeb branch chairman John Nekundi said. The union wanted a 14,5% wage hike while management had offered a 7% hike.

7 000 quit mine again

(213) ~~STW~~ 20/7/96

About 7 000 employees who embarked on an illegal strike at the Amandelbult section of the Rustenburg Platinum Mine in North West Province have been fired, mine management said yesterday. RPM's entire workforce of 28 000 workers was fired for participating in an illegal strike three weeks ago. Most of the 28 000 employees were re-employed. "These former employees, who were re-employed over the past few days, have decided not to go back to work and have reiterated their demands concerning the repayments of the death benefit and long-service payments," the mine said. Management said it had informed the employees that their demands could not be met "and in light of their refusal to return to work, their employment has again been terminated" - Sapa.

7 000 miners go on strike again after being rehired

By CAROL PATON (213) ST 21/7/96

AFTER barely a week back at work, 7 000 miners at Rustenburg Platinum Holdings, who were fired earlier this month for an illegal strike, have downed tools again.

Gwede Mantashe, the assistant general secretary of the National Union of Mineworkers, said the new strike was "provoked by management" who had ordered mine security to remove four workers who had failed to sign new contracts. He said the four were hauled from their places of work and expelled from the mine.

The 7 000, from the Amandelbult section of the mine, were fired on Friday, for the second time in a month.

The strike at Rustenburg Platinum Holdings, the world's largest platinum producer, earlier this month involved all 28 000 employees, who were demanding the return of their benefits including tax, UIF and pension payments, and long-service bonuses. It was led by a renegade committee of workers against the advice of their union.

It ended in the firing of the entire workforce, 22 000 of whom reapplied for their jobs.

Mantashe said "If Amplats had wanted to do a selective recruitment, it

should have done so at the point of recruitment, not when people have been on the job for four days."

The union is to speak to the workers at a meeting in an attempt to persuade them to return to work by tonight.

Mantashe said management had agreed to reinstate those on strike as well as the four workers who had been evicted.

An Amplats spokesman, Johan Adler, did not dispute the union's account of events. But he said managers had at first received a different version, believing that the latest strike was over the same issues as the earlier one.

They had been unaware that the eviction of the four workers had sparked the strike, he said.

"We have agreed that workers will be reinstated, and now we'll wait and see if the NUM can deliver."

Adler said Amplats was also willing to discuss the reinstatement of those fired earlier under their previous service terms.

● In other mine-related industrial action this week, four people died at East Driefontem near Carletonville during a one-day strike over wages.

The workers were killed in fighting between the NUM and the United Workers Union of South Africa which had not supported the strike.

Desperate efforts to reduce tension at W Rand mine

(213)

Heavy police presence at East

Driefontein mine as more deaths

reported over weekend

Star 22/7/96

BY STUART KELLY

Management and union leaders are trying to defuse tensions at Carletonville's East Driefontein mine where 15 miners have died in clashes since violence broke out during a march there last week.

Strike-related clashes began on Thursday when two people died as a result of blows to the head after a march.

Another two were reported to have died on Friday.

Police reported a further 11 deaths and 29 injured after fighting broke out again on Saturday.

The toll, initially reported yesterday as seven by the mine owners Gold Fields increased when four miners died of wounds suffered during the clashes.

Their names are being withheld until the next of kin have been informed.

A spokesman at the mine said fighting broke out in the compound at about 10:30pm on Saturday.

The situation at the mine appeared calm yesterday with a heavy police presence in the vicinity. Mine managers, the police and the NUM were meeting to discuss the situation. The clashes follow a one-day strike on Thursday organised by the union.

Workers from East Driefontein, Deelkraal, Leeodoorn, Libanon and Northam mines had failed to report for work on

Wednesday and Thursday in frustration at the slow progress of wage negotiations.

Workers returned to work on Friday. The

disruptions are estimated to have cost the mining house an estimated R7-million to R8-million in lost production.

According to a statement by the NUM, Gold Fields was offering a 5% wage increase in response to the union's demand of 20%.

The NUM had given the mining house seven days to respond to its demands or face further industrial action.

**NUM wants
20% rise,
Gold Fields
offering 5%**

NEWS NATIONAL

Fight at mine claims 11 lives

(213)

Sowetan

22/7/96

By Charity Bhengu

ELEVEN mineworkers were killed and 29 seriously wounded in an apparent faction fight between Zulu and several other tribesmen at the East Driefontein Goldfields Mine in Carletonville at the weekend

Speaking at the East Driefontein offices yesterday, Goldfields' manager Mr Gavin Hepburn said seven people died at the scene on Saturday evening and the four others at the hospital

The clash followed an illegal strike and stayaway by members of National Union Mineworkers whose demands included a wage increase

Join the action

The fight was allegedly triggered off by the refusal of United Workers Union of South Africa member to join the action

The conflict between Xhosa, Basotho, Bapedi and other nationalities at the hostel against the Zulus led to loss of lives and some mineworkers had to flee for their safety

Members of South African Police Services cordoned off the area to prevent further bloodshed. A satellite police station was set up to monitor the situation. Police also confiscated weapons and lined up their trucks as a dividing line between the factions

A member of the provincial legislature in Gauteng, Mr Mondli Gungubele told Hepburn that hostel dwellers were divided according to tribes and put into separate blocks. "The atmosphere is fertile for such crisis and has created mistrust among our people," he said

Expelling workers

Gungubele alleged that management was expelling South African workers and replacing them with foreigners which was also creating tension

A mineworker who withheld his name said management was supposed to give them an annual increase at the end of June but had failed

Sowetan reporters were refused entrance to where the warring party were staying



A group of mineworkers belonging to Uwusa who refused to go on strike carry their belongings to a safe area where police used their vehicles to form a dividing line between the fighting factions.

PIC VEI NHLAPO

NEWS NATIONAL

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A group of mineworkers belonging to Uwusa who refused to go on strike carry their belongings to a safe area where police used their vehicles to form a dividing line between the fighting factions.

PICTURE BY VETI NHI APD

Another strike hits Rusplats

(213)

From Bloomberg

CT(PK) 22/9/96

Johannesburg — Another strike hit Rustenburg Platinum (Rusplats) on Friday, halting production at the Amandelbult section of the world's largest platinum mine, Anglo American Platinum (Amplats) has said.

The company said on Friday it fired the 7,000 employees who staged the strike only days after rehiring them.

These employees "have decided not to go back to work and have reiterated their demands concerning repayments of death benefits and long-service payments", the company said.

Production at Rusplats had resumed in stages earlier last week after being halted by a strike that lasted from June 25 to July 16 and cost the company almost R400 million in lost revenue.

Amplats rehired many employees last week after dismissing its entire workforce of about 28,000 for refusing to end the previous illegal strike. The company was forced to shut down production at Rusplats' platinum operations during the strike.

Mining resumed last Tuesday after the company rehired most of its former employees who agreed to sign new contracts.

The Amplats share price closed 5c lower at R28,95 on Friday, while Rusplats gained 200c to R69,50 as the platinum price rose \$1 an ounce to \$394.

Also on Friday, Gold Fields said it had lost between R7 million and R8 million in gold revenue because of the strike on Thursday, although production could be made up later in the quarter.

Gold Fields said employees had returned to work at Black Mountain, Deelkraal, East Driefontein, Leeudoorn, Libanon and Northam.

The gold mines, Deelkraal, East Dries and Libanon, could make up their production losses from Thursday, Gold Fields said.

Dismissed Amplats miners return to work

BD 22/7/96 (213)

Reneé Grawitzky

SEVEN thousand mine workers dismissed by Rustenburg Platinum Holdings for a second time within weeks were expected to report for work on the night shift last night, the National Union of Mineworkers (NUM) said yesterday.

The union's assistant general secretary Gwede Mantashe said that 7 000 workers at the mine's Amandelbult section had embarked on a strike after four NUM members, who had been working for four days, were picked up by mine security and removed from the mine.

He said that management had kicked 11 workers off the mine as they were seen as troublemakers.

Amplats spokesman Johan Adler said that initially the mine management thought the strike had been sparked off by earlier demands which had caused the dismissal of 28 000 workers.

The first strike was in support of demands relating to repayments of PAYE, UIF, death benefits and long-

service bonuses

Amplats thought the second strike was over the demand for the repayments of death benefits and long service bonuses.

He said the 11 mine workers had been removed from the mine because they had been trespassing. These workers had begun working without signing a new contract of employment.

Mantashe said that following a meeting with Amplats management it was agreed to re-employ the 7 000 workers as well as those who had been removed from the mine.

He said the NUM was taking workers back to the hostels yesterday and it was hoped they would return to work for the night shift last night.

Adler said that those workers who had been removed from the mine would be re-employed on the understanding that a disciplinary inquiry would be held to ascertain how they had gained access to the mine without signing the new contract of employment.

Sacked miners in cold sit-in on Madiba's lawn

Thousands of miners sacked from a Rustenburg platinum mine say they will not move from the doorstep of President Mandela's Union Buildings' office until he intervenes in their plight

About 5 000 miners braved the cold last night during a sleep-in on the Union Buildings lawns to demand his help in resolving a dispute with the mine. This morning they warmed themselves next to open fires on the lawns, while some were wrapped in blankets to keep away the cold.

Beer cans and bottles and other

liquor containers were strewn across the gardens, while police kept a watchful eye on toy-toying workers.

A spokesman for the workers, Ezekiel Mkhwanazi, said the workers were still claiming death benefit contributions, as well as payment of long-service awards.

Mkhwanazi said they were also insisting that ex-employees, removed from the mine for trespassing, be reinstated.

He said the mine's management had made it clear in talks with the union that these de-

mands could not be considered.

"We've long been treated as children by the mine's management and we're now going to bring it to an immediate halt," Mkhwanazi said.

He said miners' representatives were still engaged in talks this morning with senior officials from the president's office.

A spokesman for President Mandela said discussion would be held between the miners, the National Union of Mineworkers and the Department of Labour -

Own Correspondent

(213) Star 23/7/96

Union rivalry behind East Driefontein mine violence

Ingrid Salgado and René Grawitzky

GOLD Fields' East Driefontein mine in Carletonville was quiet but tense yesterday as miners started returning to work after violent clashes which left 11 people dead and 29 injured.

Management, employee and union representatives, as well as the SAPS, were in talks yesterday to facilitate the establishment of a peace forum. Agreement was reached on the election of peace monitors, the handling of dangerous weapons and the return to work of all employees, management said.

Police spokesman Supt Mhica Moss said it appeared the violence had begun because of conflict between members of the National Union of Mineworkers (NUM) and the IFP-aligned United Workers' Union of SA (Uwusa).

Sources said Uwusa, at a joint union meeting yesterday morning, refused to allow Gauteng premier Tokyo Sexwale to address workers during a visit to the mine because he was an "ANC person". Later Sexwale met NUM and Uwusa representatives and visited several injured workers.

Moss said that members of both unions were among the 11 dead. Police could not release names of the deceased as their next of kin had not yet been informed. The deaths were mainly caused by head wounds from assaults with dangerous weapons, she said.

Police did not expect further violence. They would continue monitoring the situation from a mobile satellite station erected on the mine's premises.

The last group of workers was expected to report underground late yesterday. Gold Fields spokesman Marianne Bower said workers had begun returning to work by yesterday morning.

Peace monitors were briefed on their responsibilities yesterday afternoon and would be deployed to shafts as soon as possible.

Violence at the mine began last Thursday when two workers were killed during protest marches to highlight the NUM's dissatisfaction at the slow progress of wage negotiations at the Chamber of Mines, and the company's failure to table a higher wage offer.

Another two workers died later from their injuries, while an additional seven people died after re-

(213) RD 23/7/96

newed fighting on Saturday night. NUM Carletonville regional coordinator Frans Baloyi said it was believed that the day before Thursday's march, mine management offered to assist Uwusa in ensuring that its members could report to work. NUM believed management could have used this tactic to divide the work force.

At Deelkraal, management had also held a meeting with Uwusa members, but workers there had indicated they would not report for work.

Baloyi said that on the day of the march, as workers were returning to their residences, shots were fired from a hostel housing Uwusa and Zulu-speaking NUM members. Workers at East Driefontein are housed along ethnic lines. A number of Zulu-speaking NUM members participated in the march.

Baloyi provided no detail on how the violence started on Saturday. However, most of those killed were believed to be from the Uwusa-dominated hostel.

The violence was reminiscent of that which erupted between NUM and Uwusa members more than a year ago at Gold Fields' Deelkraal mine.



An uneasy peace reigned at Gold Fields' East Driefontein gold mine yesterday. Miners started returning to work after violent inter-union clashes in which 11 people died. Picture: TREVOR SAMSON

Amplats flexible about miners' return to work

Ingrid Salgado

(213)

BO 23/7/96

SEVEN thousand dismissed mine workers at Rustenburg Platinum Holdings were expected to report for work last night after failing to return to work in time for Sunday's night shift.

NUM spokesman Judith Weymont said yesterday Amplats management had agreed at a meeting with union representatives yesterday morning that workers could report for work by last night.

Union representatives, including assistant general secretary Gwede Mantashe, travelled to the mine yesterday to relay the decision.

Amplats spokesman Johan Adler said mine management was "flexible" about when workers returned to work, and had set no deadline. Following a union undertaking, he expected employees to have reported for work by this morning.

NUM said at the weekend it expected workers to report by Sunday night. It was unclear yesterday why this had not happened.

Seven thousand workers at the mine's Amandelbult section were dismissed for the second time this month when they started a strike to protest against 11 workers — who had not re-signed contracts — being ejected from the mine for trespassing. Amplats agreed at the weekend to re-employ the 7,000 as well as those removed from the mine.

Go back to work - Madiba

(213) Sowetan
24/7/96

PRESIDENT Nelson Mandela yesterday called on striking workers at Rustenburg Platinum Mines to return to their jobs while negotiations to address their grievances continued

He was addressing more than 2 000 mineworkers who had spent the night in the open on the lawns of the Union Buildings in Pretoria. They gathered on Monday morning, demanding to see him

Mandela said it was not fair for anybody to have to sleep in the open in the cold weather

He said he hoped the mine management would approach the matter in a humane manner

Earlier, Mandela spoke to representatives of the mineworkers and asked National Union of Mineworkers president Mr James Motlatsi to take up the matter with owners of the mines, Amplats

The mineworkers were among the 28 000 dismissed on June 27 after an illegal two-day strike. They accused management of refusing to pay them certain benefits which they accumulated under the previous owners, JCI

On July 8 they were evicted from the mine hostels

Sapa.

Rustenburg's strikers have returned to work

Renee Grawitzky

(213) BD 25/7/96

THE strikers at Amandelbult section of Rustenburg Platinum Mines, who congregated outside the Union Buildings on Tuesday, returned to work yesterday, Amplats said.

Amplats spokesman Johan Adler said yesterday that all the 7 000 workers who started a second illegal strike last week had returned to work and Amandelbult section was gearing up for full production. He indicated that a few vacancies still existed at Union section and that a delegation from the National Union of Mineworkers was at the mine negotiating on behalf of NUM members to ensure their re-employment.

Rustenburg section was already in full production, he said.

President Nelson Mandela's spokesman Parks Mankahlana yesterday clarified how Mandela came to meet strikers outside the Union Buildings on Tuesday.

Mankahlana said Mandela had heard strikers were gathered outside, and requested a meeting with union representatives. He said the strikers had told the president that despite reports that they refused to return to work, they did wish to return to work. But they indicated that their employer would not allow them back.

Amplats said yesterday that some strikers had failed to heed the deadline by which time they had to reapply for their jobs, and the company had begun employing from outside the work force.

MINING - STRICES

1996

AUGUST - DECEMBER

Amplats shrugs off labour disruptions

20/1/8/96 (213)

David McKay

ANGLO American Platinum Corporation lifted attributable income to R319,5m (1995: R265,3m) for the year to June as the higher rand platinum price offset production disruption and lacklustre dollar prices.

Group companies Lebowa, Potgietersrust and Rustenburg recorded higher mining income of R214,8m (R197,8m) which was boosted by increased dividends from the group's diamond and other investments of R124,4m (R88,6m). The outcome was a 19,6% increase in pre-tax income to R397,7m which, after tax of R78,2m (R67,3m), translated into a 30c earnings a share increase to 190,3c.

Total capex at the three companies fell to R404,9m (R442,7m)

Rusplats' taxed profit increased to R405,1m (R384,9m) after increased mine output, a weaker rand and an improved dollar price for nickel.

MD Barry Davison said about 98% of the work force at Rusplats had returned to work after renewed strikes at the mine, but the situation remained volatile. It had lost 97'000oz of refined

material worth about R250m in sales revenue. The mine would try to make up the lost production and reduce potential lost revenue, but he did not expect all the costs to be recovered.

The weaker rand, and better nickel prices coupled with increased refined production levels of platinum group metals, helped Potgietersrust Platinum to a taxed profit increase of R13,9m to R144m. Davison said Lebowa remained the "problem child in the Amplats stable", dropping taxed profits to R6,6m (R25,3m).

Davison said the group had completed plans on expansions at the Amandelbult and Boschkoppies sections of Rustenburg Platinum. The go-ahead for these projects would depend on findings of certain studies. However, the expansion at Lebowa Plats had been shelved pending clarity on the implications of the judgment from the Trojan Exploration case.

Despite reduced production at Rusplats in the first month of the current financial year, the group expected sustained earnings.

Picture: Page 3

Coal strike cuts railage 30%

Nicola Jenvey

BD/18/96 (213)
DURBAN — The industrial action at Richards Bay Coal Terminal had cut the daily throughput of coal railed to the terminal by 30%, Spoornet said yesterday.

Spoornet officials said the terminal, SA's main conduit for coal exports, had experienced "severe backlogs" as a result of the dispute with the Transport and General Workers' Union.

Terminal management had previously played down the effect of the action.

About 168 000 tons of coal were railed into the terminal on a normal day, Spoornet said.

On current spot coal prices, coal worth at least R7m was held up for each day of the current dispute.

Terminal management and the union said yesterday that the lock out would end, with employees resuming work yesterday afternoon.

Normal operations were expected to commence from the 6am shift today.

The dispute flared early last week, affecting 222 of the terminal's 500 employees. The union

said management had locked out the employees on Sunday.

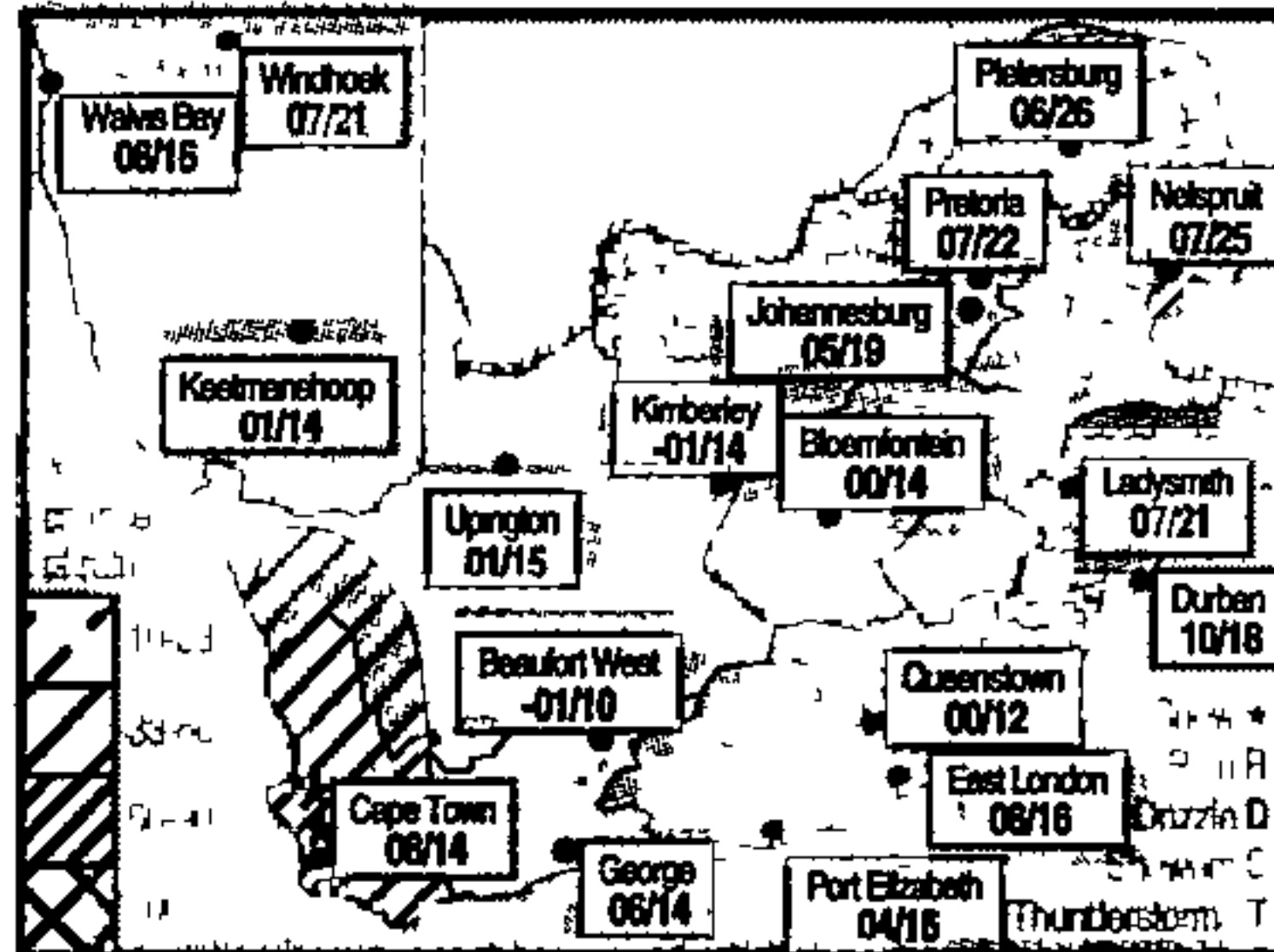
The terminal, jointly owned by coal producers such as Ingwe and Anglo American Coal Corporation, had sought to minimise disruption by extending shifts for other employees.

RBCT corporate relations manager Russell Taylor said the terminal had not denied ships access to coal during the

week, but loading times had "sometimes been longer than normal".

Shareholders were liable for any costs incurred such as holding ships at sea and the industrial action, maintenance for key yard equipment and heavy rains would lower the terminal's output for July. RBCT aims to export 60 million tons this year, and achieved a record 6-million tons for June.

TODAY'S WEATHER



GAUTENG FINE and mild	NORTHERN CAPE CLOUDY and mild
NORTHWEST FINE and mild	EASTERN CAPE FINE and mild
NORTHERN PROVINCE FINE and mild	WESTERN CAPE CLOUDY and cold with showers
MPUMALANGA	

Strike link ruled out in death of miners

(213) Star 1/8/96
A security guard and a locomotive driver have been murdered in separate incidents at the Rustenburg Platinum Mine, the Anglo American Platinum Corporation said yesterday.

The incidents were not related to a recent strike at the mine, the company said in a statement.

In the first incident, an underground locomotive driver was fatally stabbed during a work-related argument with another driver at Amandelbult section on Tuesday

At Union section yesterday morn-

ing, a Protea Security employee was abducted and murdered "by a group of people at Sifikhele village" outside the section, the statement said

"The incident did not take place on mine property Protea Security had been retained by RPM on a contract basis to ensure adequate security at the mine during the unrest period," the statement said, adding the management's "deep regrets".

The victims' names would be released once their families had been informed - Sapa

Implats workers down tools as clothing strike is set to cool off

27 (en) 1/2/96

(213)

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~~(152)~~

a solution to the dispute from both sides," Patel said.

He emphasised that the two parties would have to search "long and hard" within their respective mandates for a position that would produce a settlement.

Peter Cragg, the executive director of the Cape Clothing Manufacturers' Association, was confident that Nupen could bring the parties to settlement.

"He is a seasoned mediator both parties have enormous respect for him

"We will have to see what common ground exists."

to report for the night shift, he said

Anne Dunn, an Implats spokesman, said last night that about 800 workers had reported for duty at the mineral processing plant, but that between 3 000 and 4 000 workers had refused to report for duty at the Bafokeng North mine.

But she had no details as to the position at the Wildebeestfontein South mine.

"All is peaceful so far, but we do not know what to expect on Thursday," she said.

The workers are demanding wage increases of between 8,5 and

12 percent, an increased living allowance of R400 a month from the present R350 for those workers who do not stay in mine hostels, as well as company medical aid for workers on lower grades.

"We were supposed to meet management on Wednesday night, but this has been postponed by the workers' decision to go on strike

"We hope to meet management on Thursday night to negotiate possible solutions," Mahlakang said.

This comes just as the strike that has disrupted the clothing industry for a week appears set to wind down today after another round of

mediation between the South African Clothing and Textile workers' Union (Sactwu) and the National Employers' Caucus of the Clothing Industry.

Mediation, under the independent mediator Charles Nupen, started last night in Cape Town, with both parties cautiously optimistic that a settlement could be forged.

"Nupen has the tough task of coaxing the union and the employers from their uncompromising stance on wage increases

Sactwu is demanding an increase of 10 percent, while the

employers have offered 8 percent. The employers have, however, indicated a willingness to negotiate in the 8 to 8,5 percent range.

But a settlement is unlikely to see conditions in the clothing industry return to normal today as union leaders and clothing industry negotiators will have to hold feedback meetings with their respective members.

Eirahm Patel, the deputy secretary-general of Sactwu, said there was a greater prospect for a settlement than there was at last week's mediation meeting.

"I sense there is a desire to find

Jonathan Rosenthal & Marc Hasenfuss

Johannesburg—Impala Platinum Holdings workers downed tools last night in support of wage and other demands, Mahlakang

Mahlakang, the Rustenburg regional co-ordinator for the National Union of Mineworkers, said late last night.

The decision to strike was taken at three mass meetings held yesterday.

Mahlakang said all 27 000 workers would down tools, starting with last night's shift. The strike, all members of the NUM, failed

Mining standstill after guard slain

(213) *STW 2/8/96*
A security guard has been killed and intimidation at the Rustenburg Platinum Mine owned by Amplats has brought work in one section to a virtual standstill, a mine spokesman said this morning.

Johan Adler said a security guard was killed on Wednesday. The murder is alleged to have been committed by men among the 28 000 who were sacked after an illegal strike last month. About 21 000 were subsequently rehired.

But reports that he had been mutilated by castration and having his tongue cut out have not

been confirmed.

Rustenburg police are investigating allegations that a Rustenburg Platinum Mine security guard was abducted, mutilated and killed at the mine earlier this week.

North West police spokesman Captain Koos Degenaar said police would confirm today whether there was any truth to a "township rumour" about the murder and mutilation of a mine security guard in Sifikhele Village on Wednesday.

"According to reports, a man was castrated and his tongue cut out in

Union Section, but we are struggling to confirm this," he said.

A police team has been sent to the state mortuary to ascertain if a mutilated body had been brought in this earlier week.

Adler also denied reports that hostages were being held.

Adler said there was a "huge" intimidation problem which had led to workers appealing for mine management and government protection.

Labour Minister Tito Mboweni intervened at the mine yesterday - Staff Reporters

Mine killing: Mboweni et 2/8/96 intervenes

(213)

JOHANNESBURG: Labour Minister Mr Tito Mboweni intervened to defuse tensions at a mine here yesterday after a white security guard was mutilated and killed by black workers.

The Rustenburg Platinum Mines security guard, whose name was not released, died of his injuries after he was castrated and had his tongue cut out, it was reported here.

Mboweni, who said he would spend the night at the mine in negotiations with company management and a group of workers expelled from the mine last month, emphasised that the government would not condone violence in industrial disputes.

"We condemn in the strongest terms the murder of anybody on issues related to labour relations," he said.

"We don't condone that kind of action."

Rustenburg Platinum Mines had two wildcat strikes last month with workers demanding repayments of their death benefit contributions and long-service payments. — Reuter

Impala makes new offer to end strike

Reneé Grawitzky

IMPALA Platinum Mines last night tabled a revised wage offer during a meeting with the National Union of Mineworkers in order to resolve the one-day-old strike by 28 000 workers.

The strike began on Wednesday night when workers failed to report for the night shift.

Although the majority of workers had voted in favour of a strike and the union had given mine management 48 hours notice from Friday of their intention to embark on strike action, Impala management had been hopeful that the strike would be averted.

Platinum analysts had also believed that the strike would not take place and that a settlement would be achieved.

Impala and the National Union of Mineworkers were scheduled to meet on Wednesday night in an attempt to resolve the wage dispute but the meeting was postponed until last night.

Impala spokesman Anne Dunn said the meeting last night had been fruitful and a further meeting was scheduled to take place this morning. She said the union had indicated that it would refer back to its members. Management would not divulge what the revised offer was.

When the dispute was declared, the union was demanding increases ranging between 8,5% and 12% while the company had offered 7,44%. The current minimum underground wage is R1 043 and the minimum surface wage is R925 a month.

SD 2/8/96 (213)

"We have balloted and given management plenty of time to reconsider their offer before embarking on strike action," said NUM's Rustenburg regional co-ordinator Mahlakeng Mahlakeng.

Sources indicated that even if the parties were able to settle last night it was unlikely that the workforce would recommence work before next week.

The union said other issues in dispute related to medical aid and an increase in the living out allowance. The union was demanding that medical aid should cover all workers, not only those above grade 8, and that management should pay 50% of contributions.

The current living out allowance is R335. The union was demanding an increase to R400 a month.

The situation at the mines was peaceful and essential service workers had reported for duty.

In the build-up to the strike, analysts felt it was unlikely the strike would have an impact on the platinum price, which closed yesterday at \$398,50.

The price rose on Friday after it was rumoured that Russian stockpiles were dwindling after platinum shipments to Japan had been delayed.

Analysts said the price had reacted to such rumours and not to predictions of a strike at Impala, even in the wake of the lengthy strike at Amplats.

Impala produces close to 1-million ounces of platinum a year. SA produces more than half the world's supply, which amounts to about 280 000 ounces a month.

NUM declares wage dispute with mines

Reneé Grawitzky

BD 2/8/96

(213)

THE National Union of Mineworkers has declared a wage dispute with the Chamber of Mines after nearly two months of intense negotiations.

The union has reduced its demand to 13%. NUM said yesterday the chamber offer for gold mines ranged between 4% and 7,5% while the chamber said the offers ranged between 5% and 7,5%. For collieries the chamber offer ranged between 6,75% and 10%.

Increases being offered vary among mining houses. This year mining houses, including JCI and Gengold, have offered basic increases plus 1% to 2% in "variable pay" increases.

Agreement on wages could also depend on agreement on a number of issues raised by various mining houses during meetings with the union. These relate to Gold Fields' failure to collapse job category 1 into category 2 as part of NUM's demand for broad-banding. The demand for a 1% pre-tax payment by employers to an education and training fund and three months paid maternity leave are also in dispute.

(213) ST 4/8/96

Mboweni brokers deal to end strike

By CAROL PATON

THE Minister of Labour, Tito Mboweni, said yesterday that he had succeeded in brokering a deal between management and dismissed workers at Rustenburg Platinum Mines, bringing to an end the anarchy that had seen three strikes since the end of June and the stoning to death of a mine security guard this week.

Mboweni said that, after 34 hours of negotiations, management had agreed to re-employ all the workers who had been dismissed after June 25, when 28 000 workers downed tools demanding the return of their tax, unemployment and provident fund contributions and the payment of various benefits and bonuses.

Most of the 28 000 were re-employed after the first strike with the exception of about 600 workers.

Mboweni said that, in terms of the deal, the workers, who have broken away from the National Union of Mineworkers (NUM) and formed an unelected committee called the Five Madoda, had to undertake never to raise their demands again and to stop interfering with or intimidating other workers immediately.

Mboweni intervened on Thursday after the Five Madoda brought the workers out on strike for the third time in a month and a security guard, who was filming them, was killed. "The situation was getting out of control. I had to intervene to end the dispute once and for all," he said.

Rusplats workers are urged to return

Susan Russell

(213)
BD 5/8/96
LABOUR Minister Tito Mboweni has urged workers dismissed from Rustenburg Platinum Mines after going on an illegal strike a month ago to accept reinstatement in a bid to resolve the acrimonious labour dispute at the mine, which left a security guard dead last week.

Mboweni intervened last week after ongoing labour unrest at the mine escalated with the murder of a security guard and the intimidation of employees

After more than a day of discussions between Mboweni, Amplats management and a delegation of dismissed strikers, which began behind closed doors in Rustenburg last Thursday, nego-

tiators emerged with a list of proposals for the re-employment of dismissed workers.

In terms of the proposals all dismissed strikers who have not yet applied for employment may do so by August 16. Criteria that will be used to allocate positions will include skills required and length of service. The re-employment offer will be limited to workers who were dismissed on or after June 25 and excludes anyone dismissed before those dates

The return to work is unconditional and subject to dismissed employees permanently dropping their demands relating to payouts of death benefits, the unemployment insurance fund, PAYE, long service and the platinum bonus

Re-employed workers will also

have to cease all intimidation and interference with other employees immediately. Dismissed illegal strikers will also have to sign on under conditions applicable to new employees

The proposals also provide that future discussions and negotiations affecting any terms and conditions of employment will only be undertaken through officially recognised and registered trade unions. Re-employed workers will also have to agree not to embark on any further illegal industrial action.

Labour ministry spokesman Jerry Majatladi said Mboweni had strongly urged all dismissed strikers to accept the proposals as a basis for restoring stability at the mine.

Implats in negotiations

Reneé Grawitzky (213)

DD 6/8/96

IMPALA Platinum
Mines management remained locked in negotiations last night with the National Union of Mineworkers in a bid to end the three-day-old wage strike.

The strike revolved around a union demand for wage increases of between 8,5% and 12%, medical aid improvements and a R65 increase to the living-out allowance.

Negotiations continued yesterday after the union rejected a call by the company for a return to work. The union has rejected a revised offer tabled by the company late last week. The company's increased wage offer — from 7,44% to 8% — was revised in yesterday's negotiations which will continue today.

The company said the strike has resulted in lost revenue in the region of R28m.

Implats again revises wage offer to strikers

By Guy Oliver

LABOUR EDITOR

Johannesburg — Impala Platinum Mine management presented the National Union of Mineworkers with a second revised wage offer last night in an attempt to break the strike at the mine during a third bout of negotiations

The entire 25 000 workforce remained on strike yesterday, with a 1,5 percent wage differential between the two parties creating the expensive impasse

Anne Dunn, an Impala Platinum Mine spokesman, said last night, after the full day of negotiations had been adjourned, that "a revised offer has been made by management" She said the offer could not be disclosed and the two parties would resume negotiations at midday today

"It's looking more hopeful and certainly sounds more positive," she said

Three and a half days of production at the mine have been lost, costing Impala about R28 million in lost revenue The strike began last Wednesday when the night shift became the first group of workers to heed the strike-call ballot precipitated by the annual wage negotiations

The union rejected the 7,44 percent annual wage increase offered by management and then refused

management's revised 8 percent wage increase offered on Thursday, after the union leadership had consulted its members

Dunn said earlier yesterday that the management's request that employees return to work during the negotiations had also been rejected by the union.

"I don't know if management will make further concessions, they are hoping the unions make a move now," Dunn said

Nelson Radebe, the NUM's regional organiser in Rustenburg, said the union was demanding a 9,5 percent wage increase and a R65 increase in the monthly living-out allowance to R400 He said the minimum monthly wage at Impala was R925 Radebe said about 95 percent of the workforce were union members, and that the 5 percent of non-union members had joined the strike voluntarily.

Meanwhile, production at Rustenburg Platinum Mines, the world's largest platinum mine, was returning to normal yesterday after a strike that had plagued the mine since June 25 The strike cost Implats, the owner of Rustenburg Platinum, about R225 million in lost revenue, Johan Adler, an Implats spokesman, said

"The situation at Rustenburg section is back to normal, although a high rate of absenteeism has been reported"

(213) ET (BR) 6/8/96

Impala wage strike ends

Reneé Grawitzky

(213)

THE four-day-old strike by 28 000 National Union of Mineworkers members at Impala Platinum Mines has been resolved and an agreement on wages reached.

The night shift was expected to go underground last night.

The strike was in support of the union's demand for wage increases ranging from 8% to 12%, with the company offering 7,44% improvement to the living-out allowance and medical aid.

The agreement signed yesterday provided for an average increase of 8,5% and improvements to the housing allowance. A medical aid committee is to investigate medical care with a view to providing the same health care conditions for all employees.

The company indicated there had been a loss of R36m in revenue and 16 000 ounces of refined platinum.

Meanwhile, Amplats reported that workers were returning to work.

BD 7/8/96

Wage compromise brings Impala strike to an end

CT (MR) 7/18/96
By Guy Oliver

LABOUR EDITOR

Johannesburg — The five-day strike at Impala Platinum ended yesterday after the mine's management and the National Union of Mineworkers compromised on annual wage increases and agreed to an 8,5 percent average across-the-board increase.

Mahlakeng Mahlakeng, the union's regional co-ordinator, said the wage increase would be backdated to July 1, but wages lost in the strike would not be reimbursed.

The strike cost Impala about R36 million in revenue and 16 000oz of lost platinum production. Workers lost about R11 million in wages.

Anne Dunn, an Impala spokesman, said the strike had not necessarily hurt labour relations at the mine. "We've built a

(213)
fairly strong relationship with the unions

Despite going to a strike we still have a good relationship."

The strike started after the management's 7,44 percent wage offer was rejected by union members last Wednesday after a strike ballot. The union was demanding a 9,5 percent increase.

The deadlock was broken on Monday night after Impala offered an 8,5 percent increase. Last week, the mine had offered 8 percent.

A union demand that the living-out allowance be raised by R65 to R400 was not met. Mahlakeng said a joint management-union team would be established to investigate allowances and would report its findings in the next three months.

About 43 percent of the mine's 28 000 employees live outside its hostels.

NUM pay dispute unresolved

Reneé Grawitzky

THE National Union of Mineworkers (NUM) and De Beers met in mediation yesterday without being able to resolve their wage dispute, but plan to meet in conciliation board next Friday

The union continued this week to mobilise its members in the build-up to a conciliation board meeting with the Chamber of Mines next Thursday. NUM applied for a conciliation board following the declaration of dispute last week with the chamber.

To speed up the process, the parties jointly agreed on an independent chairman, the Independent Mediation Services of SA's national director Thandi Orleyn,

20 8/8/96 (213)
to chair the meeting.

The union was demanding a 13% increase while the chamber has offered between 6,75% to 12% on collieries and between 5% and 7,5% on gold mines. The union said last night that during mediation with De Beers yesterday the parties moved slightly closer to each other. The union revised its demand from 12,5% to 11% on actuals while the company amended its offer from 8,5% to 9%

Marches involving thousands of workers took place at two mines yesterday. NUM said the marches were part of the build-up to a march on the Chamber of Mines on August 17 to commemorate the 50th anniversary of the 1946 mineworkers' strike

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NEWS BRIEFING

CF (BR) 8/8/96

NUM and Chamber of Mines head for conciliation on wage talks

Johannesburg — The National Union of Mine workers (NUM) and the Chamber of Mines will go to conciliation next week in a bid to resolve the strike affecting the industry.

The NUM declared a strike with the chamber last Thursday. The picket line prevented coal and gold mining management. The union had demanded a 13 percent increase. Frans Barker, the chamber's spokesman said gold miners had been offered an increase of between 5 percent and 7.5 percent and coal miners increases of between 7.5 percent and 10 percent.

Indith Woynton, a spokeswoman for the NUM said yesterday that more than 6 000 unionists had marched at Gengold's Winkelhaak mine near Evander demanding the increase. Gengold has offered a 7.5 percent and a conditional 2 percent. At JCI's Randfontein Estates about 10 000 workers marched to demand the increase. JCI is offering 7.5 percent. The NUM has scheduled a march next Saturday to coincide with its 50th anniversary celebrations. — Guy Oliver

Miners set to march over pay

(213) Star 9/18/96

Thousands of members of the National Union of Mineworkers are expected to march through the streets of Johannesburg next week to protest against the low wage offers that mining houses have laid on the table in the latest round of negotiations.

Marches organised by NUM officials were held on several mines this week as part of the buildup to the August 17 march, NUM spokesman Judith Weymont said.

She said 10 000 workers marched at Randfontein's JCI Estates on Wednesday to demand that the company increase its 6,75% wage offer to match the NUM demand of 13%.

Meanwhile, Independent Mediation Services director Thandi Orleyn will chair a mediation session between the NUM and the Chamber of Mines on Thursday.

In reply to the union's 13% across-the-board demand, the chamber is offering between 6,75 and 12% for collieries and between 5 and 7,5% for gold mines. The NUM is locked in another impasse with De Beers — Staff Reporter

600 miners miss work

(213)

Reneé Grawitzky

BD 13/8/96

AN ESTIMATED 600 Zulus from Gold Fields' Northam Platinum Mine near Thabazimbi failed to report for work yesterday and asked to be moved out of the hostel because of weekend clashes which left six mine workers dead.

The company indicated that the cause of the violence was not yet known, but it appeared to originate from a fight in the bar at the hostel complex on Friday night which left four people dead. Two mine workers were killed during a resurgence of clashes on Saturday night.

The NUM said it was not clear what sparked the violence. However, the union had received information which indicated hostel residents attacked Zulu residents because they believed mine management was helping them to bring weapons into the hostel so they could attack other workers.

The union believed that those killed were mainly Zulus, and Shangaans.

The outbreak of violence at Northam comes closely in the wake of the recent violence at East Driefontein and is reminiscent of violence which erupted last year at Deelkraal gold mine, Vaal Reefs No 9 shaft and the Primrose gold mine.

The company said processes were under way to establish a forum whose job it would be to restore and maintain stability at the mine. The company said that the Zulus who asked to be moved out of the hostel would be housed temporarily in separate accommodation.

Miners protest after fatal clashes

Star 15/8/96 (213)
By GOBA NDHLOVU

About 9 000 mineworkers downed tools at the East Driefontein gold mine in Carletonville yesterday in protest at the outbreak of violence which claimed two lives on Tuesday night

Although unconfirmed, mineworkers suspect that feuding between the ANC and IFP might be behind the deaths

National Union of Mineworkers regional chairman Selby Mayise said only one of the dead mineworkers, Lesaoane Rapopo, had been identified. The other has not yet been named, pending the notification of his family

Rapopo, an ANC member, was shot dead as he returned from a shop stewards' meeting

He has been the NUM's branch trea-

sure since February

Earlier in the evening, the other mineworker, known as an IFP member, was found dead, apparently the result of a head wound

The mine's senior personnel officer, Hen Botes, said there was no certainty about mineworkers returning to work today

He said a day-long meeting took place at the mine yesterday which involved representatives of the NUM, the United Workers Union of South Africa and the mine's management. The meeting was intended to get at the root cause of the violence

Botes, describing the situation as tense, denied that this week's violence was related to an earlier outbreak in February in which 11 lives were lost

THURSDAY AUGUST 15 1996

SOUTH AFRICA'S NATIONAL DAILY BUSINESS REPORT

Mineworkers stay away to mark unionist's killing

By Guy Oliver

LABOUR EDITOR

Johannesburg — Production at the East Driefontein gold mine was halted for the entire day yesterday after the National Union of Mineworkers' branch vice-chairman Lesoana Rapopo was gunned down near the mine on Tuesday night and a Zulu-speaking miner was killed at a mine hostel a few hours later.

The 12 843-strong workforce at the mine, managed by Gold Fields, "spontaneously stayed away" yesterday out of respect for Rapopo,

said Frans Balenu, the NUM regional coordinator.

According to mine management, Rapopo "lost his life when shots were fired at a local store at approximately 19h30 on Tuesday night. This was followed by the death of another employee in the hostel at 01h30am on Wednesday morning after an assault."

These murders come less than a month after 11 miners were killed and 29 others injured in fighting at the mine. The miners had clashed after an illegal stayaway, the management said at the time. Another six Gold Fields' miners

were killed in fighting earlier this week at the company's Northern Platinum mine. About 600 Zulu miners of the 6 000 workers have asked to be housed away from the hostel.

The management is still trying to establish the cause of the conflict, which erupted in a hostel bar.

Marion Brower, a Gold Fields spokesman, said yesterday that a peace forum had been established after the clashes last month at East Driefontein comprising the NUM, the United Mineworkers of South Africa, the police and management. "The peace forum seemed to be

working well," she said.

A day's underground production had been lost, but the night shift might work, she said.

Balenu said Rapopo, who was elected for a second term earlier this year, had assumed a vital role in setting up peace structures at the mine. Baleni said he believed Rapopo's killing was linked to the deaths of the 11 miners last month.

"What are the motives of a person, to kill another person who is trying to establish peace," Baleni asked.

The Carletonville police said they were unable to give infor-

mation to Business Report

According to Sapa, the police said they were investigating the possibility that the two killings were linked.

The police have reinforced security at the mine.

"In view of the high profile the deceased held in the NUM, it is possible that conflict at East Driefontein could break out. Due to this possibility, members of the West Rand and Soweto public order policing units are at the hostels to monitor the situation and deal with any conflict," said Superintendent Milica Moss.

CT (R) 15 | 8 | 96 (213)

Miners to march on strike anniversary

Reneé Grawitzky

(213)
bD 16/8/96
TEN thousand National Union of Mineworkers members are scheduled to march on the Chamber of Mines tomorrow to commemorate the 50th anniversary of the 1946 miners' strike.

The strike had its origins in the failure of the government to review mining wages and ultimately to implement a number of recommendations by the Landsdowne commission.

A commission of inquiry into wages and conditions of black miners, under the chairmanship of Judge Landsdowne, was set up in 1943 by the government following increased worker discontent on the mines and a series of demonstrations and violence.

The dissatisfaction was harnessed by the African Mine Workers' Union, originally formed in 1930, but was assisted in the early 1940s by the ANC and Communist Party.

The union made extensive submissions to the commission ranging from motivations for wage increases to improvements in overtime rates and clothing and boot allowances. The union also highlighted the conditions on the mines including communication problems due to the inability of "compound managers" to talk the various black languages; problems with up to

50 men housed together in one room and the tribal divisions on compounds.

In view of recent outbreaks of violence on a number of mines, it is interesting to note some of the recommendations made by the union in this regard. The union said: "If people are separated from one another and continually played off against one another, whether it be because they are of different tribes, there is a possibility of trouble between the groups." The union called for the abolition of tribal division on compounds.

The commission took a year to deliberate on the submissions and made a number of recommendations relating to union grievances. The government, however, refused to implement recommendations, but agreed to grant a small wage increase.

By 1946, tensions had mounted to fever pitch especially after the Chamber of Mines cut food rations in the canteens, leading to riots and violence.

Further attempts were made by the union to approach the Chamber with their list of demands, but to no avail.

The weeklong strike began on August 12 1946 and was met by heavy police presence and resistance and was characterised by high levels of violence, deaths and clashes between the police and striking mineworkers.

Three more deaths in East Driefontein mine clashes

APR 17/8/76

JOHANNESBURG — The death toll after violence at the East Driefontein gold mine near Carletonville has risen to seven following the death of three employees in further clashes.

Gold Fields said that three employees died in isolated underground clashes at the mine following a return to work on Friday morning.

“Everything possible is being done to prevent any further violent actions on the part of anybody and to restore a climate of tolerance and respect for differences of opinion among all parties.”

The names of the deceased were being withheld until their next-of-kin had been informed. Conflict at the mine was sparked by the fatal shooting of a National Union of Mineworkers branch chairman on Tuesday. Another mineworker was assaulted on Wednesday and died of his injuries. Two other mine employees were killed on Thursday in continued violence.

The conflict at East Driefontein is apparently of an ethnic nature and involves differences between the NUM and the United Workers' Union of South Africa (Uwusa). The NUM represents 64 percent of the mine's labour force while Uwusa has six percent.

A Gold Fields spokeswoman said the two unions had signed a truce on the Thursday night preceding the killings. Sapa

'Ethnic' battles underground claim the lives of three miners

Three miners were killed in underground battles at the East Driefontein gold mine yesterday, bringing to seven the death toll at the mine since Tuesday.

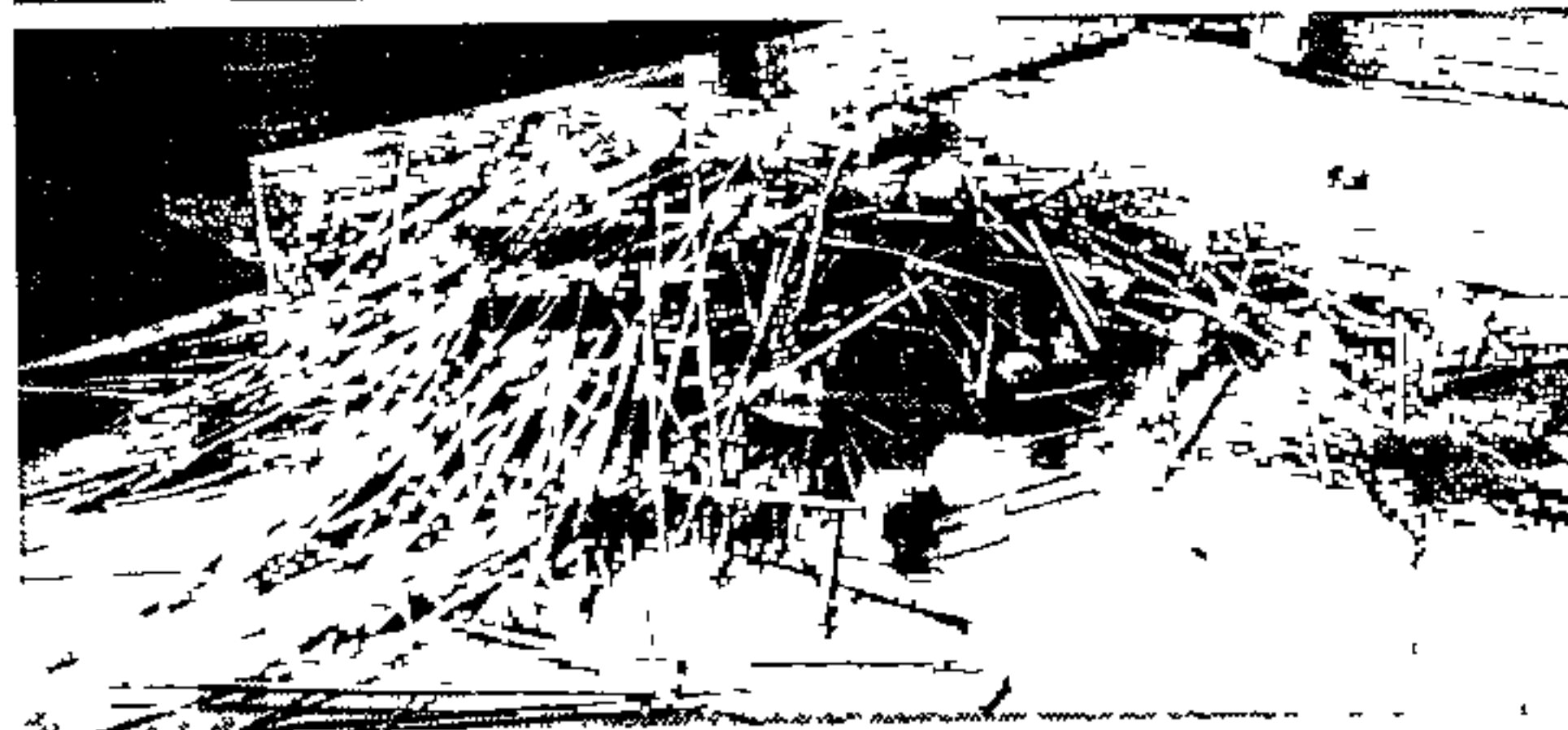
Gold Fields mining company said the three latest deaths occurred in isolated clashes in the mine as miners returned to work yesterday morning.

The violence is reportedly being waged by members of two rival mineworkers' unions - the National Union of Mineworkers, which supports the ANC, and the United Workers' Union of SA, which favours the IFP.

NUM spokesman Judith Waymont said the conflict was, on the surface, an "ethnic" struggle between Zulus and Xhosas, but had other causes at its roots. She claimed the mine's management had encouraged Uwusa to oppose the NUM.

"Everything possible is being done to prevent any further violent actions and to restore a climate of tolerance and respect for differences of opinion among all parties," Gold Fields said. AFP

(213) *Arav* 17/8/96



Thousands of East Driefontein gold mineworkers gathered for a mass meeting yesterday where National Union of Mineworkers officials addressed them on talks with mine management. The situation was tense yesterday with the more weapons being found and confiscated, bottom left. Pictures ROBERT BOTHA

Talks continue at troubled gold mine

(213) 19/8/96

Reneé Grawitzky

NEGOTIATIONS continued at the weekend to restore stability at Gold Fields' East Driefontein gold mine near Carletonville, in the wake of the resurgence of violent clashes between different groupings which left seven people dead last week

The resurgence of violence was seen by the National Union of Mineworkers as a continuation of violence which broke out in July which left 11 people dead

Gold Field's spokesman Marion Brower said yesterday that representatives of NUM, the United Workers' Union of SA (Uwusa),

the SAPS and mine management held talks yesterday, to discuss mechanisms to ensure a climate of stability on the mines.

The parties would also discuss establishment of a forum to deal with segregation of the hostels.

Presently, workers at East Driefontein are housed along ethnic lines, which the NUM claims has contributed to the violence

However, there have been instances where violence has erupted where workers were not segregated, highlighting the fact that the underlying causes of violence on the mines were far more complex and deep-rooted

Three workers were killed un-

derground on Friday morning when workers agreed to return to work after production had been halted for three days during the resurgence of violence

It is understood that about 500 Uwusa members did not report for the Friday night shift, following the deaths underground.

Meanwhile, the estimated 600 Zulus at Gold Fields' Northam mine have still not returned to work after the violence last weekend. This weekend various parties took part in a facilitation exercise to determine the underlying causes of the violence

The Zulus were expected to return to work last night.

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Police to search Leendorn mine hostels after four employees die in clashes

By **ANSO THOM**
and **GORA RUDHLOVU**

Police were planning today to search mine hostels at the Leendorn division of the Kloof Gold Mine west of Johannesburg after four people were killed and eight injured in fighting between two groups of employees last night.

Kloof said in an earlier statement the clash between two factions erupted shortly after a mass meeting last night.

Mine manager Willem Delport said everything was quiet this morning and the two groups were in their hostel rooms.

Delport said he had approved a meeting by the National Union of Mineworkers (NUM) where feedback was given to members on wage negotiations.

"They held the meeting at 4.30pm and returned to the hostels at about 6.30pm. The workers returned to their rooms, but another meeting was held in C-

SIFMENS



block. From there a whole group moved to F-Block where the clash occurred," said Delport.

One man died of a gunshot wound to the back while the other three died of hack and stab wounds.

"Police are helping to keep the groups apart and to restore order. Management's first concern is to ensure that all the injured received proper attention and that a recurrence is prevented," he said.

Police spokesman Superintendent (213)

dent Milca Moss said the situation at the mine was tense and being monitored by West Rand and Vaal Triangle public order policemen.

In a separate development two people were arrested yesterday by East Driefontein police in connection with the recent violence on the Gold Fields mine near Carletonville.

Seven people were killed in violence at the mine last week. Police spokesman Superintendent Star 2018/96

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(31),

Leeudoorn tense as parties meet

Reneé Grawitzky

BD 21/8/96

(213)

THE situation at Gold Fields' Leeudoorn gold mine near Carletonville was tense last night as management and the National Union of Mineworkers met to stabilise the situation after clashes which left four workers dead.

Leeudoorn is the third Gold Fields mine to be affected by clashes over the past month which have left about 28 workers dead. Events leading to the clashes are unclear, but it is known that NUM members at Leeudoorn were returning from a meeting when shots were fired. Violence also broke out among marchers after a meeting at East Driefontein on July 18.

Leeudoorn mine manager Willem Delpont said witnesses had reported that the clashes occurred after the meeting when some NUM members went to the block housing for Zulu workers from KwaZulu-Natal. He thought "ethnic clashes" had led to the violence. NUM president James Motlatsi said Gold Fields should take responsibility for what was happening.

Leeudoorn still closed after killings

(213) CT(BR) 21/8/96

By James Lamont

INDUSTRIAL EDITOR

Johannesburg — Operations at the troubled Leeudoorn gold mine remained shut down last night after the mine management and representatives of the National Union of Mineworkers (NUM) failed to agree on how to ease the tension at the mine, Madoda Vilakazi, the union's regional coordinator, said yesterday.

Vilakazi said mine management at the Gold Fields mine, where four NUM-affiliated miners were killed on Monday evening, had not agreed to the union's demands. These were to remove the manager it believed was responsible for the disruption and to stop accommodating workers along ethnic lines. He said the management had agreed to co-operate in the arrest of those responsible, who remained at large in the hostel.

The latest violence, which follows fatal incidents on other Gold Fields mines over the past few weeks, has taken Leeudoorn's management entirely by surprise.

Judith Weymont, a union spokesman, said the spate of violence at Gold Fields' mines suggested something was wrong with the way the mining house ran its operations.

Vilakazi said "radical actions"

were needed to restore peace and get the miners back to work, rather than the management's proposal of a "peace forum".

The NUM blamed the incident on the mine management, United Workers Union of South Africa (Uwusa) and pent-up conditions in the hostels. The trouble stemmed from the management's attempts to involve Uwusa in the hostel's restructuring, though its membership was unknown.

"Mine management would like to establish union opposition to the NUM, no matter how insignificant," Vilakazi said.

□ Gold Fields said yesterday that strong performances in its base-metal and non-mining investments helped offset reduced earnings from gold-mining investments in the year ended June 30.

"Chief executive Alan Wright acknowledges that lower dividend receipts from the gold mining investments nevertheless contributed to a 5 percent decline in earnings," the group said. But earnings were supported by outstanding contributions from Gold Fields Coal, Zinc Corporation of South Africa and Black Mountain. Attributable earnings a share fell to 393c from 417c, while the dividend was maintained at 220c.

□ See labour reports, Page 21



ARMED RESPONSE Johnny Collins, the head of security at Leeudoorn mine, with weapons confiscated from the miners after the clash on Monday that left four dead

PHOTO JOHN WOODROOF

IT IS far easier to attribute mine violence to warring ethnic tribal factions — armed with traditional weapons — battling out their differences, than to more complicated factors.

This convenient, and plausible, analysis allows some in the mining industry to ignore underlying reasons and safely adopt the view that mine violence is a reflection of what is taking place in broader society.

Where does the truth lie? Is the violence due, as some mine managements would have us believe, to these "ethnic battles"? Or is it, — as the National Union of Mineworkers and academics argue — the migrant labour system and various tactics utilised by management to divide the work force?

Is it significant that, over the past month, it is three Gold Fields of SA mines that have been affected by violent clashes resulting in the deaths of 28 mine workers?

Over the years, countless studies, joint reports and commissions of inquiry have been conducted into mine violence. Some recommendations have been adopted, but, in the main, commissions have been used by all parties as a forum in which to blame each other.

Nevertheless, these initiatives have confirmed the view that mine violence is not caused by one single issue but by a range of factors.

A joint study conducted by the NUM and Anglo American in 1986 found a number of factors contributed to mine violence. These ranged from the hostel system, including the practice of segregating the work force along tribal lines which tended to accentuate ethnic divides; attitudes towards mine security, inherent tensions resulting from the work situation and working conditions; the effect of unmonition; historical tribal differences, and external forces like the "Russians" — a terror gang seen as collaborating with management.

Reference to the "Russians" was made in a subsequent commission

Challenge faced by mines is how to heal rifts from the past

RD 22/8/96

RENEE GRAWITZKY

which dealt with violence at President Steyn mine in 1992. However, it was never ascertained whether these people were gang members from local townships who infiltrated the hostels or vigilante groups commissioned to "sort out" opposition.

Consultant Kent McNamara, who has conducted a number of studies into mine violence, says the mines are a first case study of vigilantism arising from the failure of the legal system to deal with perpetrators of violence. Such a failure leads to workers taking the law into their own hands, as is increasingly becoming prevalent elsewhere.

Other commissions have pointed not only to power struggles between hostel structures and union shaft committees, but also to the inability of official union structures to control informal marshals, who are acting without authority.

McNamara says the source of conflict is diverse and tends to originate both inside and outside the hostel. Conflict coincides with social divisions in the hostel, which is a product of migrant labour, and cultural groupings who have been poorly integrated with each other.

In some cases, causes can be traced to socioeconomic tensions

arising from the single-sex hostel system which exacerbates what McNamara refers to as "access tension" or fear of job displacement by certain groups.

The hostel, he says, "is a mini arena where competing stakeholder jockey for positions".

In a paper, *Gate Politics: Competing Interests in Mine Violence*, presented at a recent Idasa conference, McNamara states: "The hostel has become for many a resource to be fought over and controlled primarily because it is linked to jobs and wages. Ownership of the hostel implies access to jobs."

He says that, over the years, with the gradual elimination of tribally based power structures such as the induna system, the union has become "an integral part of the local-level political life of mine hostels".

old management "divide and rule" strategies coming home to roost?

"Why our mines, and why now?" asks Gold Fields gold division MID Alan Munro, who points to considerable progress having been made in improving communication within the group.

He dismisses "with utter contempt" claims that mine management employs Zulu-speaking workers from the KwaZulu-Natal region to divide the work force. Gold Fields, he says, is one of the few remaining mining houses that still attempts to balance recruitment from various areas in the country.

Munro does not believe the hostel system contributes to peace but, at the same time, "one cannot put significant blame on it as around the world people do live peacefully in such situations".

It is not surprising that there is violence on our mines, he says, as there "is a general acceptance of violence" in the country. Ultimately, he says, there appears to be fundamental differences between groups of people on the mines.

Some academics have alluded to managements using the tactic of bringing in Zulu-speaking brigades to counteract the influence of the

NUM
Union Carletonville regional coordinator Frans Baleni says violence stems from the hostel system. The solution, he says, is to get rid of the hostel system. But the problem is, who will bear the costs of this?

Baleni rejects alleged union involvement in the recent violence and says "There is no benefit for us in triggering violence. It divides workers and harms the cause we are fighting for."

He states, however, that the presence of the rival United Workers' Union of SA on the mines does make it difficult to realise the objective of "one union, one industry".

Management attitudes, he argues, contribute to destabilising the situation. At Gold Fields, management continues to house workers along ethnic lines. "Why should workers be accommodated on such lines? When they go underground they do not work in tribes."

Baleni says the challenges for labour include attempting to unite the work force, the intensification of worker education, and ensuring the union is able to influence decisions made at the highest level of the company — not only on violence, but on issues having to do with productivity and investment.

Munro sees management's challenge as ensuring that differences among people are dealt with. He is ambivalent about the segregation of workers in hostels and says people who come from the same region gravitate towards each other.

Others in the industry believe management should move away, as far as possible, from single-sex hostels and unions must move away from politicising the work force.

McNamara says desegregation would assist in slowing down the mobilisation of groups.

Ultimately, there should be an evaluation of whether desegregation will actually lead to a reduction in violence and also if — they were given the option — people would choose to live outside hostels.

Mine violence 'part of NUM strategy'

Reneé Grawitzky

BD 22/8/96 (213)

RECENT mine violence appeared to be part of a national strategy by the National Union of Mineworkers (NUM) to chase members of the United Workers' Union of SA (Uwusa) and the IFP off the mines, IFP safety and security spokesman Valapi Ndlovo said last night after visiting East Driefontein gold mine.

Ndlovo said an IFP delegation had been instructed by IFP leader Mangosuthu Buthelezi to go to the mine to find out why people were being killed. They had met management.

Gold Fields indicated that a meeting had not been planned, but that mine management had held a courtesy meeting with the delegation.

Ndlovo said the report from mine management appeared to indicate that there "seems to be a national strategy from the opposite side of the IFP and Uwusa, namely the NUM, to chase Uwusa members off the mines".

If that was the case, then SA "has a serious problem because Zulu-speaking workers, IFP and Uwusa members have a right like anyone else in this country to work on SA mines".

Eighteen workers have died in East Driefontein violence since July 18.

Ndlovo said mine management in-

tended going back to the NUM and Uwusa to discuss current peace committee structures so Uwusa members could go back to work.

To date, Zulu-speaking workers at both Northam and East Driefontein have refused to return to work after violence at both mines in recent weeks.

Ndlovo's visit comes in the wake of a meeting yesterday between NUM president James Motlatsi and Gold Fields gold division MD Alan Munro. The aim of the meeting was for both parties to present their views on the violence and to assist in processes initiated at mine level to prevent further violence. The NUM and Gold Fields said each acknowledged that "they represent interests which sometimes differ fundamentally". However, they agreed that violence had no role to play in the accommodation of such differences.

Meanwhile, production at Leeu-doorn had not resumed following the death of four mine workers on Monday.

Mine manager Willem Delport said the situation was calm yesterday and management was awaiting further meetings with the NUM on the appointment of peace monitors. He said at earlier discussions the NUM had demanded the dismissal of a hostel manager and that Uwusa not be part of the talks on a hostel residents' committee.

KwaZulu teachers threaten strike

Farouk Chothia

BD 22/8/96

bad faith.

DURBAN — Several thousand teachers marched through central Durban yesterday, vowing to intensify their mass action campaign to demand that education MEC Vincent Zulu resign over his alleged failure to come to grips with problems in the sector.

Sadtu KwaZulu-Natal secretary Ndaba Gwcabaza said the union's leadership had already decided that a province-wide strike should be held.

However, Sadtu's branches would discuss the matter today before a final decision was taken. It was unlikely there would be any teaching today.

The move towards a strike came after Zulu failed to arrive for a meeting with Sadtu in Durban yesterday to discuss grievances. Zulu said he had not expected a protest march to coincide with the meeting Sadtu had acted in

Gwcabaza said if teachers decided to embark on a strike, it would continue until Zulu travelled to Durban for a meeting. The union would refuse to travel to Ulundi as its leadership felt unsafe there.

Sadtu acting national president Willy Madisha said teachers should "rise and demand" that problems be addressed as education in KwaZulu-Natal had reached a crisis point.

The union would discuss with Education Minister Sibusiso Bengu tomorrow the possibility of him taking over the process of establishing an education department in the province.

Cosatu KwaZulu-Natal secretary Paulos Ngcobo said the federation was also preparing for mass action as negotiations with business on a 40-hour week had deadlocked. Cosatu's and Sadtu's campaign would dovetail.

LABOUR



HAUNTED TALKS Willie Delpport, manager of Leeudoorn mine near Carltonville, and Madoda Vilakazi, the NUM's regional co-ordinator

GRAPHIC JAMES DE VILLIERS

Digging for an answer

(213) CT(BR) 22/8/96

James Lamont

INDUSTRIAL EDITOR

It will never happen here," a Shangaan supervisor told management at Leeudoorn mine near Carletonville two days before violence erupted

Willie Delpport, the mine's manager, was surprised when four miners were killed on Monday evening. He said he believed the mine was peaceful because it had never experienced violence before this week. He never expected that the mine would be affected by the violence that has swept through Gold Fields' sister mines, such as East Driefontein and Northam, in the last couple of weeks. He was wrong.

Normal operations at the mine, which has a workforce of 6 700, were shattered on Monday night when two opposing groups of miners clashed after a National Union of Mineworkers (NUM) meeting.

With the South African Police Services maintaining a presence on the premises, a cache of confiscated weapons stashed in an outhouse and mining operations at a standstill for the second day running, Delpport said he still had no idea who was responsible for the clash and deaths. One man was arrested, but the NUM believes the perpetrators of the violence are still at large in the hostel.

The story, that Delpport was told by eye-witnesses, is as follows. A group of 800 NUM-affiliated miners met on Monday afternoon to discuss wage negotiations. On their way back to the mine hostel, as they swung past the Zulu blocks, there was an exchange of words with Zulu miners. Delpport said the miners traded

remarks about Mangosuthu Buthelezi, the Inkatha Freedom Party leader. A further meeting was held among NUM miners, whereupon the miners moved towards the Zulu blocks. Four died, one of whom was shot, the others stabbed. The NUM claimed the dead as their own.

When security personnel tried to restore order, they came under fire from an automatic weapon, said Johnny Collins, the head of security.

The investigation had been taken over by the police, Delpport said. However, he invited representatives of the two unions on the mine, the NUM and the United Workers Union of South Africa (Uwusa), believed to have IFP links, to talk with management on Tuesday to attempt to ease tension.

But negotiations with the NUM, the majority union on the mine, to restore peace yielded little. Madoda Vilakazi, the NUM's regional co-ordinator, said that radical action was needed and rejected a peace forum which management had suggested. He said management had not agreed to union demands to remove the manager it believed was responsible for the disruption, and to stop housing miners along ethnic lines.

Madoda blamed mine management, Uwusa and hostel conditions for the incident. He said the trouble stemmed from management trying to involve Uwusa in the hostel's restructuring, though its support on the mine is still unknown. Jeff Magida, the NUM regional organiser, said Uwusa's small, management-supported presence on the mine did not merit its involvement in the negotiations over the hostel residents' constitution.

"Mine management would like to establish union opposition to the NUM, no matter how insignificant," Vilakazi said.

Delpport countered that housing miners according to their ethnicity was not Gold Fields policy, and certainly not Leeudoorn's. He dismissed any idea of barring miners from work because of their ethnicity or union-affiliation in the "democratic South Africa" as a means of alleviating the tension.

Delpport said yesterday afternoon that he had not met with the NUM during the day, but was waiting for the union to end consultation in the hostels. He had, however, met representatives of Uwusa on Tuesday who had agreed to all-party talks and the proposed peace forum. He was optimistic that if the NUM agreed to talk, operations could resume today.

Gold Fields has been bewildered about the cause of the violence on its mines beyond what has been identified as union rivalry. But the mining house has started to suspect that the conflict at three of its mines could be linked. About 24 miners have died on its mines from violence in the last month. Three Uwusa-affiliated miners died last Friday at East Driefontein after it was thought that tension had been diffused.

But the NUM is busy drawing conclusions from the spate of violence. Judith Weymont, an NUM spokesman, thinks it has to do with how Gold Fields runs its operations. Its hostels are segregated, she said, claiming also that it was common practice by mine security to recycle weapons to Zulu miners in the interest of divide and rule. "From nearly every incident of violence you hear about, the stories are consistent," she said.

South African Press Photo Agency

No agreement on wages (213)

THE National Union of Mineworkers and the Chamber of Mines remained locked in a conciliation board hearing for a second day running yesterday in an attempt to resolve their wage dispute.

The parties indicated that the progress was slow but steady, with indications that there could be a settlement on coal mines. The difficulties lay with reaching agreement on gold mines.

The union's national executive committee is to have a two-day meeting at which discussion could revolve around negotiating strategy.

PD 23/8/96

Mine violence claimed as 'no accident'

BD 23 | 8 | 96 (213)

Reneé Grawitzky

THE National Union of Mineworkers (NUM) claimed yesterday that the recent outbreak of mine violence was not accidental, but formed part of a concerted strategy by management to weaken the union.

NUM assistant general secretary Gwede Mantashe said the wave of violence at Gold Fields could not be seen in isolation to the Amplats crisis which he claimed formed part of a strategy to weaken the union.

He claimed that at a time when the parties were embroiled in a dispute with the Chamber of Mines over wages and other conditions of employment, the focus was being shifted to other issues.

Mantashe said another union, United Workers' Union of SA (Uwusa) was merely being used as a tool in the hands of mine management. The IFP statement that the

NUM was attempting to chase away Uwusa members was misplaced, Mantashe said as Uwusa was not a factor on the mines.

He criticised Gold Fields' management for giving credibility to a union which did not have high representation.

Gold Fields spokesman Marion Brower said that mine management had to talk to everyone as the violence was a very serious issue. Members of both NUM and Uwusa had died.

Meanwhile, another mineworker was killed at East Driefontein yesterday, but it was unclear whether his death was related to the continuing spate of violence.

Production at Leeudoorn has not resumed for the third day running. The mine indicated discussions were held yesterday with representatives of both Num and Uwusa but the parties were unable to agree on the establishment of peace structures.

IFP blames NUM for mine violence

(213)

Sametam 23/8/96

By Abdul Milazi Labour Reporter

RECENT violence at South African mines, which has claimed the lives of 28 workers in the past month, this week turned into a political battle after intervention on Wednesday by the Inkatha Freedom Party

The IFP has accused the National Union of Mineworkers (NUM) of fomenting violence as a strategy to rid the mines of IFP members

Eighteen workers have died at Gold Fields' East Driefontein Mine during clashes between members of the IFP-aligned United Workers' Union of South Africa (Uwusa) and the NUM since July 18

Production has been brought to a halt at another Gold Fields mine, Leeudoorn Mine, following the death of four workers on Monday

Mr Velaphi Ndlovu, who led an IFP delegation which visited East Driefontein Mine on Wednesday, said yesterday that a report given to them by management indicated that "there was a national strategy from the opposite side of the IFP and

Uwusa, namely the NUM, to chase Uwusa off the mines"

NUM president Mr James Motlatsi, however, put the blame on management "We have seen violence recently at Gold Fields' mines triggered by their refusal to be in line with other members of the Chamber of Mines"

Gold Fields management would not comment yesterday on Motlatsi's allegations beyond saying they acknowledged they had differences with the NUM. But these differences had played no role in the current violence

Motlatsi said "The blame for this violence must be put squarely on Gold Fields. Mine workers have been complaining that local management have been assisting certain groups to bring weapons, including firearms into the hostels

"Gold Fields has to take responsibility for what is happening on a number of its mines, but at the same time we are saying to workers that should it be found that any NUM member is behind the violence, they will be regarded as having dismissed themselves from the union"

ARL 24/8/96

We won't

take private
land, says

Swazi leader

(213)

MBABANE - The Swazi-land government would not implement a motion passed in the senate this week aimed at nationalising privately owned land, Swazi prime minister Barnabus Dlamini said yesterday

The motion, by former a prime minister and traditional chief Prince Bhekimpi Dlamini, sought to repeal the Concessions and Partitions Act of 1907, which allows private ownership of freehold land

In a statement published in Mbabane yesterday, Dr Dlamini said he had no intention of changing the law

To do so would disturb peace and stability in the country, he said

He added that the government would, in fact, help Swazis to buy farms and other freehold properties through loans from the government-owned Swazi Bank, Swaziland Building Society and commercial banks

The repercussions of banning the sale and purchase of land on a willing basis would be too severe for such a motion to be considered

Swazis and foreigners, said Dr Dlamini, could continue to buy and sell land in Swaziland - Sapa

FSASOANA Rapopo, a popular leader of the National Union of Mineworkers at East Driefontein mine, near Carletonville, led thousands of union members in a march on July 18 in support of their annual wage demands.

Within hours he found himself at the centre of a tribal war when Zulus, who had not joined the march, launched a pre-emptive attack on the marchers.

By this week the conflict at the mine had left 19 dead, including Rapopo, who was assassinated after trying to make peace between the factions.

Altogether 26 miners died in the recent ethnic clashes at East Driefontein, the neighbouring Leeudoorn mine and at Northam Platinum Mine near Thabazimbi, all mines owned by Goldfields SA. The clashes are a reminder of how quickly conflicts on the mines can escalate into tribal wars.

"In the mine compound, people live on a short fuse," said the union's general secretary, Kgalema Motlanthe. "When there is a problem, tribal affiliation becomes the first criteria. A clash between two people can turn into a faction fight on tribal lines."

However, there are strong political features to the recent violence.

At East Driefontein and Leeudoorn the conflict coincided with the presence of the United Workers of South Africa, a union which was formed in 1987 and is aligned to the Inkatha Freedom Party. Ethnically based and organisationally weak, this union has clashed with the miners' union several times but has never made significant inroads into its membership.

Most Zulu workers at East Driefontein and Leeudoorn are members of the miners' union, yet management has on occasion given the smaller union the status of a negotiating partner. Drawing up the hostel constitution is one example.

"Uwusa has been given access. They haven't yet proved their membership but we talk to them as a union," said management at East Driefontein.

Alan Munro, the managing director of Goldfields, said talking to Uwusa over issues like the hostel constitution was done "in the interests of inclusivity".

But workers cannot understand why the smaller union has been given so much power. They suspect management is trying to diffuse the power of their union.

"They are not recognised — why must we sit with them?" asked Simon Mpahla, a worker from East Driefontein.

At Leeudoorn, negotiations with the IFP-aligned union were the spark which

Twenty-seven people have died in renewed faction fights on the mines. CAROL PATON looks at how mineworkers who are friends and workmates one day, can turn into bitter enemies the next

ST(BT) 25/8/96 (213)

Ethnic war rumbles in the bowels of the earth

set off the fighting. "Management insisted that Uwusa should be included, but we are the recognised force. Our branch committee objected and the meeting was stopped. We then held a mass meeting to report to workers and afterwards we were attacked by people from the FF (Zulu) block," said Madoda Vilakazi, an organiser for the miners' union.

Workers are deeply suspicious of management at Goldfields. Goldfields was the last of the big mining houses to accept unionisation of black workers, and some mines, including Leeudoorn, only recently gave official recognition. Workers are still accommodated along tribal lines, a practice that most other mining houses have abandoned because of the way it has fanned faction fights.

But Munro and his managers insist that "it is not for us to decide" to integrate hostels. "We have been allowing a process of evolution where people decide themselves — as it happens, very little evolution has taken place," he said.

Mpahla says "integration is the only thing that will solve this problem".

Munro disagrees that there is a simple connection between tribally based hostels and mine violence. "The violence has a complex set of causes. Accommodation is not the simple, single cause. No doubt, people's willingness to resort to violence is also a factor."

There is plenty of evidence that tribal conflicts run deeper than ethnically segregated accommodation. Although hostel accommodation is ethnically integrated

PRAYING FOR PEACE: A miner reflects on the recent spate of ethnic violence on the mines

Picture: RUVAN BOSHOFF

at Northam, Zulus were thrown off the mine last week by members of the mineworkers' union after a rumour that management had given the Zulus guns to kill the union leadership.

This time there was no rival union and those who found themselves outside the hostel gates were — like those inside — loyal members of the union.

Gwede Mantashe, the union's assistant general secretary, said "As long as the IFP is seen as equal to Zulu, we will have conflict. Uwusa appeals to people's tribal

sentiments. Tribal conflicts are real."

He said it was no coincidence that the recent clashes all took place at Goldfields' mines. "It's a company that hasn't realised that the stronger the union, the stronger the company."

But what the weaker union was unable to do for itself at Northam — unite the Zulu block — ethnic conflict has done on its behalf. When workers and managers sat down this week to discuss the problem, there was a new chair at the table — and the IFP-aligned union was in it.



Fifth miner dies after police raid turns

By DAN DHLAMINI

ALMOST three weeks of tension at a North West mine, following the dismissal of 13 000 striking workers, culminated in a bloodbath which claimed five lives on Friday.

North West police spokesman Superintendent P. du Plessis told City Press that the latest victim died of a bullet wound yesterday morning at the HF Verwoerd hospital.

According to Du Plessis, police had received complaints that crime was escalating in the Atameleng squatter camp and Sefekih because of about 600 dismissed workers who had not gone home and were living in the open veld near the mine. He said the police were told that the group had illegal firearms and were also involved in housebreaking, theft, stock theft and assault.

"On Friday police cordoned off the Sefekih area and were about to search the place when they were fired on by members of the group with automatic weapons, injuring a policeman and a South African National Defence Force member.

"Police retaliated and in the process four people were killed and 48 injured. The fifth one died during the early hours of Saturday at the HF Verwoerd hospital.

"Police arrested 183 suspects, confiscated 2 kg of platinum concentrate, 3 kg of cannabis, a Makarov 9mm with six rounds, a 38 Olympic revolver with five rounds and 12 7,62mm rounds of ammunition which are usually used in AK47 rifles. The suspects will all appear in the Rustenburg magistrate's court tomorrow," said Du Plessis.

He said the situation had returned to normal yesterday and police were monitoring the area.

Regarding the fatal shooting of the Moruleng deputy chief, J Pilane, who was buried this weekend, Du Plessis could not confirm or deny that the group was responsible for his murder. He said investigations were continuing.

But according to sources in Moruleng, the tribe had instituted a court interdict to evict dismissed miners from a tribal school which they had temporarily occupied.

National Union of Mineworkers' regional co-ordinator Mahlakeng-Mahlakeng told City Press that although the dismissed miners were not NUM members, the union sympathised with them.

He said the union would start recruiting the workers who have been re-employed.

City Press was unable yesterday to get comment from the Anglo American Corporation, which owns the mine where the trouble started.

But earlier on Anglo American Platinum Corporation reported that the workers were demanding the re-funding of their Unemployment Insurance Fund contributions and their PAYE deductions.

The mine said the workers had been warned they would be dismissed if they refused to return to work.

(213) CP 25/8/96

Violent

Five ex-mineworkers die in shoot-out

Bonile Ngqiyaza

BD 26/8/96 (213)

FIVE sacked Amplats mineworkers were killed and 50 people were injured, including two policemen, in a shoot-out during a police and army weapons recovery operation in Sifikile village near Rustenburg on Friday.

Police spokesman Senior Supt Pieter du Plessis said 183 people had been arrested on charges including illegal possession of firearms, public violence and attempted murder.

Du Plessis said the raid had been conducted after police received information that workers who lost their jobs during the recent Amplats strike had illegal weapons. About 300 policemen

and soldiers had taken part.

During the raid, the security force contingent had been shot at, he said. Five workers had been killed when security force members returned fire.

National Union of Mineworkers spokesman Mahlakeng Mahlakeng said there had been tension between unemployed workers and village residents who had asked police for help after a chief had been murdered and the mineworkers occupied a school.

□ Sapa reports that at Gold Fields East Driefontem gold mine, the bodies of two men with gunshot wounds were found on Saturday night. This brings to 20 the number of workers killed in violence at the mine since mid-July.

Two die as mine clashes continue

(213)

STAFF REPORTER

Star 26/8/96

Two men have been killed in a shooting at the East Driefontein mine hostel in Carletonville, where ethnic clashes have caused 19 deaths since a union march in support of wage demands on July 18.

The men's bodies were found by security personnel on Saturday night, police said.

Police spokesman Superintendent Piet van Deventer said the mine's security personnel had heard gunfire at the hostel, and discovered the bodies when they went out to investigate.

The motive for the incident was so far unknown, he said.

Altogether, 26 miners have died in recent clashes at Gold Fields' East Driefontein mine, the neighbouring Leeudoom mine and Northam platinum mine near Thabazimbi.

Lockout costs Richards Bay almost R30m

(213) BD 27/8/96

Nicola Jenvey

DURBAN — The four-day lockout action at Richards Bay Coal Terminal earlier this month cost SA's main conduit for coal exports nearly R30m in lost revenue at current spot prices, terminal MD Mike Dunn said yesterday

Dunn said the terminal had suffered about 200 000 tons in lost production — about one day's throughput

— after almost 50% of its work force had embarked on industrial action.

The terminal would not submit an insurance claim for the loss. It stayed silent about railage cuts at the time of the strike, but Spoornet had said normal tonnage of 168 000 tons of coal railed in daily had dropped about 30%.

Industry sources had earlier indicated concern about bottlenecks at the terminal, rapidly nearing full capacity.

Leeudoorn is still idle

(213)
Reneé Grawitzky

BD 27/8/96

PRODUCTION at Gold Fields' Leeudoorn gold mine near Carltonville has still not resumed after the outbreak of violence a week ago and a resurgence at the weekend which brought the death toll to five.

Mine manager Willem Delpont said last night that after Sunday's clashes, when a miner was killed and six injured, it was agreed to establish a peace committee at a joint meeting yesterday.

He said an independent facilitator was able to get both the National Union of Mineworkers (Num) and the United Workers' Union of SA (Uwusa) together for the first time.

Delpont said the latest incident on Sunday occurred when two workers were stabbed in the kitchen and a number of others in the hostels.

Meanwhile, Amplats reported yesterday that the situation at Rustenburg Platinum Mines remained calm.

Bid to resolve wage dispute

Reneé Grawitzky

CRUCIAL negotiations between the Chamber of Mines and the NUM resume today in a bid to resolve the wage dispute.

The NUM indicated yesterday that balloting for strike action at De Beers would start on Friday.

The dispute between De Beers and the NUM revolves around a 1,75% difference on wages, an attempt by the company to remove a premium paid to those workers who work a five-day week if a public holiday falls on a Saturday and backdating and implementation of the wage agreement.

De Beers said the union rejected the proposal to abolish a premium paid to workers if a public holiday fell on a Saturday "which pre-dates recognition of NUM"

and exists on only three mines.

The company offered a 9,25% increase with the union officially demanding 11%. De Beers said however, that indications from the union were that it would recommend acceptance of 10%, which the company was not prepared to meet. The current minimum wage is R1 225 per month

NUM assistant general secretary Gwede Mantashe said: "We have reached a similar point to the one we reached last year when we embarked upon a 10-day strike." He warned that if De Beers did not take worker demands seriously, "we must stand our ground and show that we mean business".

Sapa reports that agreement was reached in respect of five days' unpaid compassionate leave a year in the event of serious ill-

ness or death of an employee's biological parents, children or spouse where an employee has no leave left in credit

It was also agreed that in the case of retrenchment two weeks' pay per year of service would be given in severance benefit for the first 12 years and one week's pay per year thereafter. The company also agreed to abolish reduction of severance benefit to employees retrenched at 56 years and older.

The union has also declared a dispute over wages and other issues with Amplats' Lebowa Platinum Mine in Mpumalanga which employs about 2 000 workers. The dispute has been referred to a conciliation board to be set up soon.

The union said the company had offered a 7% increase, while it was demanding 15%.

(213) BD 27/8/96

BD 2 18

Tensions hit production at Gold Fields

CT(BL) 27/8/91
By Guy Oliver

(213)
Johannesburg — Production at a number of mines owned by Gold Fields remained paralysed or semi-paralysed yesterday as tensions persisted between management, the National Union of Mineworkers and the United Workers' Union of South Africa.

In the past five weeks at least 28 miners have been killed in clashes at Gold Fields mines above and below the ground. An orchestrated campaign of disruption has not been ruled out. Marion Brower, the Gold Fields spokesman, said the rash of violence at the mines "are probably more than a coincidence".

The NUM maintains that the violence is rooted in a resistance to integrated hostels and to the apartheid legacy of the induna system. The management denies that it still divides workers' hostels along ethnic lines and says it is up to each worker to decide whether to live with colleagues of the same language group.

Production at Leeudoorn, a division of Kloof Gold Mining, has been at a standstill since Monday last week after four miners were killed in clashes between the NUM and Uwusa. At East Driefontein, about 1 200 of the 12 000 workforce remained idle while talks continued between the parties, Brower said.

The cycle of violence began at East Driefontein, where 11 miners were killed and 29 injured last month. The violence resurfaced when a local NUM committee member was gunned down on August 12, which unleashed another killing a few hours later, two more on August 15 and the killing of three more miners during an underground shift the next day. Two other miners were shot and killed during the weekend. Peace talks were continuing at the mine yesterday, but Brower said "not a lot of progress had been made".

Captain Pottie Potgieter, the Carletonville police investigating officer, said yesterday that six miners had been arrested and nine charges of murder had been laid against workers at East Driefontein.

At Gold Fields' Northam Platinum mine near Thabazambani in North West Province, six miners were killed on August 12 and more than 25 injured in fighting. Production was at about 70 per cent yesterday, Brower said.

Miner slain

(213)

The body of a miner was found in a coal mine on Monday. The miner was identified as [Name] and was reported to have been working in the mine for several years. The cause of death is still under investigation.

Star 28/8/96

Peace agreement at Leeudoorn

Reneé Grawitzky

(213)

BD 29/8/96

PRODUCTION resumed at Gold Fields' Leeudoorn gold mine near Carletonville last night as National Union of Mineworkers (NUM) members returned to work after an agreement was reached — after three days of mediation — to set up peace structures.

NUM president James Motlatsi was also expected to address workers at Northam platinum mine in Northern Province, to try to ensure a return to work.

Leeudoorn mine manager William Delport said last night the agreement — providing for establishment of a peace committee and training and appointment of peace monitors — had not been signed by the United Workers' Union of SA (Uwusa).

The union had claimed that it feared for members' lives. It had until today, at the latest, to respond.

Tension high at gold mine as two rival unions clash

Mar 29/8/96 (23)

Gunfire is heard and police intervene as the parties await the outcome of mediation talks after deaths and injuries last week

By GOBA NDHLOVU

While mine management and two rival unions sat around the mediation table this week, gunfire exploded outside near a hostel dining hall at Leeudoom gold mine, sending hundreds of Zulu miners to seek cover, plates in hand

It was the turn of members of Uwusa (the United Workers' Union of South Africa) for lunch. They had been escorted to the dining hall by armed security guards and police. The tension at the Leeudoom division of Kloof Gold Mine is so intense that you can almost touch it

On Sunday, yet another employee was killed and six injured during sporadic clashes at the mine which first erupted last week when four people were killed and eight injured shortly after a mass meeting at the hostel complex

No one was injured during the lunchtime shooting on Tuesday and the subsequent stampede. Police quickly intervened, firing rubber bullets near the dining hall, and thus stopped the attackers from further action

Soon thereafter other mineworkers, mainly non-Ngunis, started mulling around the wide space outside the hostel gates

It was time to ponder the question: "Why are these mineworkers fighting?"

An underground supervisor, Aaron Dlakude from Mondlo in KwaZulu Natal, said NUM members blame Uwusa for the delay in the wage negotiations currently taking place at the Chamber of Mines

"They say we have no business to be represented at the negotiations. While it is true that we are fewer in numbers, we still have a right to be represented by people of our choice. All the other ethnic groups have



NATASHA PINCUS

Quick action ... Zulu miners scurry after gunshots near the dining hall

turned against us," said Dlakude

He said it was the first time that there had been such violence in the 13 years that he has worked at Leeudoom. He was concerned that it could lead to a closure of the mine. For him this could spell disaster because both his parents are unemployed and he supports them, together with his nine school-going brothers and sisters

Other Uwusa members flatly refused to speak to the press, saying they did not want to risk their lives

Dlakude had explained that accommodation on the mine was arranged along tribal lines. Zulus occupied Blocks F, L and O. There were only 600 of them against a total of 6 500 mineworkers. Because of the conflict all the Zulus had moved to Block F, which is nearest to the main hostel gate

While he was not against other ethnic groups, Dlakude felt it was premature for them to live together

As mine management had refused us permission to enter the hostel premises we were only able to speak to workers through the fence. A group of six blanket Basotho

men granted us an uneasy interview

Winch driver Tlala Tukane blamed management for the violence ravaging the mine. He said he could not understand why management closed the mine "for just a few Zulus". They were enjoying the company's protection and were listened to more than the majority union, he said

Another underground worker, Mosia Mtshili, said management asked NUM to forgive Uwusa. But, said Mtshili, he could not understand why they should forgive someone who had done them no wrong

The other four miners said they wanted to go back to work and felt that they would support the Xhosa-Hlubi-Mpondo group because it shared their view that ethnicity must be removed from the mine

The Xhosas and their allied groups refused to speak to the press, saying they are waiting for the outcome of the mediation

Dukes Senekgomo, national coordinator, led the Uwusa delegation while NUM was headed by Madoda Vilakazi at the mediation

LABOUR

Criminals blamed for Gold Fields violence

Let Zulus return to work, pleads NUM president

(213) CT (MR) 29/8/96

By Guy Oliver

LABOUR EDITOR

Northam, North West Province — James Motlatsi, the president of the National Union of Mineworkers (NUM), pleaded yesterday with about 1 000 Northam Platinum workers to allow Zulu-speaking workers to return to work.

Motlatsi blamed criminal elements for the violence, not his own members or the members of an opposing union.

He was speaking at the mine's hostel the day after he had met Tito Mboweni, the labour minister. Mboweni has backed an inquiry into mine violence.

The violence has plagued mines owned by Gold Fields, including Northam, East Driefontein and Leeuodoorn. At least 27 miners have been killed in the past month.

Gold Fields has blamed the violence on ethnic clashes, but Motlatsi said Northam was a fully integrated hostel and told the workers that they must adopt a non-racist, non-ethnic approach.

"Some workers have driven other workers out of the hostels precisely because they are speaking Zulu. I came here to persuade them to build peace in

this hostel," Motlatsi said.

He said NUM members were among the 600 Zulu-speaking miners who were forced from the hostel after the deaths of four miners earlier this month. He could not say if those responsible for the deaths were union members.

In the past, mine hostels have been largely segregated along ethnic lines. The NUM has a stated policy of integration.

Peace initiatives have been initiated at the Northam mine, but during question time after Motlatsi's speech it was clear that some elements did not seem interested in peace.

Motlatsi said the meeting was not well organised, though it was carried out peacefully. He said some workers within the audience belonged to the criminal element.

However, he said 90 percent of the miners wanted an end to the violence. Union membership at the mine was about 55 percent, he said.

Earlier this week Motlatsi had proposed to Mboweni that a comprehensive commission of inquiry be opened to deal with the migrant labour system and the command structure on mines.

Mine production stops

as 12 000 stay away

(213) ARG 31/8/96

JOHANNESBURG - Production has stopped at the East Driefontein mine in the North West province. About 12 000 employees have not reported for work since Wednesday night.

Mine spokesman Marion Brower said it was not known why workers were staying away.

However, it was believed the stayaway was related to recent violence at the mine.

She said production had come to a standstill.

"We are doing our best to bring the situation to normal and discussions with employee and union representatives are continuing," Ms Brower said. - Sapa

East Driefontein death toll now at 25

Reneé Grawitzky

DD 6/9/96

MINE violence continues to plague Gold Fields' East Driefontein gold mine near Carltonville, with two more deaths this week bringing the death toll to 25 since July 18.

Violence first broke out at the mine when members of the NUM marched in support of wage demands tabled during negotiations with the Chamber of Mines. There was allegedly a clash between NUM members and members of the Inkatha-aligned United Workers Union of SA.

Peace structures were established but have failed to end the violence. Gold Fields spokesman Marion Brower said the structures were clearly not

working and that "we need a solid commitment to peace" (213)

NUM general secretary Kgalema Motlanthe said yesterday it was strange that despite tight security on Gold Fields mines, people continued to walk around with guns and without being arrested or disarmed. He said people continued to be ambushed on their way to work and shot at by snipers.

Brower said to date ten people had been identified as suspects in the violence. It had proved difficult to have daily inspections to disarm people.

Motlanthe said the talk of Zulu-speaking workers being under attack was incorrect. "However, when people group themselves together and act like gangsters, it is difficult to deal with."

Police save stabbed man as renewed clashes at mine leave 3 dead, 5 injured

By **STUART KELLY**

The death toll at East Driefontein Mine near Carletonville continues to rise, with yet another death reported last night. Three workers have been

killed at the Goldfields-owned mine this week, and a total of 11 have died as a result of union related problems which have wracked the mine in the past two months. A man was killed in a shooting

on mine premises at about 7:30pm. Four other people were injured in the attack. They are all believed to have been shot. Police have maintained a constant vigil at the mine, and averted another potential killing yes-

terday afternoon when they confronted an unknown gang who were assaulting a worker. The gang fled. The worker was treated for stab wounds. In searches conducted at the mine's main gate yesterday after-

noon, police found a variety of dangerous weapons and confiscated a firearm. No arrests have been made. The violence is widely believed to be a result of faction fighting

(213)

Star 6/9/96

Mboweni agrees to (213) inquiry into mine strife

Star 9/9/96

By GOBA NDHLOVU

Labour Minister Tito Mboweni has responded to an appeal yesterday by the National Union of Mineworkers (NUM) by promising to seek Cabinet approval for a wide-ranging inquiry into the violence currently afflicting the mining industry.

The appeal follows another outbreak of fighting at East Driefontein gold mine near Carletonville, where 18 workers were injured at the weekend.

Twenty-seven people were arrested on Saturday after a clash and are expected to appear in the Oberholzer Magistrate's Court on charges of public violence and the possession of dangerous weapons.

Official reports that 20 workers have been killed at the mine since July 18 are disputed by employees at the medical station who put the death toll at 34.

They also claim more than 200 miners have been injured in the fighting.

Their figures were supported by NUM officials Ehas Monyemoratwe and Simon Mpahlwa.

While mine owners Gold Fields attributed the violence to conflict between members of the NUM and the United Workers' Union of South Africa (Uwusa), the IFP and NUM blame the company.

The IFP national council sitting at Ulundi at the weekend expressed outrage at what it called "ethnic cleansing" spreading

across mines in Gauteng, North-West and Northern provinces. It condemned mine management for assisting NUM in its attempt to rid the mines of workers who did not belong to the union.

NUM, meanwhile, has accused mine management of protecting the Zulus, who have not worked for the past two months but remain employed.

Monyemoratwe maintained that company rules stated that if a worker failed to arrive for work for six consecutive days, he was deemed to have deserted his job and could be instantly dismissed. He said no such step had been taken against Uwusa members.

He added: "What is worse is that Uwusa has no recognition agreement with the mine."

"But they not only enjoy recognition, they are well looked after at the FF block hostel and are protected by the mine security."

Mine clerk Maemela Ramapepe also blamed management for the continuous conflict at East Driefontein mine.

He said: "When we toy-toyed on July 18, all we wanted was a better deal than the 4% increase offered by the mine. But to our surprise, Uwusa members opposed us and staged a counter-march saying they were happy with what management offered and they would go to work."

East Driefontein management has reported heavy production losses. In three months, the mine has only produced 11 680kg of gold.

IFP wants chamber to end mine violence

B09/9/96

(213)

Farouk Chothia

DURBAN — The IFP would seek an urgent meeting with the Chamber of Mines to bring to an end the "ethnic cleansing" taking place at mines in Gauteng, Northwest and Northern Province, the party decided at its national council meeting on Saturday as renewed clashes took place between hostel residents at Carletonville's East Driefontein mine.

The council said in a resolution adopted that the IFP condemned mine managements which had been willing to "aid and abet" the National Union of Mineworkers'

campaign to prevent the employment of workers who were not union members.

It would send a delegation to meet the chamber, NUM and relevant government ministers to discuss the "grave injustice" being done to non-NUM members.

Sapa reports that police spokesman Capt Gerrie van Rooyen said police had intervened early on Saturday morning and tried to keep fighting hostel dwellers apart.

But shots had been fired and 18 people were injured. They were later admitted to hospital in a satisfactory condition, he said.

Police had searched the hostel and confiscated a revolver, 15 rounds of ammunition and about 500 dangerous weapons. Twenty-seven suspects were arrested and would appear in court today on public violence charges.

The council expressed concern that there was "growing desperation" among workers who had lost their jobs and accommodation and this could lead to them taking the law into their own hands.

Moves to create a mandatory single trade union environment had the practical effect of discrimination along cultural and ethnic lines, the council said.

Inquiry at mines welcomed

(213) 00 10/9/96

Reneé Grawitzky

THE NUM and Gold Fields have welcomed a decision by the labour and mineral and energy affairs departments to ask President Nelson Mandela to appoint a commission of inquiry into mine violence.

The move comes in the wake of continued violence at Gold Fields' mines, calls by the union for the establishment of a commission of inquiry into the violence and indications that mine violence could become politicised.

The decision to establish a commission of inquiry coincides with in-depth discussions with Safety and Security Minister Sydney Mufamadi to establish a police presence on the mines.

Union general secretary Kgalema Motlanthe said he hoped the commission's terms of reference would be wide enough to look into the total situation on the mines, including hostels.

Labour Minister Tito Mboweni said the intention of a "short, sharp and succinct" commission was to determine the immediate causes of mine violence on three Gold Fields mines to "ensure violence does not spread elsewhere".

Thereafter, a lengthy and in depth commission would be considered.

Hé said there was a need to tackle issues around work organisation, recruitment practices, command structures and living conditions.

The president's decision on the commission is expected today.

Mineral and Energy Affairs Minister Penuell Maduna said: "We want to ensure people stop acting with impunity. We will not protect anyone and crime must be dealt with."

Both Mboweni and Maduna appealed to political parties not to politicise the issue.

Since the resurgence of violence at East Driefontein at the weekend, a representative from the offices of the Gauteng safety and security MEC has attempted to hold discussions with the various stakeholders.

To date, he has had no success in bringing NUM and United Workers' Union of SA (Uwusa) representatives together.

Zulu-speaking workers, some of whom are NUM members, have still not returned to work at all three mines affected by violence since July.

AL

Mboweni to act on mine violence

Sowetan Correspondent

LABOUR Minister Mr Tito Mboweni plans to seek Cabinet approval for a wide-ranging inquiry into the violence currently afflicting South Africa's mining industry

This follows another outbreak of fighting at East Driefontein gold mine near Carletonville, where 18 mine-workers were injured at the weekend

The National Union of Mineworkers (NUM) appealed to Mboweni, who said he would approach the Cabinet

Twenty seven people were arrested on Saturday after the latest violent clash. They appeared in the Oberholzer Magistrate's Court yesterday on charges of public violence and possession of dangerous weapons

The arrests followed a search of the mine and hostels by the SA National Defence Force, police and mine security. Although earlier reports said 20

Violent clashes may persuade the Government to investigate conflict

workers have been killed since July 18, mine employees put the death toll at 34

They also said more than 200 miners had been injured in the fighting

While mine owners Gold Fields attribute the violence to conflict between members of the NUM and the United Workers' Union of South Africa (Uwusa), the Inkatha Freedom Party and NUM blame the company

The IFP national council met in Ulundi at the weekend and expressed outrage at what it called "ethnic cleansing" spreading across mines in Gauteng, North West and Northern Province. It condemned mine management for assisting NUM in its alleged attempt to rid the mines of workers who do not belong to the union

Meanwhile, NUM has accused mine

management of protecting Zulus, who have not worked for the past two months. "What is worse is that Uwusa has no recognition agreement with the mine. But they not only enjoy recognition, they are well looked after at the FF Block hostel and are protected by the mine security," said Mr Elias Monyemoratwe of NUM

Mine clerk Mr Maemela Ramapepe also blamed management for the continuous conflict at East Driefontein mine

"When we toy-toyed on July 18, all we wanted was a better deal than the 4 percent increase offered by the mine. But to our surprise, Uwusa members opposed us and staged a counter-march, saying they were happy with what management offered and they would go to work," Ramapepe said

(213-211)

Sowetan 10/9/96

NUM threatens strike at De Beers

Reneé Grawitzky

PRODUCTION at De Beers mines could be brought to a standstill from Tuesday when about 7 000 members of the National Union of Mineworkers planned to strike in support of wage demands, the union said last night

Calls for a national strike come in the wake of months of negotiations, with the union indicating on numerous occasions that the parties were on the brink of deadlock.

An analyst said a potential strike from a financial point of view would have no real short-term effect on De Beers as it had more than \$4bn in diamond stock.

De Beers said strike talk was premature as the union had not completed balloting workers and the results of the ballot were not yet known. The only issue dividing the parties was the com-

pany's demand for the abolition of a premium granted only to workers on three mines when a public holiday fell on a Saturday, De Beers said

The union has rejected the company's demand to abolish the premium

The union said it would accept the company's final offer of 9,5% for A band and 9,25% for B band if it dropped the demand around public holidays. The company revised its offer during a conciliation board meeting on August 19 and thereafter tabled its current final offer during further informal meetings with the union. De Beers said it had offered the union an extra R5 on the wage increase in exchange for the abolition of the premium paid to those workers affected

The union indicated, however, it would agree to the company's demand to abolish the premium if workers received the extra R5 and a revised offer

of 9,75% on A band and 9,5% on B band

De Beers said it hoped to resolve the differences between the parties without a strike or lockout

NUM assistant general secretary Gwede Mantashe said the company's refusal to drop its demand around the public holiday premium "left us with no option but to continue with preparation for the strike within seven days". He said that "we will hold on to our industrial action until De Beers takes a reasonable stand in the whole matter in dispute". The union had completed balloting at all De Beers mines except Venetia

The union meets the Chamber of Mines today to discuss the final wage offer tabled during lengthy conciliation board proceedings. It was unclear last night whether an agreement would be signed today

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Duarte helps to establish peace committee at mine

BD 11/9/96

(213)

Reneé Grawitzky

GAUTENG safety and security MEC Jessie Duarte yesterday facilitated the setting up of a peace and security committee at Gold Fields East Driefontein gold mine near Carltonville in the wake of continued violence at the mine in which at least 30 people have died.

Meanwhile Labour Minister Tito Mboweni held discussions with President Nelson Mandela and requested him to appoint a commission of inquiry into mine violence at three Gold Fields mines. Mboweni said last night that Mandela would give indications in the next day or two of the processes to be adopted.

The approach by Mboweni comes after calls by the National Union of Mineworkers (NUM) to appoint a judicial commission of inquiry into the recent spate of mine violence at the Gold Fields mines — Leeudoorn, East Driefontein and Northam.

Gold Fields indicated last night that the process at East Driefontein had been set into motion with the approval of both NUM and the United Workers Union of SA.

The committee — which would include two representatives from all stakeholders — would be co-ordinated by a senior representative from the safety and security MEC's office.

Parallel to this process, Gold Fields said management would pursue the engagement of a conflict resolution expert to continue with the process of reducing the potential for violence at the mine.

Meanwhile, it is believed that workers at Northam platinum mine demanded the release on bail of a number of workers arrested in connection with the recent violence in which six mineworkers were killed.

Gold Fields said bail had been granted to five people but bail had not yet been paid.

Debswana locked in labour tussle

David McKay

(213) (S)

DE BEERS' producer in Botswana, Debswana, is locked in a tussle with labour — centred on shifts — over the proposed introduction of continuous operations at Orapa Diamond Company, which would increase the mine's annual ore throughput about 15% to almost 9-million tons

The group said yesterday that continuous operations would require a fourth shift, which would minimise potential redeployments at the mine. The new shift, which was also being negotiated at the group's other mines, Jwaneng and Letlhakane, could create a total of 100 new jobs

But the Botswana Mine Workers Union had objected to the additional shift, and a court action

BD 11/9/96
could be called by Debswana if no agreement was in sight by the end of this year, a spokesman said

The union said the proposed six days on, two days off shift system "changed its work culture". Labour currently works a six days on, one day off shift system

The group has argued that the fourth shift would create more free time and fewer working hours. Another meeting between Debswana and the union is scheduled next week.

Ore production is currently 7,9-million tons and will be increased to 17,8-million tons following the completion of the 1-billion pula expansion from 2 000. The group said the expansion would not be affected by the current dispute over continuous operations.

Analysts did not believe a fail-

ure to introduce continuous operations would have much impact on the mine's revenues.

It cost between \$7 to \$10 to produce one carat, from which about \$40-\$50 was earned.

"The diamond business is profitable at the moment, so while a 5-8% revenue cut is likely this year, it is not serious to Debswana," one analyst said.

Orapa will become a significant diamond producer when its expansion is complete, adding some 6-million carats to its yearly output and increasing Debswana's total output to about 25-million carats a year

Debswana, owned equally by De Beers and the Botswana government, increased its net income to 2,2-billion pula (1994: 1,8-billion) in the 1995 financial year

Violence at Driefontein mine turns old friends into foes

By GORRAN MHLILOVU

The ongoing violence at the East Driefontein gold mine near Carletonville has become much more than political infighting, it has emerged that the conflict has turned old friends into foes and pitted colleagues against one another.

Gauteng deputy director-general of safety and security, Simon Mkhabela Sibeko, visited the mine for the third time yesterday. He said during a media conference that he knew several of the United Workers' Union of South Africa (Uwusa) representatives from way back, when he was an ANC activist, and they were Inkatha Youth Brigade. He had gone to school with some of them and they had become friends. But their relationships have

not made it easier for the warring parties - members of Uwusa (an IFP-aligned union) and the National Union of Mineworkers (NUM) - to agree on peace.

Sard Sibeko: "We first met the main stakeholders, including Uwusa, separately. But when the main forum was due to take place Uwusa refused to attend, claiming political affiliation as a reason. "I was very optimistic when I saw among the Uwusa delegation Duke Senakgomo, whom I have known for many years as a friend and colleague at school." But the meeting did not happen because Uwusa claimed that Sibeko, as a member of the ANC, would not be impartial. Sibeko has now urged Uwusa to recognise his professional role as deputy director-general of safety and security in Gauteng. He

said he was impartial and came with the single purpose of helping to resolve violence on the mine. He believed that peace lay in all the parties coming together and hammering out a solution, not in employing greater numbers of

These fights have separated us here'

This confirmed statements made by some of the 18 mineworkers lying injured with fractured limbs, gunshot wounds and gunshot wounds at the mine's Leslie Williams Memorial Hospital.

A NUM member, Zonakele Goniwe, said he had lost a friend among the Zulu-speakers who were killed in July. He said that although they were in different camps, he and Thomas Zondi, a member of Uwusa, had been good friends.

"Zondi and I were machine operators underground since 1985. We worked so well together and I can't believe that he is dead," said Goniwe wistfully. He is from Bizane in Transkei and Zondi hailed from Kwazulu Natal.

He said that once violence erupted on the mine he and Zondi could not socialise publicly. Sonnyboy Mathabadi from Soweto, who was hit by a hail of gunshot as he ran for cover on Friday night, said he and a Zulu friend he knew only as Mandla

had worked in harmony at the mine for the past three years.

"But these fights have separated us. I don't know whether he has gone back to Natal or he is still at the hostel. We were together at work a few hours before the violence broke out again on Friday night," said Mathabadi.

Mzondeni Manwele, who has worked at the mine since 1978, said it was the first time that there had been such fierce fighting, which led to bitter animosity among old friends. He said he could not believe he was on different sides from long-standing colleagues.

"But things have changed. With a painful fractured arm like mine, you have to hate those who caused your hurt. I am very angry that they could change overnight and try to kill me," said Manwele.

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Judge heads inquiry into mine violence

(213) Star 12/9/96

Recommendations expected within 10 working days

BY GOBA MDHLOVU

President Nelson Mandela appointed a commission of inquiry yesterday into the ongoing violence in South African mines. He appointed Mr Justice John Myburgh to head the commission.

Mr Justice Myburgh, who is Judge President of the new Labour Court, is expected to make his recommendations within 10 working days, beginning on the first day of investigations.

He is expected to present his findings to Mandela for his consideration.

The commission's terms of reference are "To urgently investigate the causes of recent violence

and occurrences specifically affecting the mines of East Driefontein, Northam and Leeudorn, and to make recommendations within 10 working days as to the

54 miners have died since July 18

immediate steps needed to end the strife and carnage"

Last weekend leaders of the National Union of Mineworkers appealed to Labour Minister Tito Mboweni to intervene to end the conflict which has already claimed more than 50 lives since July 18 this year.

At East Driefontein alone, 34 people were reported killed during the fighting, while more than 20 are known to have died at the Leeudorn division of Kloof gold mine.

Sporadic incidents of violence were also reported at the platinum mines in the North West province, where Northam is situated.

Labour ministry spokesman Samantha Henkeman said Mboweni has called upon all the parties concerned to co-operate with the commission.

"The minister believes the work of the commissioner will be faster and more effective if the stakeholders co-operate with the commission," she said.

NUM welcomes violence probe

Reneé Grawitzky (213)

THE National Union of Mineworkers (NUM) yesterday welcomed the appointment of a commission of inquiry into mine violence but expressed concern about the time allocated for the commission to make recommendations to President Nelson Mandela.

Violence continued at Gold Fields East Driefontein yesterday with a mineworker being stabbed at a concession store on the mine.

NUM president James Motlatsi said he was unsure whether the 10 days set aside for the commission to make recommendations was sufficient time.

Labour Minister Tito Mboweni announced on Wednesday that Mandela had approved the appointment of the commission to investigate the recent violence at three Gold Fields mines — Northam, East Driefontein and Leeudoorn.

It is understood Mandela will sign the proclamation today and it is anticipated it will be promulgated next Friday

BD 13/9/96

East Driefontein mine death takes toll to 35

(213) Star 13/9/96

The death toll at the strife-torn East Driefontein Mine, which has been plagued by faction and union-related violence since July, rose to 35 last night after a miner was killed in a fresh outbreak of violence.

West Rand police spokesman Captain Gerrie van Rooyen said two more miners were injured after being attacked by a mob of people yesterday, bringing the

total number of injured to 178.

"One of the injured has been admitted to hospital in a critical condition. No arrests have been made," he said. He said all three had been stabbed and hacked.

Police and mine security members are monitoring the situation, but seem unable to stop the violence between the IFP-aligned United Workers Union and the ANC/Cosatu-affiliated

National Union of Mineworkers

Gold Fields officials have reported massive production losses in the past two months attributed directly to the mine's strife.

The latest outbreak of violence came just a day after President Mandela appointed a commission of inquiry, to be headed by Mr Justice John Myburgh, into the violence gripping South African mines - Crime Reporter

Goldfields blamed for

miners' death

(213)

South African 16/9/96

By Mongadi Mafata

THE death of about 60 mineworkers should be blamed on Goldfields management, Mr James Motlatsi, president of the National Union of Mineworkers said yesterday.

Addressing more than 2 000 miners in Carletonville at a NUM peace rally at the West Driefontein mine, Motlatsi said mine security heads should roll after 34 miners were killed in sporadic fighting in the past two months.

At the surrounding Leeudoom, Northam and West Driefontein mines sporadic clashes among miners have claimed more than 25 lives.

Lambasting Gold Fields for not deploying security personnel to quell the fighting between NUM members and the IFP-supporting United Workers Union of South Africa, Motlatsi urged the miners to work towards lasting peace.

Conflict resolution

"We must become involved in the establishment of hostel security personnel and we must also form conflict resolution committees in order to achieve peace in the mines.

"Outsiders can only offer us advice. It's up to us in the mines to seek solutions that would bring the violence that plague us to a complete stop," he said.

Labour Ministry director Mr Jesse Mahlaleke urged the miners to participate in the recently established commission of inquiry to investigate mine violence.

Mahlaleke said the commission's terms of reference, which is headed by Labour Court Judge Justice John Myburgh, were to investigate the causes of violence at East Driefontein, Northam and Leeudoom mines. The findings are expected in October.



Some of the 2 000 mineworkers who attended a National Union of Mineworkers peace rally at West Driefontein Mine in Carletonville yesterday. Among the speakers, who urged the workers to embrace peace, was NUM president Mr James Motlatsi, who warned workers to be vigilant after the death of 34 miners. PIC SIPHIWE SIBEKO

Rival mine unions

plan joint peace rally

Johannesburg — The National Union of Mineworkers and the United Workers' Union of South Africa have planned a joint rally at the East Driefontein mine today, the epicentre of recent mine violence

Clashes at South Africa's mines in the past two months have claimed at least 35 lives, and the cause of the violence has been attributed to disputes between the ANC-aligned NUM and the Inkatha Freedom Party-linked Uwusa.

Ben Molapo, the NUM spokesman, said yesterday that the rally at the mine's sports centre would be addressed by leaders from both unions

Miners will also declare some "no-go areas" open and will allow free transit for workers regardless of their union persuasion

Until last week, police and mine security workers appeared powerless to prevent the continuing violence which had severely dented production at the Gold Fields-owned East Driefontein and Leeudoorn gold mines and the Northam platinum mine

On Sunday James Motlatsi, the NUM president, addressed a rally at the West Driefontein mine stadium

Motlatsi reminded workers of the 1987 resolutions on violence, which state that workers should be involved in planning codes of conduct within mine compounds and guidelines on security and disciplinary measures should be taken against perpetrators

"The responsibility to end the violence rests with you (workers), through your committees, not the management who can selectively choose those they want to dismiss, without addressing the root cause of the problem," Motlatsi said at the rally — Sapa



Lia Rafael, reservations operator for Mozambican tour operator Prosol, chats to Vice Tourism Minister Mahomed Rafique Jusob Mahomed at the Africa Travel Market at Gallagher Estate at the weekend. Picture GARTH LUMLEY

Gold Fields' mines inquiry begins

Reneé Grawitzky

THE commission of inquiry into the recent spate of mine violence at three Gold Fields gold mines — headed by Judge John Myburgh — will begin today with the State leading its evidence.

President Nelson Mandela approved the establishment of a "short, sharp and succinct" commission to investigate recent violence at East Driefontein, Leeudoorn and Northam following a request by Labour Minister Tito Mboweni

The commission has to complete and present a report to the president within 10 days

In its written submissions presented to Judge Myburgh on Friday on possible causes of the

BD 23/9/96
 violence, the National Union of Mineworkers said it did not believe the violence associated with mine hostels which had plagued the industry for a century could be resolved in 10 days

Any probe into mine violence had to consider the security on Gold Fields' mines and the collective bargaining practices which "clearly favoured minority unions at the expense of the representative majority unions" These fostered violence which was perceived as ethnic conflict

The third area related to the issues underlying violence Such issues included living conditions, governance of hostels, the role of security agencies, housing policies and labour recruitment practices.

The main stakeholders — the

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 NUM, Gold Fields, the SAPS and the United Workers' Union of SA — met on Friday at Myburgh's request Written submissions were presented by all parties except Uwusa

These related to all incidents of violence at the three mines, possible underlying causes and possible steps to be taken by each party to reduce conflict

Gold Fields listed a number of underlying causes of the violence ranging from inter-union rivalry, ethnic tensions between Zulu-speaking workers and other workers "either as an independent factor or linked to the inter-union rivalry" to tensions linked to the recent wage negotiations or violence used as a means of furthering "particular agendas".

Love triangle sparks ethnic war -

AKG 24/9/96

Fearful workers tell how jealousy and revenge inflamed

ARGUS CORRESPONDENTS

(213)

Johannesburg - A love triangle involving two miners and a woman sparked off ethnic violence that has left at least 18 people dead at Buffelsfontein gold mine in Stillfontein.

At least 10 were killed at the weekend, and another eight died in renewed violence yesterday.

Another 18 were injured in the clashes, which began on Saturday night at the mine in North-West province.

Residents of Buffelsfontein No 4 Shaft hostel and a neighbouring compound on a farm said that fighting erupted after the body of a Xhosa man, believed to have been involved in a love triangle, was found

He had been missing for three weeks when his body was traced at Klerksdorp mortuary last Wednesday

David Khalapa, a spokesman for the Springvale compound's residents' committee - comprising Sothos and Xhosas - said the group of Xhosas withdrew from the committee after the discovery of the body, vowing to avenge the killing.

Mr Khalapa said the breakaway group believed the man, who lived at the hostel, had been killed by Sotho-speaking miners, most of whom lived at the hostel.

He said the man, known only as "Sunlight", earlier had a fight with a Mosotho over a woman staying at the compound. The group of Xhosas who left the residents' committee took part in the search for Sunlight, who disappeared after the fight

Mr Khalapa claimed the Xhosa-speaking group launched their first attack on Sotho speakers at the Springvale compound on Saturday night, using explosives, iron bars and knobkerries. They then

attacked Sotho speakers at the hostel. Ten bodies were found after the attacks

After that, more attacks by the Xhosa group, and revenge attacks by Basotho, left a further trail of bodies. Yesterday police said eight more bodies were found at the hostel and in a field.

Mr Khalapa yesterday showed journalists a hole in his roof, which was apparently caused by explosives used in Saturday night's attack. A number of houses in the compound had broken windows and several household appliances were damaged.

The atmosphere at the hostel was still tense late yesterday, with heavily armed Basotho men patrolling the main entrance to the hostel, while others milled about the premises. Stones and bricks, apparently used in the skirmishes, were strewn in the hostel yard. There were also pools of dried blood. Several men had bruised faces.

Matters threatened to get out of hand when mine officials tried to prohibit members of the media from entering the hostel.

Hostel-dwellers were angry, claiming that management was "lying about the causes of the trouble and therefore did not want media attention". Eventually, mine officials did not physically remove reporters from the hostel, but refused to comment on the violence.

Hostel-dwellers said most of their colleagues had fled, fearing more violence last night. Some workers were seen moving out with their possessions yesterday and a few said they were caught in no-man's-land because they had fled the compound, but were not allowed into the hostel.

Mining operations continued yesterday, despite the absence of more than 500 workers, who had barricaded themselves in the hostel.

Residents were worried there would be more violence when those who had gone to work returned from shifts late yesterday.

Police in armoured vehicles maintained a low profile outside the hostel, while members of the Defence Force patrolled the surrounding area.

Police spokesman Louis Jacobs said the people who died had been either hacked or beaten to death. None of the fatalities was caused by explosives.

No arrests had been made and police would continue searching the area.

Police would consider providing protection for some of the injured, who were being treated at two local hospitals, Captain Jacobs said.

Mine management refused to comment yesterday on what steps they would take to end the violence at the mine, which police said had a history of ethnic conflict.

violence

28

Mine calm after bloodshed

By MICHAEL SPARKS
AND LARA SMITH

Police are maintaining a strong presence this morning at the Buffelsfontein mine near Stilfontein, scene of bloody battles between warring factions which have left 21 people killed and 39 injured since the weekend.

North West police spokesman Superintendent Pieter du Plessis said no further incidents had been

reported overnight or this morning after teargas and rubber bullets had to be used to keep factions apart early yesterday after three more people were killed

However, he said the mine was up and running this morning after negotiations were held yesterday between mine management and faction representatives

Miners at the Pioneer and

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Star 25/9/96

Mine calm after bloodshed (213)

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Star 25/9/96

Scott shafts agreed to return to work last night, police spokesman Senior Superintendent Doets Myburgh said

He said 250 workers at Pioneer shaft had gone underground for the afternoon shift and a full shift was expected to return to work today

At Scott shaft, where three miners were beaten to death on Monday, things were still tense "but improving", and miners there had agreed to return for the night shift last night.

Myburgh said it seemed that tensions between Sotho and Xhosa-speaking factions had been defused. A strong police presence was being maintained at Buffelsfontein "just in case"

The violence started with a series of explosions in the compound on Saturday night, apparently sparked by a tiff over a woman.

Presidential spokesman Parks Mankahlana said the violence would be investigated by a judicial commission of inquiry which was announced by President Nelson Mandela recently

Zulu miners flee union war

SIFELANI MLAMBO

MORE than 12 000 Zulu-speaking miners this week fled the Goldfields mines in Carletonville after tribal conflicts had left one Zulu miner beheaded underground and four others dead in an attack on their hostel.

Many left their belongings behind to save their lives.

When City Press visited the mine, hordes of Zulu speakers were boarding taxis to KwaZulu-Natal for fear of their lives.

A spokesman for the departing miners, Bongihlahla Ngema, said the situation was so tense that he had advised all Zulus to go home.

He said some of the Zulus who had worked at the mine since 1970 were bitter that they had to leave their jobs because of tribal tensions.

He alleged that other tribes hated Zulus and had ganged up on anybody said to be from KwaZulu-Natal.

"They say we are members of Inkatha and therefore we must go back to Natal and work for Buthelezi," he said.

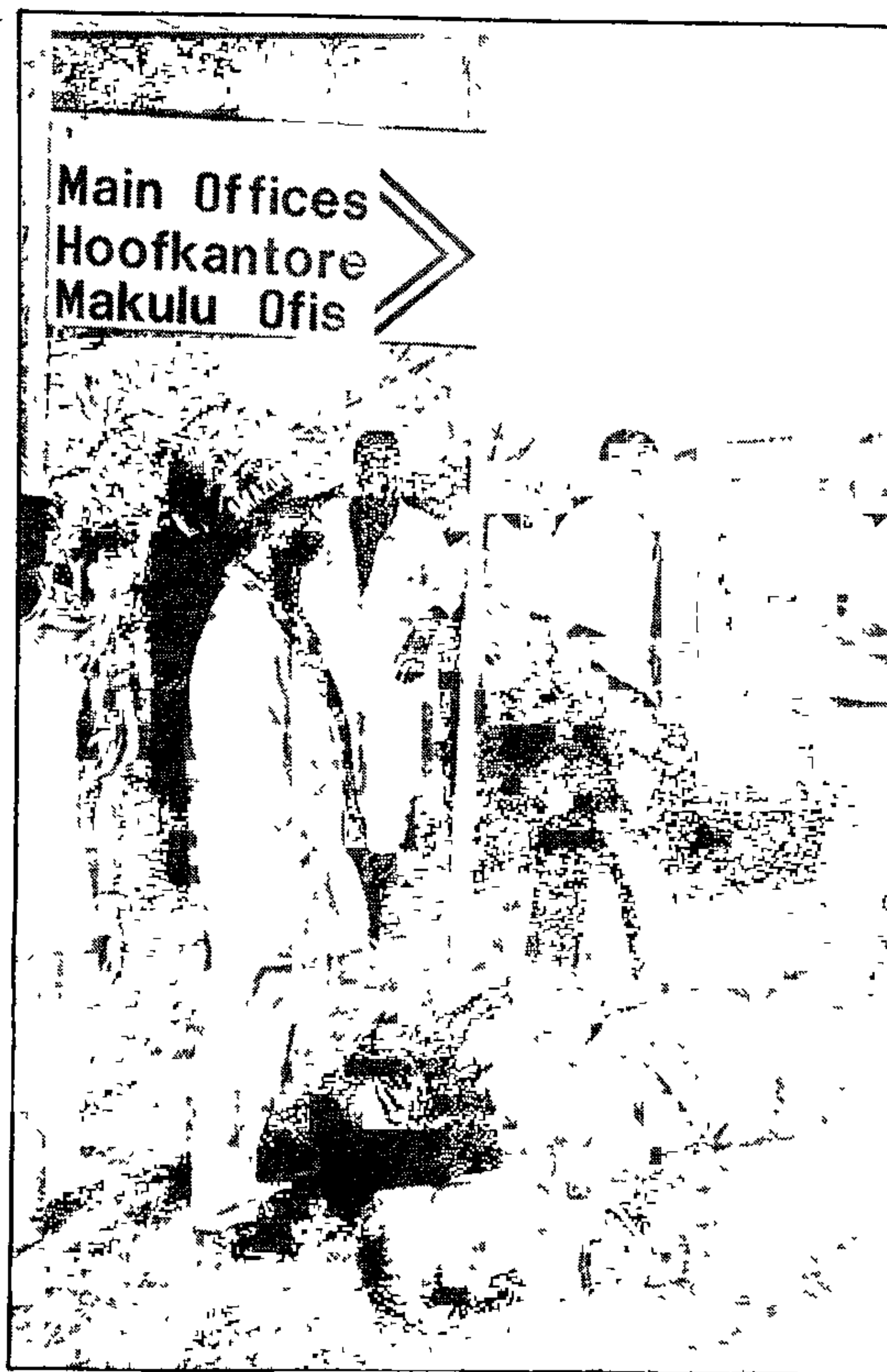
The final straw came when the only Zulu working in a section of Libanon mine near Westonaria with Xhosas, Basutho and vaTsonga was beheaded.

None of the miners had worked for four days because of the war between members of the National Union of Mineworkers of South Africa (Numsa) and members of the Inkatha-affiliated United Workers Union of South Africa (Uwusa).

After the Zulus left on Friday, Numsa members returned to work.

Uwusa is not recognised by the mine and trouble began when the recognised Cosatu-affiliated Numsa had to negotiate for salary increases with the mine management alongside the union.

Numsa officials objected to this, saying they bargained for all mine workers irrespective of whether



FEARING FOR THEIR LIVES . . . Zulu miners leave Carletonville amid tribal and union tensions that left five dead this week.

they belonged to the union or not, and charged that the mine's management was manipulating Uwusa in its union-bashing tactics.

Both had to negotiate separately with Goldfields management for a wage increase.

But an agreement reached by

the management and Numsa was opposed by Uwusa and fighting broke out on Monday when Numsa members at Leeudoorn mine alleged that their members were being attacked by Zulu speakers affiliated to the rival union.

Two Numsa workers were allegedly killed in the attack and on

that night Numsa members, who far outnumbered the Zulus, launched a revenge attack, killing four Zulus.

A mine security official on Thursday said all the Zulu miners at Leeudoorn Westonaria mine had left for KwaZulu-Natal.

Numsa miners were jubilant at the Zulus' departure.

They said they had vowed not to report for duty unless the Zulus were dismissed.

Mine management, however, refused to dismiss the Zulus and gave them an ultimatum to report for duty by September 11 or be dismissed.

The Zulus responded by accusing management of bias.

After the conflict at Leeudoorn mine, where two Xhosa miners and four Zulus were shot dead, Zulu miners at other nearby mines also refused to work.

The most severely hit was East Driefontein mine in the North West, where about 12 000 Zulus downed tools on Wednesday night.

Mine officials met yesterday to discuss the crisis and to try to find a way to get the Zulus back.

■ Dan Dhlamini reports that the call for a commission of inquiry to probe the cause of the current wave of mine violence was this week hailed by black members of the East Driefontein mine security force. CP 1/9/96

The security men - who claim they were involved in the crowd control during the bloody clashes - told City Press that they wished to be called to testify before the commission.

"We are tired of seeing our own brothers coerced to slaughter one another while mine management do a body count because mine property was not in danger. We want the government to get a true picture of the real cause of mine violence at the Gold Fields Mines, so that it should be eradicated once and for all," the group's spokesman said.



Paulos Masitha (left) and Jimmy Notshokovu yesterday thanked their lucky stars for escaping with their lives at the violence-stricken Buffelsfontein Gold Mines in Stilfontein, North West, where 21 mineworkers were killed and 38 injured as a result of faction fighting between Xhosa-speaking workers and their Sotho counterparts.

PIC MOFFAT ZUNGI

Survivors tell of 'revenge' attacks

(2/3)

Someitan 25/9/96

By Mongadi Mafata

21 people have died in the faction fighting which has left 38 injured

SURVIVORS of the faction fighting that has already claimed 21 lives and left 38 other miners injured, yesterday said revenge was the motive for the attacks

Speaking from their hospital beds at Tshepong Hospital in Jouberton, outside Klerksdorp in North West, several workers at Buffelsfontein gold mine said the fighting broke out unexpectedly and spread like wild fire

Lesotho-born Mr Paulos Masitha, nursing a swollen left eye and several stitches in his head, said mine security officers had fired teargas at them in a bid to disperse a group of armed Xhosa and Sotho workers at Scott hostel on Monday night

Masitha said he was hit by a rubber bullet that grazed his eye and forehead as he tried to run away from the advancing Xhosa workers

"The Xhosas were armed to the

teeth. They carried assegais, swords and knobkerries and were in a fighting mood," he said

Mr Jafete Moiane, a contract worker from Mozambique, said he feared for the lives of his colleagues who were badly injured in the fighting

"Some of our mates were so badly injured that I doubt if they will ever come out of hospital," Moiane said

Tried to escape

A blood-soaked bandage around the right knee covered the wounds he suffered when he was hit by pellets while trying to escape from the Xhosa workers and mine security personnel

Mr Jimmy Notshokovu, a retrenched mineworker, said the violence erupted at the Springvale enter-

tainment complex following the death of a Xhosa worker, who was allegedly killed by members of the Sotho faction

Notshokovu denied that the fighting was sparked by a love triangle. That could not be corroborated by inhabitants of Springvale, who refused to speak to the Press

A delegation of Xhosa and Sotho workers was yesterday locked in a meeting aimed at resolving the conflict

Police spokesman Captain Louis Jacobs said two mineworkers were found dead inside Scott hostel while another was certified dead on arrival at Tshepong Hospital

On Monday, the South African National Defence Force joined police in patrolling the violence-hit areas

Tensions still high as police patrol mining areas hit by violence

Reneé Grawitzky

THE death toll from clashes on property on and around two Randgold mines in Northwest rose to 21 yesterday, with 38 people injured, and tensions remained high as police patrolled the affected areas.

Violence erupted on Saturday on a farm next to Buffelsfontein mine and on Monday spread to a hostel on Stlfontein housing contract workers.

Sapa reports that police used tear gas and rubber bullets to disperse a

crowd of about 2 000 Pondos and Sothos at loggerheads at the Scott hostel at Stlfontein early yesterday morning, a police spokesman said. He said police were keeping the factions apart.

The SAPS said negotiations continued yesterday between the contracting companies, mine management, the NUM, police and other groupings.

Amid intense speculation about the causes of the new round of violence, analysts have warned against "quick fix" theories about the underlying causes. The SAPS said violence erupted at

midnight on Saturday when a group put explosives around the walls of a section of Springvale farm which reportedly housed predominantly Sotho-speaking workers.

Investigations of the subsequent killings continued but police speculated that this formed part of a revenge killing of three weeks earlier. Further violence erupted on Monday when a group of Sotho-speaking contract workers from Pioneer hostel on Randgold's Buffelsfontein mine allegedly went to another section of Springvale

said to be housing Pondo-speaking workers. Six people died in this clash.

The third incident took place at Scott hostel on Stlfontein mine which houses contract workers at Vaal Reef's Clashes on Monday night, allegedly between Xhosa and Sotho-speaking workers, resulted in three deaths.

Buffelsfontein gold mine said its workers had not been involved in the recent violence, while workers housed in Pioneer hostel were employed by a number of contracting companies. The NUM said mine workers fre-

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quented Springvale farm, which housed a large number of farm workers. On Saturday night 12 people were killed during violence between Sesotho and Xhosa speakers.

Consultant Kent McNamara, an expert on mine violence who has been giving evidence to the commission of inquiry into mine violence, said speculation at this stage was of no value. Often causes are related to local situational factors, but all of these con-

Continued on Page 2

Violence

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Conflicts have to be understood against the background of the migrant labour and hostel system, but specific triggers have to be carefully identified. All one can do at this point is ask questions, such as the status of the people attacked, whether they were all contract workers and what sort of build-up of

tensions had been taking place in recent weeks.

People placing dynamite suggested a substantial build-up of tensions and resentment, he said. It suggested execution and not the emotional response to a "love triangle".

However, this could not be discounted and it raised questions about the effect of the migrant labour system on sexual relationships.

See Page 3

Failure to prosecute perpetrators is behind cycle of mine violence

Deborah Fine

THE visible prosecution of perpetrators and an unequivocal commitment to peace by all mining industry stakeholders were the first steps needed to prevent the cycle of violence on SA mines, independent labour analyst and industrial anthropologist John Kent McNamara has said.

He was giving evidence on Monday on the first day of a commission of inquiry into violence at Goldfields SA's East Driefontein, Leeudoorn and Northam Platinum Mines last month in which 47 miners were killed during what appeared to be ethnic clashes.

The commission was appointed earlier this month by President Nelson Mandela at the request of Labour Minister Tito Mboweni, and it will be chaired

by Judge John Myburgh

McNamara, an assistant commissioner on the Moseneke commission into violence at the Vaal Reefs Gold Mine last year, said a critical problem was the apparent failure to identify perpetrators and bring them to trial. At Vaal Reefs, for instance, many of the killers had roamed free in the hostels, with witnesses too afraid to point them out for fear of retaliation. Failure to prosecute had resulted in a culture of "self-help", vigilantism and "tit for tat" retaliatory vio-

lence on the mines, he said.

While the role of pointing out perpetrators had traditionally been left to mine management, he said unions should also examine playing a part.

Asked by a National Union of Mineworkers representative if this would not put unions in the difficult position of "being seen to finger its own membership", McNamara said that any action would have to be prefaced by a clear message that unions were obliged to prevent the loss of life in the interests of members

McNamara also recommended that a weapons ban on mine property be explored.

Stakeholders should also examine issues surrounding mine accommodation and ways in which to move away from hostels arranged along ethnic lines.

He also said, "with due respect", that additional clues to the causes of mine violence could be gleaned from speaking to mine workers themselves rather than holding yet another commission.

The commission continues today

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Labour expert
BD 25/9/96

WEDNESDAY
SEPTEMBER 25, 1996 ★

18 IN CRITICAL CONDITION

Mine violence ^{CT 25/9/96 (213)} defused by talks

JOHANNESBURG: The bloody fighting in which at least 21 people had been killed at the Stilfontein mine seems to be over. The President's office announced that the violence will be investigated by a judicial commission of inquiry

TENSIONS have apparently been defused at the Stilfontein mine in North West province after violence there left 21 people dead and 39 injured since the weekend

Three people were killed on Monday night when renewed violence broke out at one of the hostels

Police had to use teargas and rubber bullets to keep the warring factions apart yesterday morning

After lengthy negotiations that lasted all of yesterday, miners at the Pioneer and Scott shafts had agreed to return to work last night, police spokesman senior superintendent Doets Myburgh said

Myburgh said 250 workers at Pioneer shaft had gone underground for the afternoon shift and a full shift was expected to return to work today

At Scott shaft, where three miners were beaten to death on Monday, things were still tense "but improving" and miners there had agreed to return for the night shift yesterday

Myburgh said it seemed that tensions had been defused between Sotho- and Xhosa-speaking factions, whose members had attacked each other with knobkerries and sharp instruments

Police backed up by National Defence Force units were patrolling the area around the mine and maintaining a high visibility

A strong police presence was being maintained at the Buffelsfontein gold mine "just in case"

The ethnic violence started with a series of explosions in the compound on Saturday night, apparently sparked by a tiff over a woman. Ten people died in the blasts caused by commercial explosives.

Another source said a road accident in which a Xhosa man was killed three weeks ago seemed to have sparked the violence

The 39 injured miners include 18 who are in a critical condition in the Duff Scott, Tsepong and Klerksdorp hospitals.

Presidential spokesman Mr Parks Mankahlana said the violence would be investigated by a judicial commission of inquiry which was announced recently by President Nelson Mandela

The commission would also be looking into violence at other mine hostels in Gauteng, particularly the East Driefontein and Leeudoom mines

Mine management said yesterday that none of the people involved in the fighting actually worked at the mine

The mine said the Pioneer hostel, which was situated on mine property, was rented out to various contracting companies for the purpose of housing their employees

No mine staff were accommodated in this hostel — Sapa

Three more die as mine battle flares again

(213)

Explosive devices and detonators – 'enough to destroy a small village' – found in swoop on hostel by police

STAFF REPORTERS

Violence at the strife-torn Stilfontein mine near Klerksdorp in the North West province flared again last night when three Sotho miners were killed and three injured

Police spokesman Senior Superintendent Pieter du Plessis said the clash came just after 9pm when Xhosa and Sotho miners fought at the Buffelsfontein East Shaft hostel. All the victims had been hacked and stabbed.

The clash raised the toll to 24 dead and 42 injured since the trouble began at the weekend. A quarrel over a woman is believed to have sparked the fighting, which quickly degenerated into fierce ethnic clashes.

Last night's fighting put paid to hopes of an end to the trouble. Faction leaders and mine management spent most of Tuesday locked in negotiations, and shifts were running normally yesterday when the situation at the mine was described as "tense but calm".

However, police and army reinforcements and mine security,

despite having maintained a strong presence at the mine since the weekend, seem powerless to stem the violence.

Meanwhile, a cache of explosives, traditional weapons, guns and ammunition and a large amount of dagga were found in a swoop by police and soldiers on a hostel at the Buffelsfontein mine yesterday.

Police said the haul was "enough to destroy a small village". It was found in a number of rooms at Scott hostel about 8km from Springvale farm, where dynamite explosions sparked clashes between inmates on Saturday.

The cache included about 30 explosive devices and detonators, 20kg of dagga and about 5 000 knives and knobkerries. The explosive equipment is presumed to have been stolen from the mine over a long period.

"The sheer volume of equipment which was found is enough to destroy a small village. The cache was found abandoned in rooms at the hostel. It appears that the weapons and explosives be-

longed to workers from all the ethnic groups"

Myburgh said a follow-up operation would probably take place today at the nearby Pioneer hostel and police expected to find another large haul of weapons, "most likely thrown into the veld outside the hostel by the time our search gets under way".

No arrests were made in connection with yesterday's haul and police are investigating the case in conjunction with the mine management.

Although police said the confiscated explosives could cause great damage, the chairman of Randgold and Buffelsfontein mines, Roger Kebble, said last night that security at the mine was tight and only a small quantity of explosives was found.

"In fact most of that stuff can be collected through petty pilfering over a long period. There is no security leak at our mines. This sort of petty theft goes on most of the time as the material can be hidden easily on the body. Look, we need

► To Page 2

Three more die as mine battles go on

► From Page 1

some 800 strings of stope fuse to do real damage. The 22 (strings which were confiscated) is very little," said Kebble.

Labour Minister Tito Mboweni said yesterday the causes of violence at the mine were varied and complex, "and cannot be reduced to mere ethnic strife".

He added "There are further questions to be raised as to the availability of explosives".

Mboweni said he would continue to consult the ministries of Mineral and Energy Affairs and of Safety and Security to gain lasting peace at all mines in the country.

Earlier yesterday, North West Premier Popo Molefe and members of his cabinet visited Springvale before calling on survivors at the Tshepong Hospital in Jouberton.

Police seize mining explosives, weapons ⁽²¹³⁾

A LARGE quantity of mining explosives and traditional weapons were seized during a police swoop at a mine hostel in Stillfontein in North West yesterday following three days of violence in which 21 people died

Police spokesman Captain Louis

Jacobs said yesterday the explosives were found in rooms at the Scott hostel at the old Stillfontein mine

More explosives were found outside where they had been tossed by inmates when news of the search spread Spears, pangas and knives

were found in the swoop which continued yesterday afternoon

Jacobs said there had been no further violence, but Sotho miners at the Pioneer Hostel at Buffelsfontein mine turned away Xhosas returning from their shifts on Tuesday night The

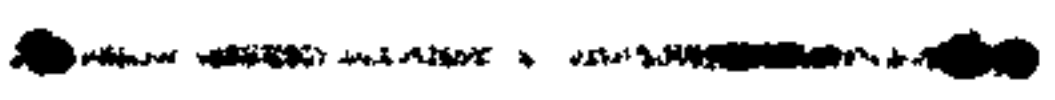
Xhosas sought refuge at other hostels

Jacobs said the situation was quiet but tense yesterday
Ten people were killed and 12 critically injured early on Sunday morning when eight explosions ripped through the Springvale farm settlement where

mine contract workers live

The explosions were caused by home-made bombs Thereafter violence broke out between Sothos and Pondos (a Xhosa clan), leaving eight more dead on Monday and one dead on Tuesday - *Sapa*

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Stilfontein mineworker David Khalapa points to a hole made by an explosive device during clashes as mineworkers view weapons retrieved by the police. An army sergeant observed the scene as a police sniffer dog went about his work.

Pictures TYRONEARTHUR

Police find explosives at hostels on two mines

(213)
Reneé Grawitzky
BD 26/9/96
POLICE searching Stilfontein and Buffelsfontein mine hostels found commercial explosives and traditional weapons yesterday, said SAPS spokesman Louis Jacobs

The hostels remained tense as security forces maintained a heavy presence. Xhosa workers were prevented by Sothos from entering the hostel at Buffelsfontein, Jacobs said.

The National Union of Mineworkers (Num) said it was negotiating for a transfer of its membership from the hostel to Tigane township hostel in Hartebeesfontein until the situation was brought under control

Yesterday's searches followed violent clashes on Saturday and Monday when workers who

Apartheid films cost millions

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(213)

Reneé Grawitzky

60 26/9/96
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Yesterday's searches followed violent clashes on Saturday and Monday when workers who ran a stokvel at Springvale farm were killed.

The violence spread to the hostels on Monday. To date 21 people have been killed and 40 injured.

A Sotho committee established at Buffelsfontein was unable to comment on allegations that Xhosa workers had been kept away.

However, a worker sitting at the gate of the hostel said "everyone" was refusing to allow Xhosa-speaking workers back into the hostel. He would not elaborate on who "everyone" was.

Neither hostel appears to house workers employed by Randgold, the owner. Instead, they house contract workers from a number of companies including JIC Mining, Naledi and Shaft Sinkers

JIC Mining, which rents the hostel at Stilfontein from Randgold, was not prepared to comment on the violence which has been affecting its workers

The NUM said it had majority membership at Naledi and JIC Mining

Union official Martin Nicol said NUM believed contract workers should be employed only to do specialist work on mines not normally done by mine workers and for which NUM members could not be trained.

However, he said that mines across the industry were increasingly employing contract labour at lower wages for work traditionally done by union members

By capturing, controlling earnings and other capital associated with transactions between affiliated enterprises?

said the firm was a net figure, suggesting substantial outflows of direct investment. However, with investment?

'Third force is fanning mine conflict'

BD 26/9/96

(213)

Deborah Fine

INVESTIGATIONS of recent violence at Goldfields SA's East Driefontein mine pointed to the possibility that a "third force or criminal interest" was fanning ethnic conflict, SAPS Capt Eugene Potgieter said yesterday.

Police had little help from the National Union of Mineworkers, the IFP-aligned United Workers' Union of SA, or mine workers in identifying the perpetrators of the violence, he told the commission probing unrest at Goldfields' East Driefontein, Leudoorn and Northam Platinum mines. Forty-seven miners died last month in what appeared to be ethnic clashes.

While he did not have evidence to back his theory, Potgieter said he had formulated his "third force" opinion because the way incidents which caused further conflict always seemed to occur as calm returned to the strife-torn East

Driefontein hostels was "illogical". It seemed as though a third party with a "continued interest" in the violence used the incidents to stir ethnic divisions and instigate further aggression. It could be the work of rival union members or criminal elements.

It appeared that violence at East Driefontein was sparked by a "union problem" which later became an ethnic problem, followed by revenge attacks in which 36 miners died. During the investigations NUM officials pointed out only suspects belonging to Uwusa, while Uwusa implicated only NUM members as possible perpetrators.

Insp Jaco Lotter said investigations at Northam indicated that violence there began with a fight between a Xhosa and a Zulu in a hostel bar. Six people died in the ensuing conflict.

Lotter and Potgieter said their investigations were hampered by the lack of witnesses coming forward to

identify perpetrators, despite offers of protection programmes. It seemed that hostel residents were either too afraid to make statements or wanted to "solve their own problems" without police.

The problem was compounded by a lack of co-operation during weapons searches as well as poor access control, which meant arms were easily smuggled into hostels. It had been difficult to arrest alleged perpetrators as many were identified only by nicknames.

Potgieter said reconciliation between warring parties was the only way to end the violence. Confiscating weapons and intensive policing could not alleviate conflict of this nature in the long term. Lotter believed recruiting equal numbers of different language speakers to work on the mines would dilute the potential for conflict.

See Page 2
Comment: Page 15

Mine hostel ethnic divisions must go, union tells inquiry

(213) STAN 27/9/96
BY PRISCILLA SINGH

Mineworkers should not live in ethnically segregated hostels as this created divisions and was the root of clashes, a commission probing violence on mines heard yesterday

Forty seven mineworkers died last month in what appeared to be ethnic clashes at East Driefontein, Leeudorn and Northam Platinum mines, owned by Gold Fields

The hearings began on Monday and the National Union of Mineworkers pushed strongly for integrated hostels at yesterday's session.

Victor Raison, chief personnel officer for East Driefontein Mines, came

before commission chairman Mr Justice John Myburgh yesterday and was questioned on the issue of poor living conditions at the hostels and mineworkers' lack of privacy

One of the legal representatives for the NUM, Tshabalala Maserumole, said mineworkers could not have a sex life in their own homes and asked Raison what had been done so far to improve hostel and ablution facilities

Raison said the mines were confronted with many dilemmas and needed to lay down strategies on how best to rectify the situation.

The hearing will continue this morning and will conclude next Friday

MAIL & GUARDIAN

September 27 to October 3 1996



Calm after the storm? Police patrol Scott Hostel following the killing of 24 mineworkers PHOTO SIDDIQUE DAVIDS

Fears mount over mine inquiry

M+G 27/9-3/10/96 (213)

An inquiry into mine violence has lost momentum with the absence of Uwusa, report **Bronwen Jones** and **Stuart Hess**

IN the week when at least 24 mineworkers were slain, fears are mounting that a major judicial inquiry into mine violence will be torpedoed by the absence of the United Workers Union of South Africa (Uwusa) from the proceedings

The commission of inquiry is concentrating on the spate of killings at Goldfields's mines in recent months which has left 48 workers dead. The battle, mainly between Uwusa and the National Union of Mineworkers (NUM), has stripped almost R70-million from Goldfields's profits

The Inkatha-aligned Uwusa claims it cannot afford to pay lawyers to represent it at the commission after the Legal Aid Board turned down a request for assistance. Judge John Myburgh, who is chairing the inquiry, is understood

to be urging the board to reconsider

Uwusa official Duke Senakgomo said the union feared the commission would not be impartial as it had been appointed by the African National Congress

Despite the focus on Goldfields, the eruption of violence near the Randgold-owned Buffelsfontein mine this week served as a reminder that the commission's findings could be crucial for the industry

Even without Uwusa, the atmosphere is adversarial. On the one side are lawyers representing NUM. They argue that Uwusa's lack of support for NUM's wage demand in mid-July and the gun shot allegedly fired at marchers from Uwusa members at East Driefontein mine triggered the violence

On the other side are police representatives who have argued that the NUM strike in July was illegal. Police investigator Petrus Peche told the commission he believed "the initial violence may have been instigated by the NUM to achieve goals other than the goals stated for their mass action". He added that hired external operatives, who had killed

members from both unions, could have fanned the violence

NUM's statement to the commission suggests that the mines' security operatives colluded with the aggressors by failing to take away their weapons at the hostel's entrance

Although weapon searches could have been carried out daily, the police argue they had insufficient manpower. They have arrested remarkably few people considering the number of incidents. The 11 arrests which followed the murder of Bhekí Ndlovu fell flat — all the cases were withdrawn owing to a legal technicality which has since been rectified

Perhaps the most illuminating testimony has been from labour expert Dr Kent McNamara who has conducted in-depth studies into mine violence. McNamara's apolitical explanation was that a lethal cocktail of xenophobia, fear, tension stemming from overcrowding, and sexual frustration was behind much of the violence which has hit the mines

The average number of people in each room at the hostels is 17 at East Driefontein, 16 at Leudorn and 12 at Northam

Uwusa has opposed calls by NUM to scrap the practice of housing workers according to ethnic groups. "Hostel integration is just a ploy by NUM to intimidate workers to join their organisation," said Uwusa representative Duke Senakgomo

NUM's Frans Baleni said "this policy of divide-and-rule caused a lot of animosity among workers"

This week, in yet another reminder for Judge Myburgh of the importance of his task, several hundred unemployed Zulu workers hovered on the outskirts of Goldfields' Leudorn mine at Bekkersdal, 80km west of Johannesburg

Anina van der Westhuizen, a Uwusa lawyer who claims ethnic cleansing by NUM is behind all the mine violence (including Stilfontein), said the workers had tried to return to work but had been directed to "mixed rooms" with a ratio of one Zulu to eight Xhosas. "They decided it was not safe and so they left the mine," Van der Westhuizen said

Judge Myburgh is to make his recommendations on October 7

Ethnic violence shatters Stilfontein

Stuart Hess

AS the shattered community at Stilfontein started recovering from the violence which left at least 24 dead, it emerged that police at the miners' settlement have been told to shoot any miners caught inciting violence.

"Police have been given the right to kill," said Sixtus Sethunya, senior hostel personnel assistant at Scott Hostel, near the old Stilfontein Gold Mine. Sethunya was defying management's orders that no journalists were to be taken into the hostel.

This week's ethnic violence between Xhosa and Sotho workers appears to have been triggered by the murders of 10 mineworkers who were living at Springvale farm, about 3km from Buffelsfontein No 2 where they work.

Basil King, human resources manager at Buffelsfontein's No 2 hostel, said the violence had been between contract workers at Scott and Pioneer hostel.

A Sotho miner at Scott hostel, Siphó Leseske, claims management was favouring Xhosa workers. "We are scared to go to the hostel because

they have guns, management gives into their demands very easily," he said. According to Leseke, the Sotho workers had to sleep outside and they had not eaten for two days.

A resident of Springvale farm, Fele Mayisele, said a large group of Pondos attacked the hostel at 11pm last Saturday night. The group knocked on people's doors before attacking with pangas and spears. She could not understand why they attacked the hostel because all the tribes live together at the farm.

Police believe the attack came from Pioneer hostel shaft. The manager at Pioneer hostel, Abraham Ntsili, said it was possible that the attack came from Xhosas who may have formed gangs following the death of a Xhosa worker at Springvale farm two weeks ago.

The second round of killings late on Wednesday night brought the week's death toll to 24. Investigating officer Colonel Attie Prinsloo said the latest victims are all miners and not contract workers.

The National Union of Mineworkers yesterday appealed for calm. They are expected to hold a meeting with miners to end the violence

NUM protest accused of fanning mine violence

(213) BD 27/9/96

Deborah Fine and
Reneé Grawitzky

PREMATURE industrial action by the National Union of Mineworkers (NUM) during wage negotiations played a part in the recent outbreak of violence at Gold Fields' East Driefontein mine, chief personnel officer Victor Raison said yesterday during an inquiry into mine violence.

Meanwhile, the death toll following weekend clashes between workers at Randgold's Stilfontein and Buffelsfontein gold mines near Klerksdorp rose to 26 yesterday.

Raison was testifying at the commission of inquiry into unrest at Goldfields' East Driefontein, Leeudoorn and Northam Platinum Mines last month in which 47 miners died. Thirty-six miners were murdered and 70 injured during what appeared to be ethnic clashes between hostel dwellers at the East Drie-

fontein mine between July 18 and September 15

Raison said there had been no sign of violence in the hostels prior to a march organised by Num at the mine on July 18. The industrial action was approved by NUM's national shaft stewards committee in support of the union's wage demands during negotiations with the Chamber of Mines. The action was "premature and illegal" because no deadlock had been reached.

Raison said "inflammatory behaviour" after the march may have given rise to tensions between employees of different ethnic, union and political affiliations.

Meanwhile, tensions are high following a further outbreak of violence on Wednesday night when three mineworkers were killed at Buffelsfontein east shaft hostel, SAPS said last night. Two workers injured during weekend clashes died yesterday.

Police stop miners' buses from entering strife-torn town

(213) Star 28/9/96

Stilfontein - Police yesterday stopped four buses carrying mineworkers from the Venterspost gold mine near Westonaria from entering the strife-torn mining town of Stilfontein.

Twenty-seven people have died and 41 have been injured since violence erupted in the North West mining town on Sunday. Police refused to allow the miners, who claimed to be going to Stilfontein to negotiate employment issues, into the area.

No weapons were found but police suspect the Gauteng mineworkers were attempting to join factions involved in the fighting.

The buses were later escorted back to Westonaria, where the owner withdrew theft charges against the miners. - Sapa

Wrong miners intercepted ⁽²¹³⁾

By DAN DHLAMINI

THREE busloads of mine workers from Venterspost mine, suspected to be reinforcements heading for the trouble-torn North West mines near Stilfontein, were on Friday stopped by police outside Klerksdorp

Police said the death toll had so far risen to 27, with 38 injured, following what they claim was an ethnic upheaval at Randgold's Buffelsfontein and Scott hostel near Stilfontein, where Xhosa and Basotho mine workers have been engaged in a fierce battle since the beginning of this week

Police spokesman Captain Koos Degenaar said the police stopped the group, which was said to have hijacked the buses, as a precautionary measure

Degenaar said after the occupants had been searched and no weapons had been found, they were released following the Corné Grobbelaar bus company's decision to withdraw the hijacking charge

"But due to the situation in Stilfontein the police could not allow the about 350 men to proceed to Klerksdorp and they arranged with their employers to meet them in Potchefstroom," said Degenaar

The "reinforcements", suspected to be Xhosa or Basotho, turned out to be members of different tribes employed by JIC Mining contract

The workers told City Press that they were en route to their company head office in Klerksdorp, where

CP 29/9/96
they were to register their dissatisfaction over salaries

Randgold spokesman Basil King told City Press on Friday that the situation was back to normal and workers had recommenced duties

He said different forums consisting of the mine management, NUM, police and other stakeholders had been established and participants were talking about strategies aimed at making peace between the affected groups

Meanwhile Thamsanqa Mcebisi, a Buffels contract worker, said the trouble which culminated in the death and maiming of people began when two men, a Xhosa and a Mosotho, clashed over a woman

"The Xhosa guy was fatally run over by a car. His body was taken to the mortuary and his friends were told that he was dead, without any explanation of the circumstances surrounding his death

"His friends thought that he had been killed by the Mosotho guy with whom he had clashed over the woman. They then bombed the room where a group of Basothos were having a stokvel. Since then a lot of innocent people have been killed and injured by those seeking revenge," said Mcebisi

Another miner, Joao Silva, told City Press that the Xhosas attacked people indiscriminately, while the Basotho were selective - targeting their enemies only

Captain Degenaar said that no arrests had been made yet, despite a reward of R50 000

Inquiry probes ethnic link to mine violence

(213)

ST 29/8/96

By CAROL PATON

A MINING house's ethnic labour policies went on trial this week when a commission into violence at three of the group's mines began hearing evidence

Forty-seven mine workers have died in fighting between Zulu and non-Zulu migrants at East Driefontein, Northam and Leeudoorn mines since violence flared in July

Victor Raison, chief personnel officer at East Driefontein, where fighting began after Zulus belonging to the United Workers' Union of SA opposed a work stay-away called by the National Union of Mineworkers, denied that the mine intentionally housed workers along ethnic lines

"We have never said that we must have segregation or that we must have integration. We believe the people in those hostels must decide," he said

However, a statement before the commission by Alan Munro, an executive director of Gold Fields and chairman of Driefontein Consolidated, and due to be presented next week, outlines the group's ethnic labour recruiting policies. These include a policy of "equity" among different groups to ensure that no one group dominates by force of numbers, and the belief that different ethnic groups possess different skills

For example, said the statement, "persons from Lesotho are skilled in shaft-sinking activities and this leads employers to direct recruiting efforts accordingly"

William Eksteen, the manager of Northam platinum mine near Rustenburg, where Zulu workers were driven from the hostels after a rumour that management had supplied them with weapons to kill NUM members, elaborated on the policies. He told the commission Zulus made good machine-drillers and Shangaans were good mechanics.

The commission also heard how identity cards and clocking cards which stated the ethnic group of workers fanned violence: "One guy was killed because he did not produce his card fast enough," said Raison

Practical difficulties involved in policing mine hostels have also been highlighted. At all three mines, bakkie loads of weapons have been confiscated. The weapons are made from steel bedframes, water pipes, trees and broomsticks almost as quickly as they are seized

Mine management and police have testified on the difficulties involved in searching 8 000 workers returning from underground, where easily hidden commercial explosives are available, as are tools that can be used to manufacture weapons.

Although restricted by the probe's narrow terms of reference, NUM representatives have made the most of the opportunity to haul the mining industry's dirty linen into public, raising what they say are the inhumane nature of the compound system and the daily indignities black miners experience

Commission chairman Mr Justice John Myburgh has made it clear, however, that he will not address broader problems in the industry. His recommendations are likely to focus on combating mine violence when it arises, and on speedy and effective measures to prevent conflicts from escalating into ethnic wars.

Drink mooted as mine violence cause

Deborah Fine

(213)

BD 30/9/96

EXCESSIVE drinking among mine workers could possibly have been a major factor in recent mine violence, a commission into mine violence heard last Friday.

Testifying at the commission into recent violence at Gold Fields SA's Northam, East Driefontein, Leeudoorn and Zondereinde Mines, Zondereinde mine manager Willem Eksteen was responding to submissions made by advocate Jeanette Neveling, represent-

ing independent witnesses and the SAPS, that post-mortem results had indicated that several of the miners killed in the unrest were found to have had high blood-alcohol levels at the time of their deaths.

Thirty-six miners were killed at East Driefontein, six at Leeudoorn and five at Zondereinde in what appeared to be ethnic clashes among hostel dwellers. More than 100 workers were injured.

Continued on Page 2

Mine violence

(213)

BD 30/9/96

Continued from Page 1

Mine management has suggested ethnic tensions as well as political and trade union rivalry caused the violence. The National Union of Mine workers has cited the single-sex hostels at the mines — most of which are segregated along ethnic lines — the migrant labour system and the harsh conditions under which miners live and work as the problem's underlying causes which contribute heavily to other tensions that may develop.

Neveling said post-mortem results among some miners killed at East Driefontein had revealed blood-alcohol levels ranging from 0,12g/100ml blood to 0,36g/100ml blood. The legal limit at which people are permitted to drive is 0,08g/100ml blood.

She said it appeared that several of the clashes and assaults had occurred as miners were moving to and from hostel liquor outlets.

Eksteen said that the first violent

outbreak at Zondereinde had occurred on August 9 this year after a large group of workers had "aggressively" emerged from a beer garden at the mine and attacked a Shangaan worker, who died as a result of his injuries the following day.

He believed that several hostel evictions carried out by hostel dwellers prior to the incident on August 9 had contributed to tension in the hostels. This had had been added to by an allegation by NUM branch committee member Joseph Moloko that management had given Zulu workers weapons with which to murder NUM officials.

Asked by Neveling whether mines had any policy regarding the consumption of alcohol on mine property, he said that Northam provided workers with liquor outlets because "they need it and ask for it, and we provide the service on a well controlled basis".

He said that mine management would take disciplinary action against workers who "misbehaved" in the outlets.

The commission continues today before Judge John Myburgh.

Mine violence blamed partly on tribal split

(213) Star 1/10/96
By PATRICK PHOSA

Socio-economic problems were to blame for violence that had claimed 47 lives at Gold Fields mines, National Union of Mine-workers assistant general-secretary Gwede Mantashe claimed yesterday.

He told the Myburgh Commission of Inquiry investigating the causes of violence at the East Driefontein, Leeudorn and Northam mines that ethnically divided, single-sex quarters and the migrant labour system were responsible for the violence.

Speaking at the commission, appointed by Labour Minister Tito Mboweni after ethnic clashes in August, Mantashe said the "ethnic recruitment of workers" by Gold Fields managers had contributed to the tension.

Mantashe said the management at Gold Fields had held talks with Zulu King Goodwill Zwelithini in 1987 to recruit Zulus to work at the mines.

He added that miners resented the appearance of scab labourers during strikes and that faction

fight broke out at such times

When asked by Gold Fields counsel W le Roux whether non-union members were forced into striking, Mantashe said there was always tension and it was difficult to control a crowd during a protest march or a strike.

Although Mantashe conceded there was always a possibility of non-union members frustrating the NUM's moves, no coercive measures had been adopted. The NUM encouraged non-union members to join forces with it.

He said there was no intolerance from the NUM, citing "a peaceful co-existence" between the NUM and the Inkatha-aligned United Workers' Union of South Africa.

Mantashe denied testimony by "experts and other witnesses" that the NUM fomented mine violence, and that one of the primary causes of strife had been its failure to prevent violence and actively take steps against its members implicated in such violence.

The commission will sit until Friday and hand its findings to Mboweni.

Gold Fields' violence probed

CT (BR) 11/10/96 (213)

GUY OLIVER

Johannesburg — Gold Fields of South Africa was accused by the National Union of Mineworkers (NUM) yesterday of waging a "war of attrition" against the 350 000-strong union

Gwede Mantashe, the NUM's assistant general secretary, said in his submission to the inquiry into mine violence chaired by Judge Myburgh that the union had experienced double standards in its collective bargaining with Gold Fields. The union said Goldfields was deliberately trying to undermine it.

That had led to the belief that Gold Fields was not a trustworthy partner, and had generated an "atmosphere of suspiciousness, which when coupled with deliberate attempts to foster ethnic divisions" had created the conditions for insignificant disagreement to transform into violent confrontations.

The commission was appointed by President Nelson Mandela after the outbreak of violence on Gold Fields' mines which has claimed the lives of 40 miners since mid-July this year.

The animosity displayed towards

Gold Fields' work practices was not diluted during cross-examination of Mantashe by the company's attorneys. He said Gold Fields had "succeeded (for a time) in using repression in keeping the NUM out of their mines".

At times it seemed that Mantashe, Willem le Roux, of Brink Cohen Le Roux and Roodt, Gold Fields' attorneys were speaking at cross purposes.

Mantashe spoke of the undercurrent of violence that flowed through South Africa's mining system, while Le Roux searched for the trigger which sparked the bloodletting on the three Gold Fields-owned mines of East Driefontein, Leeudoorn and Northam.

In his testimony, Mantashe said trying to identify the flashpoint for the mine killings, even with witness protection programmes, was difficult given the low level of trust miners had in the police. "If these workers do not trust the police, it is going to be useless."

Mantashe said the union was not seeking the triggers for the violence but wanted to establish the inherent causes that made the mining system a fertile ground for violence. The proceedings continue today.

Violence on mines 'not union's fault'

(213)

ARGUS CORRESPONDENT

ARG 11/10/96

Pretoria - Socio-economic problems were to blame for the violence that claimed 47 lives at Gold Fields mines, the National Union of Mineworkers (NUM) says.

NUM assistant general-secretary Gwede Mantashe told the Myburgh Commission of Inquiry that ethnically divided, single-sex quarters and the migrant labour system were responsible for mine violence. The commission is investigating the causes of violence at the East Driefontein, Leeu-doorn and Northam mines.

Mr Mantashe said the "ethnic recruitment of workers" by the Gold Fields managers contributed to tension. He said miners resented the use of scab labour during strikes. Faction fights broke out at such times.

He denied earlier testimony that NUM fomented and perpetuated mine violence.

Workers hold Tsumeb mine manager hostage

STRIKING copper miners at Tsumeb Corp in Namibia had taken the mine manager hostage in the increasingly bitter labour dispute now entering its sixth week, owner Gold Fields Namibia said yesterday. (213)

A company spokesman said from Namibia that strikers from the Mineworkers' Union of Namibia had forced their way onto mine manager Tony De Beers' property on Monday, but had been ejected by police.

However, yesterday they returned to gather outside the property. "They are all round his house and have blocked access to the property. There is no way that he is going to try and drive through that," the spokesman said.

Despite mediation efforts to end the pay strike last week, violent protest flared at the weekend. Eight were hurt in clashes between strikers and police.

The company plans to put a settlement proposal by Friday and, if the union accepts it, negotiations could resume within the context of mediation or directly with management.

Striking miners occupied a hospital on Monday. The spokesman said it had now been shut down, and the strikers were in control of all three copper mines. Police were trying to regain control, but with little success — Reuter

BD 2/10/96

Gold Fields, unions' accord on violence

Renée Grawitzky

(213)
BD 4/10/96
GOLD Fields, NUM and Uwusa are expected to hand a signed agreement to mine violence commission chairman Judge John Myburgh today, listing a number of steps which should be implemented to reduce mine conflict.

During commission proceedings yesterday, Myburgh proposed eight recommendations which the parties were ordered to consider to try to reach agreement on. Such recommendations were

intended to lay the foundation for ending mine violence in the short-term

Myburgh said whatever recommendations were not agreed upon between the parties would ultimately form part of the overall recommendations of the commission which ends on Monday.

The recommendations relate to the undertaking of various commitments to peace, the formation of peace forums, policies on possession of weapons, publicising witness protection programmes,

resolution of the establishment of hostel resident committees and agreement on a process to deal with hostel integration

Other core recommendations relate to parties committing themselves to peaceful coexistence and tolerance, with NUM asked to commit itself to find ways to reintroduce Zulus on the mines.

NUM and Gold Fields have also been ordered to meet at the highest level, and to outline afterwards how they intend to deal with their relationship.

FIGHTING FOR SURVIVAL IN A SHRINKING MARKET

(213) FM 4/10/96

Guarding gates against outsiders

The two major risk factors attendant on all SA gold mines are the price of the metal and labour. Hedging against both has always been the key determinant to successful operation.

Managing the gold price is one thing, however. Labour presents a different agenda. And part of the trouble is that the technologies applied in delivering gratuitous death in and around SA's mines are becoming steadily more sophisticated. A year ago, rioting and internecine warfare was conducted with more "traditional" weapons — axes, pangas and imaginative weaponry.

Not long after, however, AK47-toting warriors made their presence felt. Over the past fortnight, unidirectional explosives — obviously pilfered from mine supplies — formed the basis for an ambush by one group on another on a Stilfontein district farm. Not surprisingly, alarm bells are ringing.

SA gold mines have always been deep, dark and dangerous places. More than 80 000 lives have been taken in accidents since the discovery of gold in 1886. The men who work in them accept a precarious working lifestyle as part of the deal.

The industry is also heavily reliant on manpower. The trouble is that the constant danger breeds a casual, hardened, almost insouciant, attitude to life. Fear, therefore, is also a constant companion. There are few miners who do not — at some point — experience sensations approaching panic when they stand in a

cage swinging nearly 2 km above shaft bottom or when the rock above them grinds and groans as it settles. Fertile imaginations are unnecessary.

When these factors come together with many others, they make for a potent brew of powerful emotions. Minister of Labour Tito Mboweni is right when he says that the recent violence across the mines cannot simplistically be attributed to ethnic rivalry.

One feature may certainly be the economic imperative of supply and demand. At its labour peak in 1986, the gold mining industry employed 534 255 workers. Since then, the number has dwindled at an alarming rate — last year, Chamber of Mines gold mines provided jobs to only 377 017. This is a reduction in job opportunities in nine years of 157 000 — 30%.

If these numbers are substantial in their own right, their impact in social terms is much more frightening. Without much empirical evidence, it's generally accepted that the economic multiplier ef-

fect is each miner supports nine people.

These job losses, therefore, have had an impact on the means of life for nearly 1,6m people. In a country with a rapidly enlarging population and inadequate economic growth, the consequences must be profound.

This truncation in job availability rapidly becomes obvious when ethnic groups, mostly the Xhosas of the Eastern Cape and the Basotho of Lesotho, feel their survival is threatened. For instance, it's known that some mines are considered the "property" of a group. They don't mind people getting jobs — so long as their own kith and kin are taken care of adequately. Blood is always, in the end, thicker than water. So the competition for an increasingly scarce job resource in the face of expanding labour availability rapidly becomes critical — and ugly.

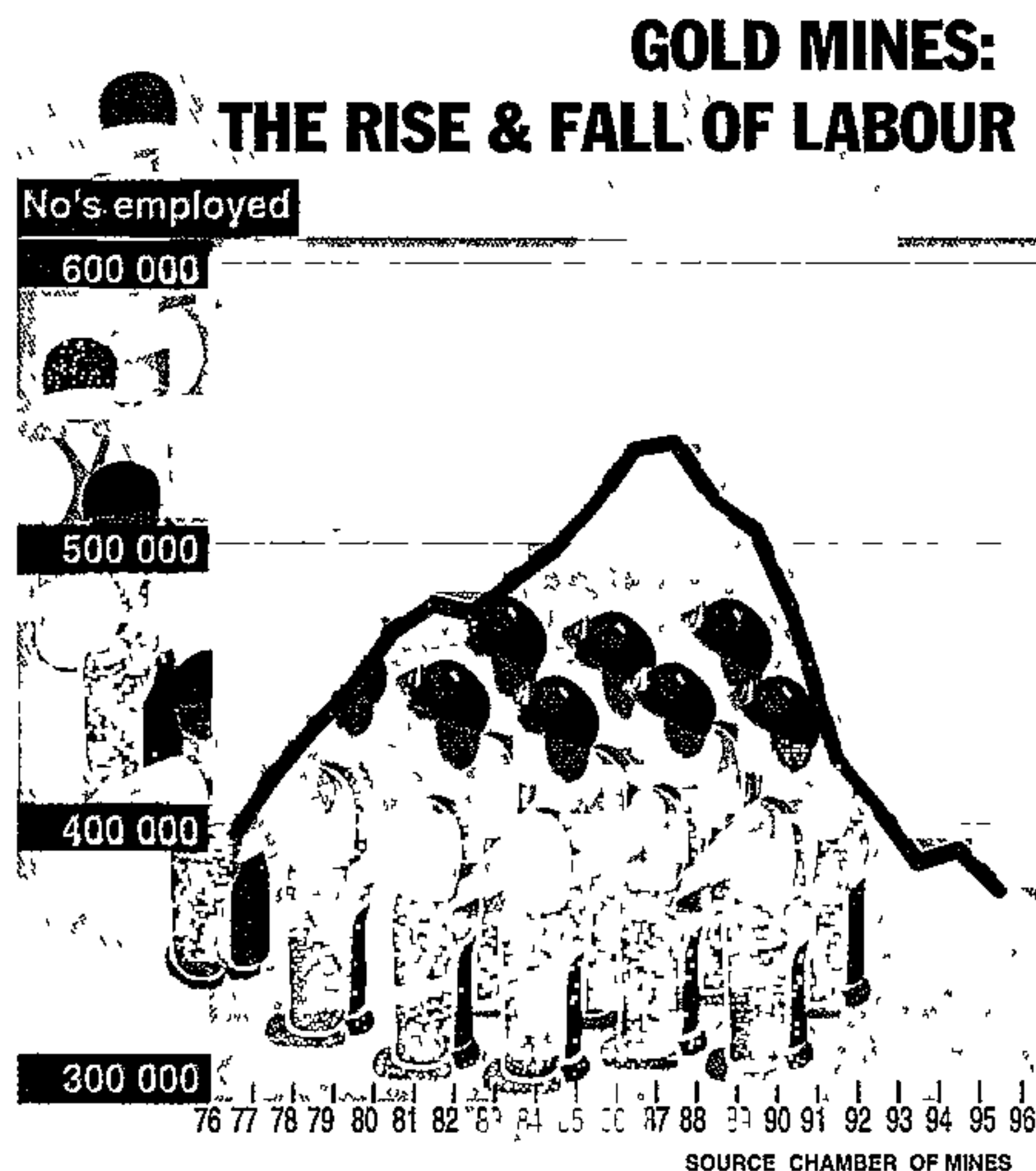
Labour consultant Kent McNamara says "However plausible the reasons advanced may be, in the end there's no disguising that this (mine violence) is an industrial struggle phrased in African terms and conducted beneath an ethnic cloak." And part of the problem is that job losses have gained ground since 1980, the year the gold price peaked.

Up to then, so the saying goes, if you had a body temperature, the mines would hire you. Teba (the Chamber of Mines' employment bureau) officials would advance cash payments against future earnings, a bonding secured by employment.

But after 1980, demand began to fall. Scores of miners would gather around Teba offices, sometimes for days at a time, waiting and listening for the phone (because if it rang, it might mean jobs). Teba officials would be stopped by miners waving passports.

Two identified pressure points were at Rustenburg's Phokeng depot (ironically, on a road which leads to Sun City) where Mozambicans and Transkeians would arrive for transfer to mines, only to be greeted by locals with anger and insults.

Continued on page 26



Continued from page 22

On one occasion, Teba officials were held hostage by enraged job-seekers

Another was at Thabong township, outside Welkom, where staff were under siege for weeks during 1994. The same characteristics were evident as at Phokeng — this is a survival struggle which produces deep-seated xenophobia in which all "komvermense" (outsiders/interlopers) are viewed in the same light. Behavioural patterns reveal the displacement of minorities by dominant groups. In 1980, Deelkraal was a new mine whose largely Sotho-speaking shaft sinkers were being replaced by Transkeians as part of a deliberate shift in industry policy to reduce reliance on foreign workers.

As this displacement gathered momentum, the change in the power balance was underlined by the action of a Pondo leader and his supporters who denied entry to the hostel to Sothos returning on a Sunday afternoon. In the short-lived battle which ensued, 20 men died.

In 1994 — 14 years later — a group of Zulu-speakers were bundled out of an ERPM hostel by what appeared to be a National Union of Mineworkers (NUM)-inspired move. Non-plussed mine managers, faced with the imponderable of what to do with men fearful for their lives, declared "no fault" dismissals, an action the old Industrial Court ruled unfair.

There are many trigger points for sudden violence. At Gold Fields of SA managed mines, the trouble which has resulted in the Myburgh Commission of inquiry began on July 18 from a march protesting against aspects of the wage negotiation at East Driefontein. A crowd of about 3 000 at Driefontein deposited a memorandum of grievances (identical with those handed in at Libanon, Leeudoorn and Deelkraal mines) and then ran into nonmarching Zulus. Three men died in the resulting fracas.

Over the next two months, 47 employees died in a continuing cycle of violence on Gold Fields managed mines. General Manager Keith Spencer says that the underlying reasons are never easy to delineate. Suggestions that the rioting may be explained partly by inter-union rivalry (between NUM and Uwusa) don't appear well authenticated, though Spencer agrees that Gold Fields has actively

sought to recruit employees widely to avoid becoming dependent on one group.

Spencer confirms that Gold Fields has been forced to confront a curious conundrum in recent months. In line with industry thinking to ensure hostels and living quarters aren't segregated along ethnic lines, Gold Fields adopted a policy of free choice. At Driefontein, employees chose to live in association with kinsmen, so effectively selecting ethnic groupings



Miners' smiles so quickly turned to tears

This was condemned. However, when a policy of ethnic integration was adopted at its Northam Platinum mine, that was also censured. As Anglo American human relations consultant Viv du Plessis says "We're damned if we do and damned if we don't."

What becomes increasingly clear is that comparative peace can be maintained so long as mines are staffed by at least two power blocs of similar strength. That way the dynamic is held in balance. Du Plessis confirms that Anglo American policy is directed at ensuring mines are staffed by roughly equal numbers of employees (between 38%-42%) from the Eastern Cape and Lesotho.

The extent to which violence is endemic comes through in even the most superficial examinations. The 1974 outbreak of violence (sparked initially by serious discontent over deferred pay for Lesotho nationals) led Anglo to its decision to house employees in work (desegregated) sections.

But that didn't prevent the murders at Vaal Reefs No 5 shaft in the mid-Eighties or the 1987 incidents at Western Deeps (which spawned the Code of Conduct between Anglo and the NUM). Nor did it

forestall the disaster at President Steyn No 4 shaft in 1991, which left 86 dead and provided the platform for the Goldstone Commission's first investigation. Only last year, 13 men died in ethnic violence at Vaal Reefs No 9 shaft.

In evidence led to the Myburgh Commission, McNamara suggests one method of containment may be to desegregate hostels but to permit individual rooms (which can accommodate between eight and 12 men) to be organised ethnically. This way a natural surveillance system is installed, important if for no reason other than that the hostels are notorious as weapons' factories.

A logical alternative is to house men and their families in decent homes, an avenue pursued, for example, by mining house JCI for employees at Randfontein and Western Areas. But it runs into opposition on two counts. First, many mines cannot afford such a policy and if it's imposed they will be put out of business with harsh economic consequences. Second, many men prefer to maintain their families in their places of (rural) origin —

and free choice has to be observed.

But at the end of the day, everyone concedes that there's no magic formula by which peace can be imposed and maintained. Two weeks ago, a Pondo man was killed in a road accident near Buffelsfontein mine, close to Stilfontein. That tragedy developed into a message of war and led to an attack on Sotho-speakers employed by a mine contractor and housed on a nearby farm (in apparently medieval conditions). Ten men died. The response was the formation of a Sotho impi from Buffelsfontein's Pioneer shaft hostel, which killed another eight before it grew weary. Two more men died the next day and three more the day after. A sullen peace has now descended on the area.

But calamitous though this is, it ignores a curious — and even noble — feature of the SA mining industry. This is that, despite the surface enmities, a great pool of goodwill prevails under the ground. Miners who know their jobs and face dangers daily are also proud, confident and brave. The critical issue is to ensure somehow that confrontation doesn't always explode into conflagration. *David Gleason*

Inquiry suggests hostel integration

By SIFELANI MLAMBO

(213) CP 6/10/96
THE COMMISSION of Inquiry into the cause of the current wave of mine violence at Carletonville, which has claimed the lives of 27 miners, will recommend the integration of mine hostels.

This was revealed to City Press on Friday. The report will be released tomorrow.

However, some mine officials said they believed some miners would resist the integration.

At present, miners are segregated along tribal lines and according to City Press's source the commission has found that this has fuelled the tribal battles at the mines.

Officials at the trouble-torn North West mines near Stilfontein claimed tribal wars in mines were historical and said mine management would welcome any recommendations from the Commission which would alleviate the situation.

They said some hostels had already been integrated, but some miners refused to live among people of other tribes.

"We cannot force them to stay in integrated hostels," said an East

Driefontein Mine official

He said faction-fighting in the mines had resulted in huge financial and human losses.

Previous attempts by different forums consisting of the mine management, trade unions and the police, have failed to quell mine violence.

Last month more than 12 000 Zulu-speaking miners fled the Goldfields mines in Carletonville after one Zulu miner was beheaded underground and four others killed in their hostel, allegedly by Xhosa miners.

The Zulus left their belongings behind when they fled and have not returned to the mines.

At Springvale Mine ten miners were killed and 12 others were seriously injured on a single day during faction fighting.

Homemade bombs, made with mine explosives, were used during the fighting, forcing police to increase their presence at the mine.

Miners who spoke to City Press blamed the management for not stopping the violence and claimed management was biased towards miners who belonged to the National Union of Mineworkers (NUM).

Mine violence report critical of NUM and migrant labour system

Reneé Grawitzky

THE National Union of Mineworkers and the migrant labour and hostel system will come under fire when a commission of inquiry into mine violence presents its report to President Nelson Mandela today.

Judge John Myburgh, chairman of the commission which investigated recent violence at Gold Fields' East Driefontein, Leeudoorn and Northam mines, said on Friday his report would be very critical of the NUM.

Myburgh said he would demand that both the union and Gold Fields meet to rebuild their relationship. The NUM would also be called on to issue a public statement committing itself to peace, and to accept responsibility for various incidents at the mines.

At the same time, the judge said the migrant labour system had been fundamental to the outbreak of violence, in which 45 miners died. The NUM's frustration over the future of the system had to be addressed. Legal counsel for Gold Fields told the probe there was

no clear evidence that migrant labour hostels caused violence.

Sapa reports that at the weekend Labour Minister Tito Mboweni threatened legislation if mining houses failed to transform single-sex, ethnically based hostels into family units. Legislation would be considered "as a last resort" if mining houses did not produce "concrete plans and action".

Mboweni was speaking after receiving Myburgh's report. The hostel system was unjust and should have ended "years ago", he said.

Myburgh said he would call for the extension of the commission for a further six months, during which time he would demand a meeting between the Chamber of Mines, NUM and other interest groups to discuss steps to address the migrant labour system, single-sex hostels and mine violence.

Myburgh said he shared the NUM's frustration that his commission was the latest in a long line of inquiries into the causes of mine violence. He indicated he would also recommend that a "prototype team" compris-

ing personnel from the union and the industry, with experience in dealing with mine violence, be established to advise parties. There would also be recommendations on ethnic integration of hostels, Myburgh said. He would not propose forced integration, but that the principle of segregated hostels "must go".

Other recommendations relate to establishing peace forums, a possession of weapons policy, increased awareness of the witness protection programme and hostel committees

LABOUR NUM has blamed everybody but itself, says Justice Myburgh

Findings on mine violence due

ET(BE) 7/10/96 (213)

GUY OLIVER

LABOUR EDITOR

Johannesburg — The National Union of Mineworkers (NUM) is likely to bear the ire of Justice John Myburgh's commission of inquiry into mine violence when he makes his report to government today

Myburgh's recommendations follow closing arguments by the NUM and Gold Fields on Friday. Unlike the open proceedings thus far, it will be at the government's discretion as to when the report will be made public.

The presidential commission has sought to establish the causes of the violence which has left about 47 miners dead at the Gold Fields-owned mines of Leeudoorn, East Driefontein

and Northam since mid-July. Myburgh has reserved his most virulent words for the 350 000-strong miners' union which has long-standing and close links to the ruling ANC. "The attitude adopted by NUM is to blame everybody but itself."

He said his brief was to look at the causes of the recent violence and he acknowledged the NUM's frustration that, in its opinion, mine violence was a structural issue centred on the continued allegiance to migrant labour and the single sex hostel system.

He said the commission's terms of reference would be extended for another six months and recommended the Chamber of Mines and NUM make representations on is-

sues of migrancy and hostels because "if we don't do anything, the sore festers on"

"Can Gold Fields object if I recommend that the policy of (ethnic) segregation not be abolished?" Myburgh asked. To this, Gold Fields attorneys replied, after a 15-minute break, that they could "support the principle, no problem"

However, Myburgh made it clear that the material evidence suggested that it was Zulu-speaking miners that had been ostracised from the workplace at each mine hit by the violence and the NUM response to institute inquiries was sluggish.

At Northam platinum mine, the attack was aimed at Zulus, and not merely opposing union

members, as Zulu-speaking members of NUM were also targeted.

At East Driefontein the result of mass action led to conflict, even though management warned the NUM that the situation was tense.

At Leeudoorn the violence precipitated the evacuation of Zulu miners from the workplace.

Marion Brower, spokeswoman for Gold Fields, said about 1 100 Zulu-speaking miners had fled the mine and although there were 1 100 Zulu-speaking miners back at work, only 195 of these are from the original contingent. At East Driefontein, 800 Zulu-speaking miners are still absent and at Northam about 600 are no longer at the mine.

Mandela handed report on mine violence

(213) Star 8/10/96
BY GOBA NDILOVU

President Nelson Mandela may release the findings of the Myburgh Commission of Inquiry into mine violence some time this week

Labour ministry spokesman Zintle Filtane said her department had presented the report to the President's office yesterday

Once Mandela has signed the "information minute", the report will be released to the public.

Sources say the National Union of Mineworkers and

mine management have come under heavy criticism in Mr Justice John Myburgh's report

Judge Myburgh, who is also Judge President of the Labour Court, completed his inquiry last Friday and handed over his findings to Labour Minister Tito Mboweni at the weekend

NUM media representative Ben Molapo has blamed mine hostels and the migrant labour system for the violence on the mines

He has criticised Gold Fields management and the United Workers Union of South Africa for focusing their testimony to

the commission on specific incidents that took place on the mines before violence broke out at Northam, Leeudoorn and East Driefontein.

He said in a statement yesterday that the NUM believed it was the structural pressures of mines relating to the migrant labour and the single-sex hostel systems that were at the bottom of the violence

Mboweni said at the weekend that he would consider introducing legislation if mining houses did not transform the single-sex and ethnically structured hostels

Mine violence: NUM stated

(213)

By CAROL PATON

A COMMISSION of inquiry into mine violence has stated the National Union of Mineworkers for its behaviour during recent ethnic clashes between its members and Zulu workers at three Goldfields mines.

The commission, chaired by the Judge President of the Labour Court, Mr Justice John Myburgh, also recommended that Goldfields scrap its policy of accommodating workers on ethnic lines and has called on President Nelson Mandela to extend its terms of reference to include a more detailed study of the migrant labour and single-sex hostel systems.

Forty-two mineworkers were killed in the clashes at East Driefontein, Leeudorn and Northam mines during July and August. Zulu workers have still not returned to two of the mines.

Although Judge Myburgh recognised that the migrant labour and hostel systems were conditions which bred violence, he said that the flash point leading to the first incidents of violence at the mines had been "mass action by NUM members which was directed at Zulu-speaking employees and perceived by the Zulus as constituting a threat to their safety".

"Once the first clashes occurred the inevitable happened — the opposing sides regrouped and the violence escalated."

Judge Myburgh also criticised the NUM for taking illegal industrial action — a one-day strike over wage demands at



FEAR AND LOATHING... workers gather in protest after violence broke out at East Driefontein gold mine in Carletonville in July this year

Picture: JON HRUSA

East Driefontein and mass action at Leeudorn over negotiations for a hostel residents committee, which he said had led to violence.

At the third mine, Northam, where violence had broken out after the branch chairman had initiated a rumour that management had armed Zulu workers to kill NUM leaders, he described the union leadership as "nervous" and he recommended the suspension of the committee, as

well as disciplinary action. Judge Myburgh said the NUM had failed to provide the commission with an explanation for the conduct of its members.

"At all three mines, NUM members turned on Zulu-speaking employees, including Zulu-speaking NUM members," he said.

"The NUM should be sensitive to what was done to the Zulu-speaking employees, take responsibility for its members' be-

haviour and take steps to welcome the Zulu-speaking employees back to the mine."

Responding to the findings, NUM general secretary, Kgalema Motlanthe, did not contest that NUM's mass action had been a flash point leading to violence. He said the findings would allow the union a greater opportunity to educate its members on what they could and could not do.

However, he thought the union

was being held responsible unfairly for what its members did in their leisure time.

"Justice Myburgh imposes obligations on the NUM which do not apply to any other registered trade union," Motlanthe said.

"Because management has control over the leisure time of workers residing in the hostel, it is erroneously expected that the NUM has responsibility for the conduct and behaviour of its members during their leisure time. No other union in South Africa is expected to play that role."

Motlanthe also expressed concern that the commission had failed to censure management for negotiating with the United Workers Union of South Africa, an Inkatha-aligned union which had played a role in the conflict and represented only about 2.5 percent of the workforce.

The report paid little attention to the role management had played during the violence. Labour Minister Tito Mboweni said yesterday that the commission had failed to adequately scrutinise management's role.

However, the NUM described as "first prize" the commission's recommendation that it examine the migrant labour and hostel systems in greater detail.

"This system must be outlawed, just as slavery was," it said.

The commission also recommended that the mines negotiate a new housing policy, a team be set up to deal with outbreaks of mine violence and the NUM and Goldfields establish peace forums at mine level.

Myburgh finds multiple causes for mine violence

Reneé Grawitzky

MINE violence had to be viewed in the context of factors like continuing political conflict between ANC and IFP supporters, fear of job displacement and the migrant labour and single-sex hostel system, a commission of inquiry into mine violence has concluded.

Chairman of the inquiry into violence at Gold Field's East Driefontein, Leeudoorn and Northam mines Judge John Myburgh said in his report released at the weekend that these and other factors influenced developments on the three mines.

Myburgh said within a climate characterised by segregated hostels and an antagonistic relationship between the National Union of Mineworkers (NUM) and Gold Fields, an initial "flashpoint" occurred between NUM members and Zulu-speaking workers — both NUM members and non-members.

Core recommendations presented to Labour Minister Tito Mboweni on Saturday called for a committee to deal with the reintegration of Zulu-speaking workers back onto the mine and the abolition of segregated hostels. Myburgh also called for the commission's terms of reference to be extended for

six months so that he could chair top-level meetings between all the stakeholders at Chamber of Mines level to discuss ways to address mine violence, as well as the migrant labour and hostel system.

Mboweni welcomed the thrust of the recommendations but said they would be modified before being presented to the Cabinet. He said that underlying causes had to be addressed to ensure violence did not continue.

He said the report failed to investigate both the United Workers' Union of SA (Uwusa) and managements' role. He mentioned the right of unions to organise and the need to recognise that while the right to organise was given to all unions, the rights of the majority union had to be recognised.

In the report the NUM was called on to immediately suspend the NUM branch committee at Northam. The union said an inquiry would be held into the conduct of an official who allegedly spread rumours that mine management was hiring Zulus to kill NUM members.

NUM general secretary Kgalema Motlanthe said the union had to regulate members during and after work because the workplace and the hostels were both on mine property.

BD 14/10/96

212 (213)

LABOUR *Gold Fields accepts report*

NUM wary of stronger witness protection plan

(213) CT(PR) 14/10/96

GUY OLIVER

Johannesburg — The National Union of Mineworkers (NUM) rejected immediate implementation of a witness protection programme at the weekend because it was inappropriate to conditions in the mine hostel environment.

The programme seeks to protect witnesses to the violence which left 42 Gold Fields miners dead and 203 injured earlier this year. Judge John Myburgh recommended that the programme be strengthened in his commission of inquiry into mine violence.

Tito Mboweni, the labour minister, released the commission's report on Saturday.

Gold Fields endorsed the commission's short and medium-term recommendations.

The short-term recommendations relate to integrating the hostels at East Driefontein and the return of Zulu-speaking miners to the Leeudoorn and Northam platinum mines.

The medium-term objectives involve improving the relationship between the company and the 350 000-strong miners' union.

The long-term objectives relate to migrant labour and hostel accommodation.

The violence at the Gold Field mines has cost the company about R65 million. It will reflect negatively in the company's quarterly results, which will be released today and published tomorrow.

Resolution of the violence, however, is seen to rely heavily on the justice process.

Kgalema Motlanthe, the general secretary of the NUM, said a witness protection programme must be arrived at through a participatory process involving the residents themselves and not simply "imposed upon them".

He said the programme was open to abuse by Gold Fields, which could use it to "flush out union members on trumped up charges".

Fires, violence take toll at Gold Fields

(213) BD 15/10/96

David McKay

VIOLENCE and underground fires took their toll at gold mines managed by Gold Fields of SA in the September quarter, reducing pre-capex profit 23% to R275m.

Operating profit was one-third lower as all but one mine failed to sustain or increase gold production.

This contrasts with Gencor's gold division, Gengold, which kicked off the quarterly reporting period with earnings growth of 1,8% to R57,4m.

Gengold said it was forging ahead with transforming the workplace by educating black workers and assisting them to obtain blasting certificates.

Gold Fields reported a series of violent confrontations between workers, which forced 10% of Leeudoorn's 6 700-strong workforce and 14% of East Driefontein's 13 000-member labour force to leave the mines temporarily.

The group's spate of underground fires continued, with East Driefontein losing 11 days of production at one section due to a fire at its No 2 shaft. Kloof division also reported an underground fire in August.

Operations GM Keith Spencer said the group's results could only improve in the next quarter as the violence and fires had been brought under control.

The devaluation of the rand led to a higher average rand gold price for the quarter of R55 164/kg, but this failed to offset the decline in gold production to 21 172kg (June: 23 021kg).

The group's lower gold production is reflected in the reduction in total ore milled to about 2 643 000 tons (2 725 000 tons), compounded by a fall in average grade to 8,0g/t (8,4g/t).

Consequently, average revenue totalling R1,17bn came in R63,9m lower than in the June quarter.

An increase in salaries from July 1 of 8,5%-9% contributed to higher working costs, which were 6% up at R912m.

One positive note was the performance of the group's Libanon mine, where gold production was increased to 2 028,5kg from 1 973,5kg.

Clashes at its platinum producer Northam halted the mine's recovery. It reported a R7,4m loss against an R8,2m profit in the June quarter.

See Pages 3 and 15



Gold Fields of SA gold division executive director Alan Munro presenting the group's results for the September quarter in Johannesburg yesterday

Picture TREVOR SAMSON

Union members ballot for strike at Northam

(213)
Reneé Grawitzky

BD 15/10/96

THE National Union of Mineworkers began balloting for a strike at Gold Fields of SA's Northam platinum mine yesterday after a dispute over wages that was declared prior to the outbreak of violence at the mine in August.

NUM Rustenburg co-ordinator Machlakeng Machlakeng said the workers were not necessarily opposed to the 10% wage increase offered by mine management. The dispute centred around achieving parity with other Gold Fields' mines. Northam's minimum wage was R556 a month, he said.

At the presentation of Gold Fields' quarterly results yesterday, Northam chairman Peter Janisch said in addition to the 10% increase, workers had been offered a 1% increase a quarter if profit increased. Machlakeng said workers had accepted a similar arrangement last year, but because of poor results had not received the additional pay. As a result, they would accept the 1% increase a quarter only if there were no conditions attached.

Janisch said he hoped the ballot would not lead to a strike, while the union said the indications were that a strike would take place.

David McKay reports that Northam returned to the red in the September quarter after profit in the previous two quarters suggested the mine had remedied its financial woes.

Janisch said the mine's pre-capex loss of R7,4m (June: R8,2m) was wholly due to violence and strike action at the mine during the quarter. Tons milled fell to 400 000 (420 000), which contributed to higher on-mine operating costs of R105,2m (R97,9m). Cash reserves fell to R25,5m (R44,9m).

ministerial boot. Is this a consequence of the system or a malaise within the 350 000-strong union, or both?

Gold Fields' policy of ethnic segregation is based on a worker's freedom to choose whom he lives with. Mboweni came close to the management's view when commenting on the report. He said it was a natural response for migrants to stick with the people they know from the areas they come from, and this might have linguistic connotations.

Gold Fields' average ethnic make-up is probably little different from other mine companies'. About 12,4 percent come from KwaZulu Natal, 19,3 percent from Transkei, 21,9 percent from Lesotho, 9 percent from Botswana, 6 percent from Swaziland and 17,4 percent from Mozambique.

But brutal systems breed brutal consequences, and the ethnic tensions nurtured by what Mboweni calls 100 years of tradition have spawned an ugly hybrid.

Gold Fields is not a progressive mining house and lags behind its competitors in its worker accommodation practices. The 1994 Leon commission of inquiry into health and safety, which called migrant labour socially unsatisfactory, recommended there be no more than eight in a room. At East Driefontein, the average is 17, at Leeu-doorn 16 and at Northam 11.

Alan Munro, Gold Fields' chairman, told the commission he had reservations about compulsory integration, yet his company had no qualms about compulsory segregation.

According to the Myburgh commission, "major surgery" is required to repair the relations between the NUM and Gold Fields, the suppurating wound is the company's sluggish progress towards integration.

Division creates barriers. After a century of ethnic divide-and-rule practices, Gold Fields' management has difficulty in cutting free from its past.

The country's recent emergence from the apartheid mire has not, it would seem, gone on long enough to change white male management perceptions at the company. So entrenched are they that Munro told the commission Basotho workers were better shaft sinkers than other ethnic groups, as though they possess some special genealogy, and not because the industry has historically tasked them with that job. Mboweni had little time for such poppycock. "Genetic skills (are) not based on true science."

But employees, like their bosses, have not emerged unscathed from the tradition of segregation.

At the centre of the Gold Fields violence is the purging of Zulu-speaking miners from the three mines. Eviction of Zulu-speaking miners is not without precedent. Kent McNamara, a specialist on labour conflict at mines, found in his investigation of 1988 violence at Matla coal mine that Cosatu's ejection of Zulus was rooted in the offer of permanent jobs for the Zulus after they

Management's playing the tribal card cannot excuse the union's response

The NUM has a strong presence at Northam, with about 3 400 members from a workforce of about 5 600 hostel dwellers. About 60 percent of Zulu-speaking miners are members of the ANC-aligned union, but this did not prevent the violence from slipping into tribal warfare and the union's creed of non-racism and non-tribalism from becoming a hollow chant.

Both Gold Fields and the NUM confirmed that rumours were spread through the hostels that Zulu-speaking workers were being hired by management to kill NUM members.

Gold Fields said Joseph Moloko, the NUM branch chairman at Northam, had spread the malevolent message and recommended that non-Zulu-speaking members wrap themselves in blankets for identification. Moloko left the mine shortly before the killings began.

Within 24 hours, six Zulu-speaking miners lay dead.

The NUM told the commission "It appears as if one of the immediate reasons for the violence relates to a group of individuals, some of whom are located within the NUM branch structure, who perceive their position of power to be threatened by Zulu-speaking workers. An NUM branch chairman appears to be part of this grouping. He is extremely powerful and influential among workers."

Myburgh has recommended the Northam branch committee be suspended immediately, but Kgalema Motlanthe, the NUM's general secretary, said corrective measures had been taken and he promised to inform the union's national executive committee about the branch's future.

Myburgh finds this situation untenable. "At Northam, there is a maverick leadership. For some months prior to the outbreak of violence in August, members of the NUM had unlawfully evicted hostel residents."

"Members of the branch committee, including the chairman, then set their sights higher — on a massive eviction of Zulu-speaking hostel dwellers, including NUM members."

The NUM says mine violence flows from migrancy and single-sex segregated hostels, but even at segregated hostels like East Driefontein's it has to be asked whether other forces have contributed to the mayhem.

On August 13 at East Driefontein, Lesoana Rapopo, the treasurer of the NUM branch and an active member of the mine's peace committee, was gunned down after fatal clashes between workers a few weeks earlier. Within hours, Bhek1 Ndlovu, the Uwusa representative, followed his peace activist colleague to the grave.

It was, it appears, lynch-mob justice. The reason given for the revenge killing was that Ndlovu carried a gun. But, according to Myburgh, "had Mr Ndlovu been given the benefit of a trial, his assailants would have discovered, as the SAPS later did, that his firearm had not been used in the

'As ye sow, so shall ye reap'

GUY OLIVER

It was a simple, if not bitter, reality Black mineworkers were distanced from their wives, children, brothers,

sisters, mothers and fathers, quartered in cramped single-sex hostels. Their only freedom was the short walk to the mineshafts, from one abnormal existence to another. To work the dangerous and all too often fatal mine face, scratching out the minerals which founded the South African economy.

The apartheid government gave the stamp of approval to South Africa's mine houses to use the country's third-class citizens. The employers gratefully accepted and mirrored the apartheid policy in the workplace.

This system persists in the post-apartheid environment, warping employer and employee perceptions alike. Anglo American and the National Union of Mineworkers released a report in 1986, appropriately titled *Reaping the Whirlwind*. It recommended that hostel accommodation on an eth-

nic basis had been used on a contract basis during the 1987 miners' strike. A survey showed that 83 percent of Transkei workers rated their job security as poor following this development.

The 1994 Revelas commission of inquiry into violence at the New Denmark Colliery, a division of Arncol Colliery and Industrial Operations, made the usual dismissive references to ethnic-based accommodation and recruitment practices, but also advised the NUM that it should attempt to instill a culture of tolerance towards minorities among its members.

Management's playing the tribal card cannot excuse the response of a union unless it also draws from the same pack. The greeting the Inkatha-linked United Workers' Union of South Africa (Uwusa) has received shows that wider political considerations, especially the bloody spurt of the KwaZulu Natal civil war, stalk South Africa's mine compounds. But the greatest source of recruitment for this union is provided by its

shooting of Mr Rapopo."

Even this condemnation, though, relies on the assumption that Ndlovu, who lived in one of the mine's integrated hostels and supported the ideal of integrated hostels, was killed as the main suspect in Rapopo's murder. Or was he just an easy Zulu pick?

The NUM has held the moral high ground for many years through its fight against apartheid and its continuing disgust with the migrant and single-sex hostel system, but its image has now been tarnished by the Gold Fields violence. Wrapping up the inquiry, Myburgh



ALL IN DAYS WORK Zulu-speaking East Drifonten miners under police protection following violent clashes at the mine

PHOTO GUY OLIVER

turned to the NUM representatives and said they had blamed everyone but themselves. In his report, he said "the NUM had furnished no explanation for the conduct of its members." Rather, it

alised prejudice surrounding the mining conglomerates and South Africa's single largest union is a challenge he should relish. "But powerful forces as they may

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has adopted the stance that it need not give an explanation for what happened at each mine and that it would merely deal with what it called underlying causes of violence."

Mandela has extended the commission's terms of reference for six months. Mboweni will take his recommendations to the Cabinet with a few modifications. Changing

100 years of tradition and the institution's terms of reference for six months. Mboweni will take his recommendations to the Cabinet with a few modifications. Changing

be, the issues nonetheless must be confronted and systematically dealt with. The commission offers us that opportunity," he said on releasing the report. Within hours of receiving Myburgh's report, which was not yet available for public scrutiny, Mboweni was threatening to impose legislation to force mine houses to change their ways and replace single-sex hostels with married quarters and bachelor accommodation.

He neglected to condemn the NUM, though, and without the commitment of union members to tolerance, the hostels will become abattoirs. Northern has shown that integrating alone is not enough, the union must rid its ranks of those who subscribe to tribalism.

The mining houses may cry foul to Mboweni legislating for change in mining recruitment and housing practices, but the mines have had enough time to effect changes themselves. The increasing sophistication of weapons

confiscated at mines contributes to the urgency to do so.

In 1975, the Inter-departmental Government Committee of Enquiry into Riots on Mines concluded that migrant labour itself was the problem, but there did not appear to be any practical alternative to it.

The treatment of people reflects their behaviour and, to a large degree, their actions. It took the Taylor commission in the late 1980s to force through legislation converting Britain's standing terraces into all-seaters and meaningfully challenge Britain's football tribalism. British football violence has since become the exception rather than the rule.

If politicians had taken the advice of football manager Brian Clough in 1973, the 95 lives lost at Hillsborough in 1989 and the 56 dead from the 1985 Bradford fire would have been saved. "You lot have a choice," he said. "You either pay what you do now and get tough, or you pay a fortune and get the lot."



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nic basis be stopped immediately.

A decade later, Justice John Myburgh's report to President Nelson Mandela on the mine violence at Gold Fields' Leeudoorn, Northam and East Driefontein mines which killed 42 miners, injured 203, ethnically cleansed 1 440 Zulus and cost the company R65 million, reflected in its poor quarters, cannot escape the evidence that migrant labour and single-sex hostels go hand in hand with violence.

Since 1986, living conditions for black miners at Gold Fields mines have not changed much, but the government has. And Tito Mboweni, the labour minister, in releasing Myburgh's report at the weekend, had to deal with some uncomfortable truths.

The ANC-aligned NUM, which speaks the non-sexist, non-racist and non-tribal mantra of its ally, has fallen victim to tribalism. That a Zulu-speaking ANC member who spent seven years on Robben Island for crimes against apartheid was chased from the Northam platinum mine because of his ethnicity made for some awkward

immediate environment. McNamara said in his report that "the response of the people in hostels when violence erupts is to pull back towards, in most cases, a defensive mobilisation, mostly out of fear, towards their original home-based regional groupings, whatever their affiliations might be on the mine to the unions."

Though Gold Fields satisfied the union's demand for integration at Northam, the platinum mine was not spared the bloodletting and subsequent Zulu evictions.

On August 9, Northam hostel residents spilled from a compound bar, chanting for Zulu blood.

"A Shangaan-speaking resident ran away, apparently out of fear. He was mistaken for a Zulu speaker, and assaulted by the mob. He died the following day," Myburgh heard in evidence.

The events at Northam touched a raw nerve with Mboweni. "I am referring here to the rather depressing references to some groups of workers expelling others from the mines because they happen to come from differ-

Gengold quarterlies run counter to trend

Unrest pulls Gold Fields figures down

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CT(BR) 15/10/96

ANDI SPICER

MINING AND RESOURCES EDITOR

Johannesburg — Gold Fields South Africa's gold division posted sharply lower profit for the September quarter yesterday, citing out-of-control mine violence, underground fires which many suspect were the result of arson and troubled industrial relations

The share price fell 50c to R131 on the figures. The market had expected the poor results, though analysts said yesterday the decline had been more severe than anticipated and suggested the share would fall further

The poor results contrast with Gengold's performance. Gencor's gold operator boosted distributable income for the fifth consecutive quarter

Working profit at Gold Fields' gold operations of Deelkraal, Driefontein and Kloof fell to R258,2 million, from R374,3 million the previous quarter

Distributable income fell to R74,3 million from R124,5 million. Working costs rose to R912,4 million from R860,3 million, a rise of nearly R6 a kilogram produced to R43.

The average gold price received rose to R55 164 a kilogram, but gold production fell from 23 021 kg to 21 172kg, so revenue fell R63,9 million to R1 170 million

Alan Munro, the executive director of gold operations, said the results were poor and the situation would have to be restored be-

fore profit could improve

Gold Fields Namibia did not produce results because the management has only just been able to get into its buildings after the violent strike at its Tsumeb facilities

Northam, Gold Fields' platinum wing, fell to a working loss of R9,5 million from a profit of nearly R4 million. Gold Fields Coal operating profit rose to R18,7 million from R16,5 million

Gengold's results were much improved despite a 9 percent increase in mine wages and a higher tax bill

Earnings at Beatrix, Kinross, Leshe, St Helena and Winkelhaak rose 1,8 percent, to R57,4 million on "increases in gold output and the average gold price achieved", Gengold said

Operating income rose 3,6 percent to R116 million, after a 16 percent increase last quarter

St Helena, threatened with closure six months ago, lifted income 60 percent to R6,6 million. Winkelhaak broke even, after losses associated with rationalisation the previous quarter

Oryx, also under the shadow of closure, resumed gold production, producing 437kg, and recorded better reserves, possibly saving the mine

Kinross had a particularly severe tax bill, "associated with its return to profitability"

□ See Business Watch, Page 16, Profits Plunge, Page 19, and As Ye Sow, Page 21

Strike threat at Lebowa mines over

ANGLO American Platinum said on Saturday the threat of a strike at Lebowa Platinum Mines had been averted. "A settlement was reached and production has not been affected," the company said, without giving details of the settlement. It said earlier that wage talks had deadlocked, and the union had proceeded with a strike ballot.

REPORTS: Sapa, Reuter.

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Leudoorn mine deaths not linked to clashes between unions

Ingrid Salgado

ALCOHOL, and not clashes between unions, appeared to be the cause of two unrelated deaths at Gold Fields's Leudoorn Gold Mine at the weekend, police said.

Police did not view the incidents as serious enough to warrant a presence on the mine, West

Rand SAPS spokesman Sgt Patryk Greyling said. They were investigating the deaths, which did not seem to be the result of clashes between National Union of Mineworkers (NUM) and United Worker's Union of SA (Uwusa) members.

The latest outbreak of violence had occurred on a different part of the mine to previous clashes, Greyling said. Leudoorn was recently the subject of a commission of inquiry into mine violence along with Gold Fields' East Driefontein and Northam mines, where nearly 50 miners were killed.

Kloof Gold Mining Company said yesterday that the weekend's violence was a "serious threat" to peace initiatives.

On Saturday a worker was killed and another two seriously injured when two groups began fighting while drinking in a beer hall in the Leudoorn hostel.

In an unrelated incident another worker's body was found outside the hostel the next day. His throat had been slit.

Mine violence flares

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One man was killed and another injured in renewed unrest at the Leeudoom Mine in Westonaria west of Johannesburg this weekend.

West Rand police spokesman Sergeant Patrys Greyling said a member of mine security received a report of a murder at the hostels yesterday at 8 10pm. On further investigation the body of a mine worker was found behind the hostels. His throat had been slit.

At about 10 50pm another mine worker was rushed to the mine hospital with a stab wound to the abdomen. - Crime Reporter.

Law 21/10/96

Wage strike is costing Northam mine R1m a day

Kathryn Strachan

(213) 8029/10/96
AS the strike at Northam platinum mine in Rustenburg enters its fifth day today, mine management said it was losing R1m a day in lost revenue.

The National Union of Mineworkers said the striking workers were demanding parity with other Gold Fields mines. The minimum wage at other mines ranged between R700 and R800. At Northam it was R556.

Northam chairman Peter Janisch said the situation was different for other mines. As they were gold and coal mines, they were represented in separate bargaining chambers and a separate settlement had been reached. But once the current increase for platinum mines was implemented, the wage gap between the mines would be far smaller, he said.

The company is offering 10% backdated to July 1, and a further 1% a quarter, starting from January next year. However, the union is saying that to achieve parity with other mines, this quarterly increase should be backdated to September this year. Rustenburg regional co-ordinator Mahlakeng Mahlakeng said: "The workers cannot wait anymore and the 4% increase to establish parity has been long overdue. The real disagreement is how and when the 4% pay rise to establish parity should be implemented."

Northam strike ends as wage deal is reached

The National Union of Mineworkers said yesterday that a strike at Northam platinum mine had ended on Monday after a wage agreement. The union said it had won an "honourable deal" of an additional 4,5 per cent pay rise, which established parity between Northam and other mines in the Gold Fields group. An agreement was also reached on a 10 per cent wage increase, so workers will receive a 14,5 per cent increase in total. The union said it had agreed with management on ways to make up for lost production. Northam produced 75 365oz of precious metals in concentrates in the three months to September 30. The mine lost R7,39 million before capital spending in the September quarter, after turning in a profit of R8,17 million the previous quarter — Reuter, Johannesburg.

CT (P.M.) 30/10/90 (213)

INTERPELLATIONS

The sign * indicates a translation. The sign †, used subsequently in the same interpellation, indicates the original language.

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Recommendations made on violence at mines

1 Mr G G OLIPHANT asked the Minister of Labour

- (1) What was the Government's reaction to the recommendations made by the Commission of Enquiry into the Recent Violence and Occurrences at the East Driefontein, Leudoorn and Northam Mines,

- (2) whether the Government intends implementing these recommendations, if not, why not, if so, how?

N2312E INT

The MINISTER OF LABOUR Madam Speaker, before I give a direct answer to the question, I think it is necessary, for the information of hon members, to sketch some background.

Since the 1970s, violence on South African mines has become almost endemic. Various official enquiries have been made, but to no avail. In recent months this violence has escalated at several mines, namely East Driefontein, Leudoorn and Northern Mines, resulting in the death of 42 mineworkers, the injury of 203 and financial losses of about R65 million.

As Minister of Labour, I was alarmed and concerned about these events. I approached the President of the Republic and on 12 September 1996 he appointed a commission of inquiry into the violence and occurrences at the above mines. The commission was chaired by Mr Justice Myburgh and was required to inquire into, and, within a period of 12 working days of its appointment, report on the causes of the violence and occurrences on these mines and make recommendations as to the immediate steps needed to end the strife and carnage.

Mr Justice Myburgh presented the commission's report to the President of the Republic on 5 October 1996 and the report was released on 12 October. The main recommendations of the commission have been adopted by the Cabinet. However, the Cabinet has made a number of amendments to these recommendations, particu-

larly the recommendation dealing with the extension of the terms of reference. I tabled most of the recommendations and will therefore not go into that.

The Cabinet deliberated on the recommendations and accepted all, as I said, with the following modifications. On the first recommendation, that the terms of reference be extended, the Cabinet's feeling was that the recommendation should be implemented on the basis of establishing a more extensive commission of inquiry which would conduct an inquiry over a period of about 12 months into, amongst other things, the migratory labour system, working and living conditions of workers on South African mines, and violence on mines.

Another recommendation related to the National Union of Mineworkers, and was that the NUM must immediately conduct an inquiry into the conduct of the branch committee at Northern Mine, in terms of its own disciplinary procedures and constitution. I welcomed the response of both the NUM and mine management to the recommendations. I note that both parties have already initiated steps, in accordance with the NUM constitution, in regard to addressing the situation at Northern Mine. Subsequently [Time expired.]

Mr G G OLIPHANT Madam Speaker, on this important occasion I wish to pay tribute to all mineworkers who have fallen as a result of violence on the mines. Today many families are without fathers, sons and breadwinners because of living conditions on the mines created by the migrant labour system and single-sex hostels.

I myself worked on a diamond mine for more than 13 years. Part of that service was spent in a single-sex hostel, where 12 black men were expected to share one room, a common toilet and one shower. The situation there can be described as indecent, at best, and slavery, at worst. No white mineworker was subjected to these inhuman conditions. Today the situation has not changed, Comrade Minister, and I trust that the matter will be addressed.

The mineworkers will be pleased to know that this Government, unlike the previous NP regime, does take their lives seriously, particularly their working and living conditions on South African mines. I must commend the present Cabinet for their

decision to establish a more extensive commission to investigate the migrant labour system, the living conditions of workers on South African mines and the causes of violence on these mines. For the first time in many years, this decision will bring hope to mineworkers that this Government is indeed committed to restoring their human dignity.

I also wish to thank the President, Comrade Nelson Mandela, for his decision to appoint the Myburgh Commission to investigate the causes of violence on the mines. The President has once more demonstrated that he is in touch with realities on the ground. He was, in fact, a mineworker himself, and therefore understands the situation out there better than any previous President of this country. Mineworkers can pride themselves on the decision they took many years ago, in 1987, to elect Comrade Nelson Mandela as the life honorary president of the NUM.

There have been more than five commissions appointed from 1975 to 1994 to investigate this matter. What has happened to all the reports and recommendations coming from those commissions? Many of them pointed to the socio-economic conditions of mineworkers being the root cause of this problem. The migrant labour system and single-sex hostels are a creation of capital and State machinery which were loyal to the policies of apartheid and which were designed to perpetuate divisions amongst black workers, in particular, undermining the trade union movement and breaking down worker solidarity in strike situations. Violence comes out as one part of this total strategy. These have no place. [Time expired.]

Mnuz M A MZIZI Somlomo, angibongwe ukuthi nglicoshe lelitumba sengizwile nokuthi uNgqongqoshe ubike wathini Ngyamubonga uNgqongqoshe ngenkulumo yakhe ayethulile.

Ngathi kuNgqongqoshe kuyadabukisa ukuthola ukuthi izinqunumo noma izinqunomo ezenziwe wulajali Myburgh azikaze zilandele mhlawumbe kuze kufike manje. Engingathanda ukukubeka kuNgqongqoshe okwasidabukisa kakhulu dhina wukuthi abantu abangamaZulu—angazami ukubandlulula ngokukhuluma ngoba singamaZulu, ukusukela ngabo-1992, kwabonakala ukuthi kwakunodiame olwalugondiswe ngqo, kuthina bantu ababekhuluma siZulu ezindaweni zezimbomi. Ukusuka e-Free State, emayini i-Beatrix, amaZulu wonke ayesebenza laphe axosha yizinyonyana lezo ezazinghambisani namaZulu [Inhlakomo.]

Ngingahamba ngibale izimayini laphe amaZulu esexoshwe khona, zungafika kwezwiw-11 sezizonke. Okudabukisa kakhulu wukuthi emayini yase-Nothern platinum, amaZulu axosha ngeshuku, alifuthelela elase-Platinum mine ngeshuku. Kuze kube yimanye, angkholwa wukuthi uNgqongqoshe useke wafika kuleyo ndawo. Yize noma uNgqongqoshe sengike ngambona noma wezwakala emhlanganweni ka-NUM. AmaZulu kanye nalaba beqembu le-Uwusa bamthatha uNgqongqoshe ngenge-ANC, ngoba phele akakaze aye kokhuluma nabo azizwe izikhalo zabo zokuthi bona ngabe bahlukumezeka kangakanani [Inhlakomo.]

Siyanucele uNgqongqoshe ukuba izinqunomo zikalajali u-Myburgh kube yizinqunomo ezizolandelela. Indaba yokuthi abantu bahlaswe ngokuxushwa ezimayini Yinto nathi esingahambisani nayo ekuthini abantu behlukaniswe ngobuthanga, kodwa e-Nothern Platinum mine, amaZulu ayehala ngokuxushwa. [Kwaphela isikhathi.] (Translation of Zulu speech follows.)

*[Mr M A MZIZI Madam Speaker, thank you for this opportunity of making a response to what the hon the Minister has said. I thank the hon the Minister for his speech.]

Hon Minister, it is very distressing to know that the recommendations made by Mr Justice Myburgh have not been put into practice up to now. What depresses me more is that the Zulu speaking people—I am not trying to discriminate by specifically speaking for Zulus—were being attacked since 1992, just because they happened to speak Zulu in workplaces. At Beatrix mine in Free State, all the Zulus were chased away by the trade unions who were against Zulus. [Interjections.]

I can count up to 11 mines where Zulus have been chased away. What is heartbreaking is that violence was used at the Northern Platinum mine to get rid of the Zulus. I do not think that even the hon the Minister has visited this mine up to now, although he has been heard and seen addressing NUM meetings. Zulus and the members of Uwusa regard the hon the Minister as an ANC because he has never addressed them or listened to their complaints. [Interjections.]

We ask the hon the Minister to make sure that the recommendations of Mr Justice Myburgh, namely to let migrant labourers mix in the mines, are applied. We, too, are against this system of settling migrant labourers according to ethnic

groupings, but at the Northern Platinum mine, Zulus were mixed [Time expired]

THE MINISTER OF LABOUR Madam Speaker, I would like to thank hon members so far for their contributions I do, however, need to say that subsequent to the release of the report and the recommendations, I have been informed that personal interaction has been initiated by Gold-fields management with the president and general secretary of the National Union of Mineworkers. Discussions have also been held by the Chamber of Mines, resulting in the chamber indicating its support, without reservation, for the recommendations concerning the extension of the commission's terms of reference. This is to be welcomed.

However, of very deep concern to me is the fact that at each of the three mines a number of workers have either not yet returned or, having returned, have left once again. A great deal therefore needs to be done by all the role-players to normalise the situation.

I need to indicate to hon members that my approach has not been a partisan one. It has been an approach intended to find solutions to the problems in these particular mines. It is true that I have met the leadership of the National Union of Mineworkers, some of whom are here in the National Assembly, and I have also made contact with the leadership of Uwuasa to try to resolve this problem. I must indicate that it was not very easy getting hold of Uwuasa, but I have tried to get hold of them. I even woke the general secretary at night at home in order to talk to him.

In conclusion, allow me to stress that Government is fully convinced that the underlying causes of conflict on the mines relate to the perpetuation of the migratory labour system and its associated hostel arrangements with respect to accommodation. It is for this reason that Government has seen fit to address both the fundamental and immediate causes of the problem on the mines. In giving effect to these recommendations and decisions of Government, I will consult with all the parties concerned. It is very clear that we cannot allow the system of migratory labour to continue in this country. [Time expired]

MR M W MEBBE Madam Speaker, the apartheid rulers infused our society with a culture of violence, a violence which seeks to exploit the racial and ethnic differences of our people as a direct consequence of a divide-and-rule strategy [Interjections] Therefore any attempt to look at

the causes of violence on the mines should not be blind to this important context.

I worked on the mines for 13 years. In 1991 I witnessed mineworkers involved in a conflict started by faceless people. Eighty-seven people died. Whilst I welcome the recommendations of the Myburgh Commission and the Cabinet's decisive steps to work towards the implementation of these recommendations, I think that we should also look at another side, at the involvement of a Third Force in mine violence. I know that people are going to be sceptical. When we raised the question of a Third Force in the political violence, we were thought to be naive. I am aware, having worked on the mines, that when one asks mineworkers who started the violence, nobody knows. They accuse the other side. No sensible mineworker will go to the mines with the sole purpose of killing another person.

These ethnic differences tend to be exploited by people somewhere who have a hidden agenda. I think that this is one of the aspects that needs to be investigated. I thank the Minister, Tilo Mboweni, for having taken steps, for having intervened decisively in this matter. [Time expired]

MR G G OLIPHANT Madam Speaker, the problems of workers on the mines have nothing to do with the language one speaks. It does not matter whether one speaks isiZulu, isiXhosa, English or Afrikaans. Everyone is subjected to the same conditions. Therefore, one has to avoid becoming trapped in a situation which management created, together with the apartheid rulers, to divide us across ethnic lines. [Interjections]

The migrant labour system has no place in a democracy in which we have committed ourselves to a better life for all. I also wish to thank the Minister very sincerely for his comprehensive response and for rolling up his sleeves to tackle the problem, in contrast to what the previous government did in the past.

I hope that all stakeholders, the National Union of Mineworkers, Uwuasa, where it is involved, the Chamber of Mines and society in general, will get involved in trying to resolve this matter. Way back in 1986 [Time expired]

THE MINISTER OF LABOUR Madam Speaker, the commission of inquiry confirms what we have known for a long time. If one houses thousands of men in single-sex accommodation, divided on ethnic lines, then quite clearly trouble will follow. As the National Union of Mineworkers has said,

and I quote "If people are treated like animals, they will behave like animals."

If we want to find long-term solutions to mine violence, there is no doubt that we will have to change the system of accommodation on the mines. The Department of Housing's second task team report on State funds could be used to assist in the transformation of the hostel system. But accessing such assistance requires commitment, on the part of mine employers, both to match the funds provided and to change the ownership pattern of hostels, for example, by establishing premises jointly owned and managed with residents on the mines.

I am given to understand that the response of the Chamber of Mines to the suggestion of a repeat pilot project has been less than encouraging. Government is committed to scrapping the migratory labour system. This apartheid legacy must go. The Chamber of Mines needs to indicate, as soon as possible, whether it will be in a position to adopt the above approach.

Debate concluded.

2 Mr J W MARBE—Provincial Affairs and Constitutional Development † [Withdrawn]

Fluoridation of drinking water

3 Mr J H W MENTZ asked the Minister of Health

Whether her Department intends taking steps aimed at the fluoridation of drinking water in the Republic, if not, why not, if so, (a) what steps and (b) why? N2311E INT

THE MINISTER OF HEALTH Madam Speaker, hon members, in principle the Government would like to implement the fluoridation of public water supplies in a targeted way. Careful consideration has to be taken of where this should take place.

Tooth decay is the most common chronic disease known to humanity. More than 90% of South Africans experience some tooth decay by the time they reach adulthood. Tooth decay is a preventable disease. Fluoride increases the resistance of teeth enamel to acid attack causing tooth decay. Fluoride is a natural constituent of water supplies. Water fluoridation is simply the process of topping up something which is already there, but in insufficient amounts.

For over 50 years worldwide experience has shown that the optimum level of fluoride in drinking water is about one part of fluoride in one

million parts of water. This is a very small amount. Children benefit most from water fluoridation, but others will also benefit. In practice fluoridation of water means less toothache, fewer and smaller dental bills, more people keeping their natural teeth throughout life, better-looking teeth, less fear and anxiety about visits to the dentist and better general health for all as a result of improved dental health.

Tooth decay is at unacceptably high levels in certain communities in South Africa, and it is likely that these levels will increase, especially amongst the poor. Community water fluoridation is the most efficient way to prevent tooth decay. The cost of adjusting the existing fluoride concentration in the water supply is about R1 per person per year. Furthermore, it is 18 times cheaper than toothpaste and 61 times cheaper than filling a tooth.

For areas in which water fluoridation is not feasible, we should look at alternatives, which may include fluoride toothpaste and fluoride mouth rinses on a weekly or bi-weekly basis.

Mr J H W MENTZ Madam Speaker, dental health and dental care are of the utmost importance. My interest in this subject arose because I recently read in the media about a parent who complained about an account of R3 000 for his primary school child whom he took to the dentist. There can be many reasons for that, but the parent was, of course, dissatisfied. I thought that something had to be done, because maybe rich people can afford R3 000, but poor people surely cannot afford that.

There are many causes of tooth decay, and dental care is essential. It is always true that prevention is better than cure, and prevention is also cheaper than cure. That is the reason I introduced this interpellation. I wanted to hear what the policy of the Minister was, what she was going to do about this issue, because surely the poor cannot afford to pay such large accounts.

*It is a fact that a child's teeth can last a lifetime if they are well looked after. Regular visits to the dentist, however, cost a lot of money and it has been proved that the problems are caused, *inter alia*, by a shortage of minerals.

There is ample proof that the addition of fluoride to drinking water protects teeth and reduces damage. Would it not be possible for the State to administer fluoride by means of the water supply and, in so doing, reduce the costs for parents? We

Life of mine inquiry extended by a year

(213) BD 13/11/96

Renee Grawitzky

A COMMISSION of inquiry into recent violence at three Gold Fields mines will continue for another year to conduct a more comprehensive investigation into mine violence, the migrant labour system, and workers' employment and living conditions.

The cabinet decided this last week after receiving the commission's report compiled by chairman Judge John Myburgh, and recommendations from Labour Minister Tito Mboweni.

In his report, Myburgh suggested the commission's life be extended by six months, but after recommendations by Mboweni, the cabinet decided to extend it by a year so that Myburgh could chair top-level meetings with industry stakeholders.

The second recommendation related to the call by Myburgh for the immediate suspension of the National Union of Mineworkers' branch committee at Northam platinum mine so that an inquiry could be held into the committee's conduct.

Mboweni recommended that an inquiry be held, but made no reference to the immediate suspension of the branch committee.

It is not clear who will chair the commission.

Myburgh said yesterday he had not heard from Mboweni as to his future role in the commission. He handed over the report on October 5.

Indications were that the NUM wanted the appointment of a number of assessors from the housing and welfare and population development ministries in addition to Myburgh who would chair the inquiry.

Other recommendations made by Myburgh called for the negotiation of a number of initiatives at mine level around peace, policies on the possession of dangerous weapons and mechanisms to ensure the peaceful integration of Zulus back into the hostels. The parties were called on to issue a joint statement which would commit themselves to peaceful co-existence.

Meanwhile, the NUM announced yesterday that the Chamber of Mines had rejected a call by the housing department to take part in a pilot housing project. This rejection comes in the wake of the chamber endorsing the Myburgh recommendations, which acknowledged that the migrant labour and hostel system had contributed to mine violence.

By BENISON MAKELE

Family waiting, hoping for a miracle

IT IS MORE than a week today that Elizabeth Sithole, whose husband John Sithole has been missing since last Saturday in flooded Section 42 of Ingwe-Matla Coal Mine's No. 1 shaft near Witbank, has been on a waiting vigil at the compound's visitors' quarters.

Since that fateful day, when a relative, also working at the mine, came to Schoemansdal to tell them they were wanted at the mine, she has been sitting between her elderly in-laws on a mattress eagerly awaiting news about the progress of attempts to find her husband — dead or alive.

Grief was equally reflected on the faces of Sithole's parents for whom he was the only son, and a pillar of support in their last years.

Father of four, John Sithole, a continuous Miner (CM) Machine Operator, went missing — and his colleague miners presume him dead when a wall between the section he was working in and the underground dam collapsed, flooding the section.

Yet the mine's management told the parents that there was hope that he might still be alive.

"The messenger did not tell us by we were wanted at the mine but when we arrived there, they told us that there had been an accident underground and that they couldn't find our son," said John Sithole's father Alfred Sithole.

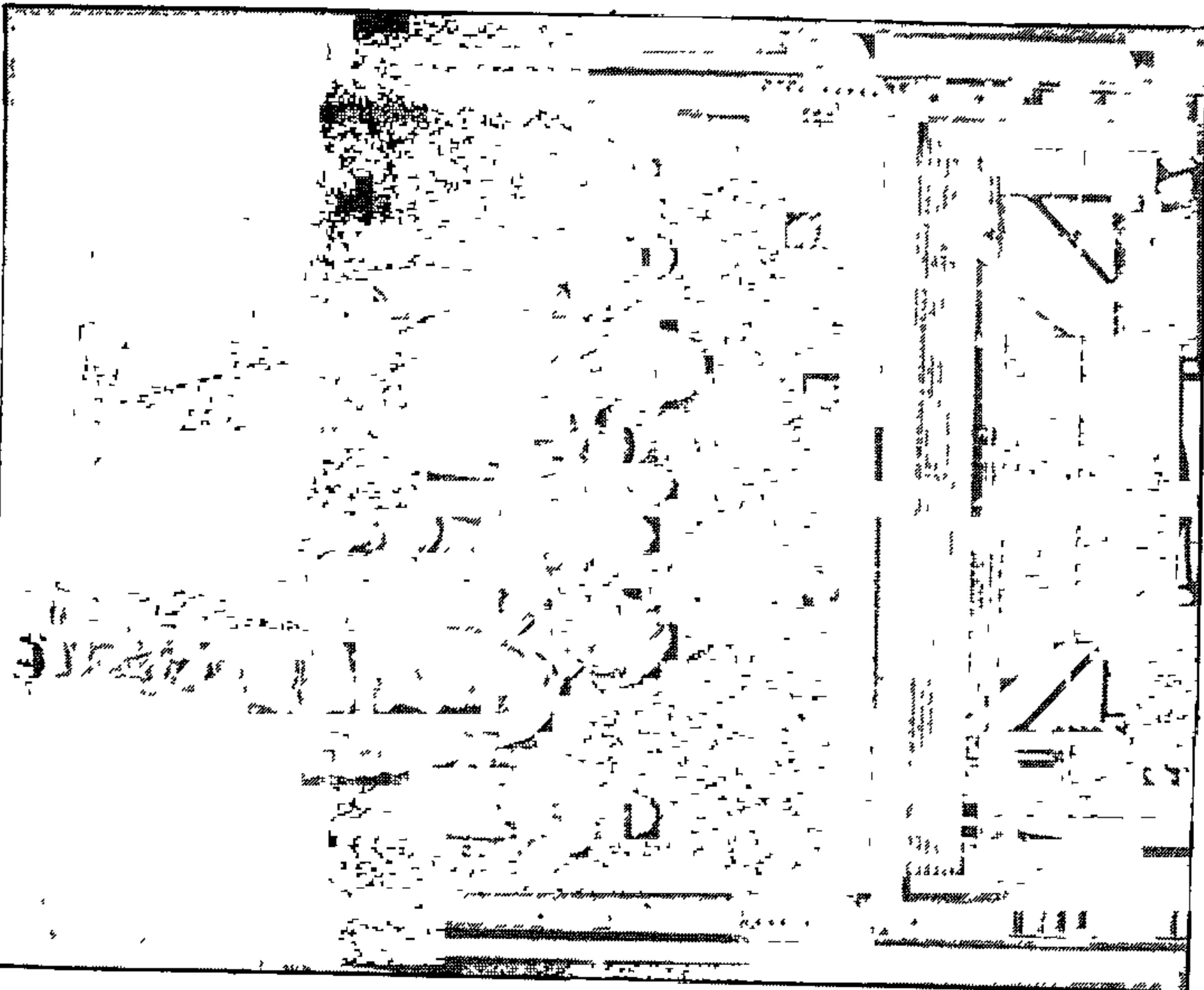
Mother Maria Sithole said they could wait until the mine's management told them of its findings.

Elizabeth Sithole was too aggrieved to speak to City Press.

Shortly before City Press's arrival at the mine, they had been to the mine shaft to pray for their son.

Meanwhile, more than 300 miners at the mine have refused to go down the mine until Sithole's body is recovered, and some have even attempted to assist with the recovery, according to NUM.

National Union of Mineworkers On Wednesday afternoon, after a meeting with the South African Police Service, NUM failed to retrieve the body



FLIGHT TO THE SURFACE The workers who narrowly escaped the waters of death which trapped John Sithole in section 42 of shaft number one at the Ingwe-Matla Coal Mine near Witbank

■ Pic THULANI SITHOLE

because of the flood underground, the management decided to add more pumps to drain the water out of the mine.

The union has blamed the tragedy on the management's inefficient surveillance of the sides by the mine's surveyors.

The shift boss believed that a ten-metre barrier between the mine side and the wall was big enough to mine coal without a problem, the union said.

While NUM workers refused to go underground until Sithole's body was retrieved, other non-NUM workers were working with the assistance of a few NUM members who had volunteered to help in the retrieval.

This has had no significant impact on coal production at the mine as the No 1 shaft is the smallest one of the Ingwe-Matla shafts, said Henderson.

On NUM's charge that management had been negligent, Henderson would not comment, save to say that a full investigation by the inspectorate of mines would determine culpability.

Meanwhile, two survivors of the tragedy, Jewel Rakotswane and Zacharia Mbokazi, recounted the story of their narrow escape following the flooding of section 42 on that fateful Friday night.

"When we arrived underground for our 11 30 pm shift we found the CM machines not working while the fitters and the electricians were busy working on the 'machines' motors," said Rakotswane.

"At about 1 15 am, the machines started working and we started working on the right phase and we discovered that a 6 - 8 metre long cutting had been done by the previous shift on the left of the phase."

"When shuttle car No 82 started loading coal onto the conveyor belt, the CM machines immediately cut off and I could see water coming through the wheels of the car."

"I then realised the danger and ran away to the next section from where, with other team members, we reached the surface," he said.

Husband missing in flooded coal mine shaft

(213)
28/11/1996



AWAITING GRIM TIDINGS The Sithole family is still waiting for some news — any news — about their son John Sithole, and whether he is alive or dead after the tragedy that happened at the Ingwe-Matla Coal Mine

■ Pic THULANI SITHOLE

Asked about the fate of the missing worker, Mbokazi was adamant that Sithole could not be alive. "I was working with him but when a strong surge of water gushed in, I couldn't see where he was. He had no chance of escape and may have tried to get out of the main chine but then got swept away by the flood," he said. He could not be alive, Mbokazi

13 rescued miners still in hospital

(2/13)

By PRISCILLA SINGH

Nov 19/11/96

Thirteen miners remain in hospital after rescue teams last night freed 15 miners who were trapped in two mines at the Western Deep Levels' East Gold mine near Carletonville after a rockfall.

One miner was killed while four other miners suffered minor injuries. They have already been discharged from hospital.

The seismic activity which caused the rockfall, measured 3.1 on the Richter Scale.

The event, which was likened to a mini earthquake, shook the mine early yesterday.

Mine management said 17 people were injured and were receiving treatment at the mine's hospital for cuts and bruises.

Anglogold spokesman James Duncan said the seismic activity was immediately detected by highly sophisticated equipment. Operators pinpointed which mines were affected and miners set about rescuing their colleagues.

Star 28/11/96
26 miners in
custody over
public violence

(213)

Police have arrested 26 workers from the Hartbeestfontein and Buffelsfontein mines in connection with violence which raged through mines in the Stilfontein area in September, claiming more than 20 lives and leaving 42 injured.

Police spokesman Captain Lous Jacobs said the men were arrested early yesterday during the shift change.

The suspects are due to appear in court tomorrow. They will face a series of charges ranging from public violence to murder.

The arrests were made by detectives from Klerksdorp and Stilfontein, backed up by members of the Krugersdorp public order policing unit.

Jacobs said the State would request a postponement of the case to December 9, when a further 22 suspects, arrested last month, are also due to appear. - Sapa

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Mine deaths:

26 arrested

(2/3)
Reneé Grawitzky

80 28/11/96
TWENTY-six North West mine workers were arrested yesterday in connection with violence at two Stilfontein gold mine hostels in September in which 26 died.

The violence, which erupted at a farm near Randgold's Buffelsfontein mine, spread to a Stilfontein hostel housing contract workers.

Police spokesman Capt. Louis Jacobs said yesterday's arrests took the total number of people held in connection with the deaths to 48.

In October 28 people were arrested, including a number of women.

Police subsequently charged 22 people on counts ranging from public violence to attempted murder.

Those arrested yesterday would appear in court tomorrow on similar charges.

37 die as shack violence spills over into mine

Stm 9/12/96

Shopkeeper kills alleged thief, panga mob then attack and kill him, sparking carnage at Impala Plats near Rustenburg

BY STUART KELLY
AND ANSO THOM

A tense calm had returned today to the squatter camp next to the Wildebeestfontein South mine, about 30km north of Rustenburg, where 37 people are so far known to have been killed and scores more injured at the weekend.

There is a large presence of police and soldiers. Police spokesman Captain Belinda Kleynhans said this morning no arrests had yet been made in connection with the violence although questioning had continued for most of the night.

Kleynhans said the carnage was sparked when a Freedom Park squatter camp shopkeeper killed a man he claimed was trying to steal from his shop.

"Soon after the killing a mob attacked the shopkeeper and killed him with pangas. By the time police were called in and managed to contain the situation, at about 7pm, a total of 12 people were already dead," she said.

The large numbers of people killed and injured explained why

police took more than 24 hours before releasing news of the carnage, Kleynhans said.

She was responding to questions about why it had taken police until early last night to report on Saturday's events.

Kleynhans said police had still been adding up the fatalities and had been trying to establish how many people had been injured by lunchtime yesterday - almost 24 hours after the fighting started.

"Every time police received a report on Saturday night, they rushed to the scene, but in all the cases they were too late to prevent the murders," she added.

"Police patrolled on Saturday night and started collecting bodies at first light yesterday," she explained, adding that the grim task continued until afternoon.

Impala Platinum Mines managing director, Steve Kearney said violence spilled over to the mine's Number 2 shaft, about 500m away, late on Saturday, leaving a further 17 dead.

The toll rose further when police recovered another four bodies in the squatter camp yesterday morning and another four people

died in hospital of their injuries.

Kleynhans said police had the grisly task of collecting the scattered bodies until after yesterday afternoon. "Some of the wounded people had gone to hide behind huts, where they later died," Kleynhans said.

The carnage prompted the commissioner of police for North West Province to order the area to be cordoned off by 3pm.

Kearney said discussions between mine management, the National Union of Mineworkers and representatives of the squatter community took place yesterday and would continue today to ensure the situation remained calm.

"The episode was tragic," Kearney said. "We believe the conflict was sparked at the squatter camp, which many of our miners frequent, and then spilt over to the mine. There appears to have been a mass exodus, with people running towards the hostels seeking refuge."

Police said Sotho, Tswana and Shangaan-speaking men formed one group against Xhosa and Pondo-speaking men. The shop owner was Sotho-speaking.

Plans to bring warring factions together

Bonile Ngqiyaza
and Mboneni Mulaudzi

POLICE and Wildebeestfontein mine management were yesterday organising urgent meetings between two warring Freedom Park squatter settlement factions near Rustenburg in a bid to avoid further clashes in the conflict which claimed the lives of more than 30 residents at the weekend

Last night there was some dispute over the death toll but police said 34 people had been killed. Twelve were in a critical condition.

SA Police Services media liaison officer Capt Ryan Basson said the conflict erupted on Friday night when a Sotho man stole a bottle of milk from a

spaza shop in Freedom Park. The Xhosa shop owner — with the assistance of several other people from inside his shop — allegedly murdered and mutilated the man.

A group of Sotho-speaking men retaliated by murdering the shop owner — leading to intensified clashes between the two groups. Shortly thereafter nine bodies were found.

Police said another person was murdered at a taxi rank in the settlement before the two groups — one with shirts on and another without — agreed, with the persuasion of the police, to stop fighting.

Police patrols near the "M" and "C" blocks of the No 2 shaft hostel discovered 17 bodies hacked and stabbed

with sharp objects between 11pm and 1 10pm on Sunday, Basson said.

Ten shacks and a vehicle were burned, and many women and children had to seek refuge in the recreation hall at No 2 hostel. Another six bodies were found by police in Freedom Park at daybreak on Sunday.

Basson said police numbers had been increased to 200 and several SA National Defence Force troops had been called in to assist with patrols near the hostels and squatter camp.

Hostel stewards said most victims — in fleeing the bloodbath — between Sotho, Tswana and Shangaan men on the one side, and Xhosa and Pondo men

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Continued on Page 2

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Factions

Continued from Page 1

on the other — had sought refuge in the No 2 shaft hostel where they died.

Wildebeestfontein South mine spokesman Humphrey Olifant said management had as a preventative measure requested a police presence in the area near the hostel, fearing refugees running into the hostel might spark conflict at the No 2 shaft hostel.

Olifant, who expressed scepticism at reports characterising the conflict as ethnic, said the last survey conducted in September last year had showed that 67% of Freedom Park squatter settlement were employees of Impala Platinum Mines.

Absenteeism at the Wildebeestfontein mine was 3% yesterday which was "normal for a Monday morning".

Residents, who felt the Pondo group despised the local ANC, accused the group of being responsible for burning down shacks at the squatter camp — including ANC chairman Molefe Mosebi's tavern.

Residents from the squatter camp located 30km north of Rustenburg and 500m away from Wildebeestfontein South were reluctant to speak, but said the problem was more complicated than an argument over a pint of milk.

Olifant said it was extremely difficult for the mine to investigate the causes of the violence at this stage, but

management was focusing on "trying to cool down the tensions first and get all the parties to talk to each other".

It was not clear, he said, whether the mine's hostel dwellers were involved in the carnage although 17 of the bodies had been found within the mine premises.

Reneé Grawitzky reports that the National Union of Mineworkers (NUM) condemned the violence and called for a commission of inquiry into its causes.

Rustenburg regional co-ordinator Mahlakeng Mahlakeng said the union supported a commission to look into the immediate causes of the violence and not a broader commission which investigated the overall industry. Such an investigation would be considered by the Myburgh commission, he said.

A broader commission into the mining industry had been proposed by Judge John Myburgh in his recent recommendations into the mine violence at three Gold Fields mines. The Cabinet had approved the extension of the life of the commission to investigate various aspects of the mining industry which contributed to mine violence, such as the migrant labour system.

Myburgh said yesterday that since October 5 when he handed in his report to the labour ministry, he had not received feedback on his future role in terms of a broader investigation into the industry. "The fact that I have not been contacted would lead me to presume that I am no longer involved."

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BD 10/12/96

'Every man was a potential corpse'

Controversy surrounds the killings at a platinum mine near Rustenburg last weekend. **Joshua Amupadhi** reports

EVERY man was "a potential corpse" when violence spread last weekend near a Rustenburg platinum mine, resulting in the death of 32 men

Mine worker Solly Kokone, who was enjoying a mug of beer when the fighting began, told the *Mail & Guardian*. "I've never seen a thing like this in my 36 years here. Although I am a Sotho I have friends from all the tribes. But, my friend, that day I got so scared, because every man was a potential corpse."

The trouble began when the owner of a small shop in a squatter camp beat an alleged burglar to death. Controversy is swirling around the

sequence of events which followed with questions about the actions — or lack thereof — by police and the mine's security staff

The National Union of Mineworkers (NUM) has already claimed police were caught out in their approach. The killing was allowed to spread from the Freedom Park squatter camp to the hostel on the Wildebeestfontein South mine almost a day after the first two deaths which sparked the killing spree. "Police should have realised there was a problem as people were arming themselves," NUM regional co-ordinator Mahlaking Mahlaking said. It was also no problem for the killers

(213) M+G 13-19/12/96

to chase their victims on to mine property. Two of the three entrances leading to the hostel have no security gates. Staff told the M&G this week that security — heavy on most mines — was fairly relaxed, with workers walking on and off mine property. When the violence broke out, security staff ran

Phokeng police were first called to the Freedom Park before dawn last Saturday following the deaths of Masasa Motnyane and spaza owner Mavuntisa Nopheka

Nopheka allegedly found Motnyane, from Lesotho, and six others breaking into his spaza. He caught Motnyane and bludgeoned him to death. Police say the alleged thief's body was mutilated, but the genitals were not cut off as reported

Motnyane's friends regrouped, came back and killed Nopheka, a Xhosa from the former Transkei

control. They were unaware that some people had fled to the hostel and more killings were taking place there. By 11pm, when police were called to the hostel, nine of the 17 bodies were found — some were burnt, Breedt said. The rest of the bodies were discovered later. "At no stage did we handle any violence. Nobody reported to us that there was fighting taking place in the hostel, while we were concentrating on the squatter camp," Breedt said. NUM branch chair at the mine, Lemon Magalawe, exonerated mine security, saying they were not armed and had to flee for their lives. He said the security staff had radioed police

Meanwhile, indiscriminate killings started taking place between Basotho and Batswana on one side, and Xhosa and Mpondo men on the other

It was at this stage that Phokeng police realised they could not handle the situation and called in reinforcements from Rustenburg. Breedt said police and South African National Defence Force patrols brought the situation in Freedom Park under

Mine owner, Impala Platinum, said in a statement this week that more than two-thirds of Freedom Park residents were its employees. ● Police said this week they had arrested three of the alleged spaza shop robbers and charged them with theft. A fourth man had been charged with arson.

Mine violence toll 87 this year after Freedom Park killings

By Goba Mphahlele

The latest killings around the Freedom Park squatter camp raised to at least 87 the number of people who have lost their lives in violence near and on mines this year.

Fifteen of the 17 positively identified victims were mine workers at the Wildebeestfontein South Mine, according to North West police spokesman Captain

Lukas Breedt. The mine is owned by Impala Platinum Mines.

The other two victims who have been identified were squatter camp dwellers, Breedt said.

The high incidence of mine violence prompted Labour Minister Tito Mboweni to order a commission of inquiry to investigate the causes earlier this year.

Headed by Labour Court Judge President Mr Justice John

(213) Star 10/12/96

Myburgh, the commission found that ethnicity was one of the major causes. The report was handed to President Nelson Mandela in September.

In keeping with the trend, the violence that erupted at the squatter camp next to the Wildebeestfontein mine at the weekend also disintegrated into ethnic conflict.

Judge Myburgh underlined the separation of miners into different

hostel accommodations on the basis of tribalism as a major contributing factor to violence.

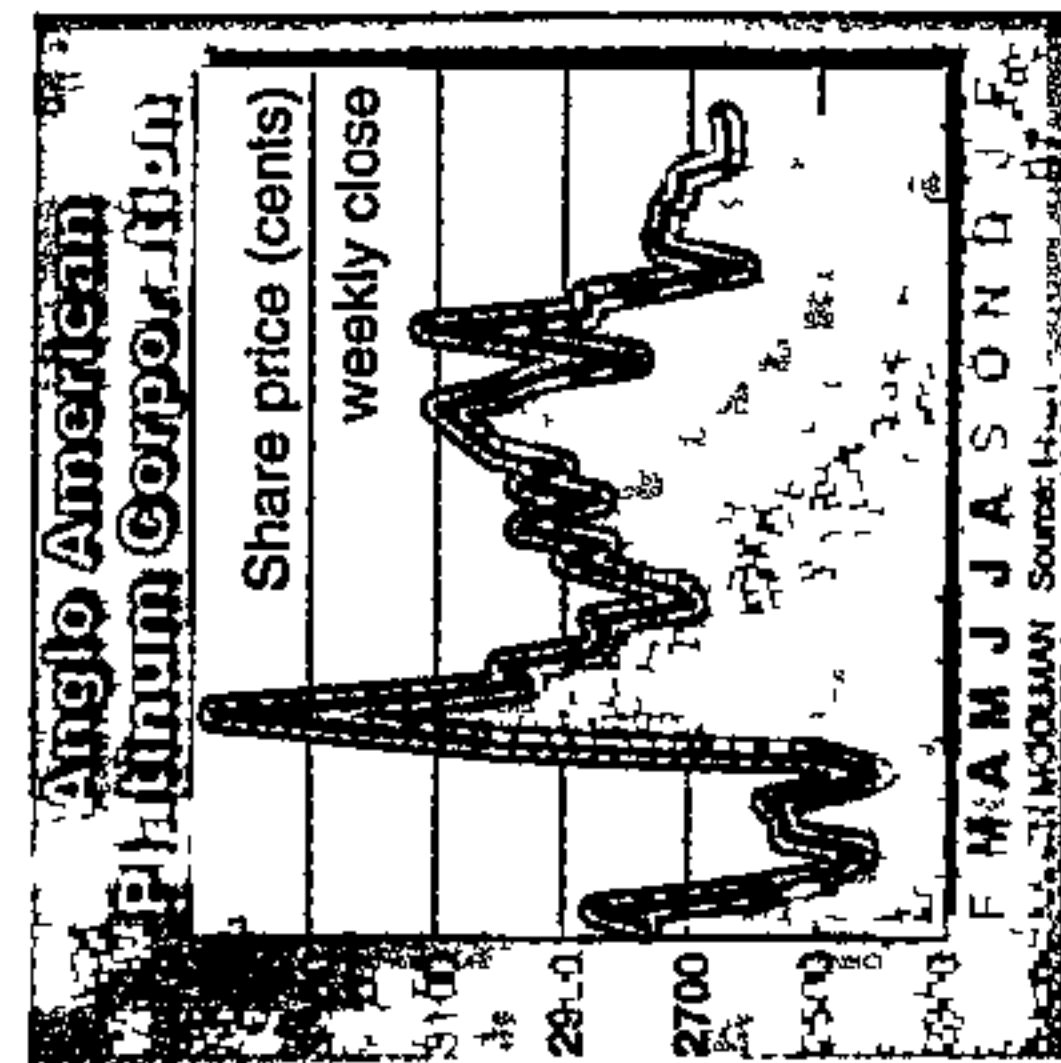
At East Driefontein and Leuroorn mines, clashes were sparked over union rivalry between the National Union of Mineworkers and the IFP-aligned United Workers Union of South Africa. The conflict quickly turned into an ethnic war between Xhosa and Zulu speakers at both mines.

MINING - STRIKES

1997

FEBRUARY - DECEMBER

Disappointing showing for Amplats after



Reinie Booysen

ANGLO American Platinum Corporation (Amplats) brought one of its most disappointing semesters in recent years to a close by posting a 24% decline in earnings to R95.1m in the six months to December as last year's bitter two-month strike at Rustenburg was compounded by falling dollar prices for the major platinum group metals.

Earnings a share dropped to 53.9c (75.4c in the six months to December 1995). The interim div-

idend was 15c a share lower at 40c. "Frankly, it's been a difficult six months," said MD Barry Davison, and the "outlook for the second half is really not good".

Apart from the rand holding its ground against the dollar, he said "the major platinum group metals continue to trail gold downwards".

The strike at Amplats' main subsidiary, Rustenburg Platinum Holdings, caused a loss of about 100 000oz of refined platinum, and the total cost to the company — after setting the "savings on wages, utilities and other direct

costs" off against lost revenue — was R250m, operations director Brian Beamish said.

The company said it was "unlikely that more than 40% of this quantity (100 000oz) would be made up during the balance of the financial year" to June.

Although only 690 000oz of platinum were refined, compared with 807 000 in the year-earlier period, net sales revenue increased marginally to R1,79bn (R1,78bn) as the decline in dollar metal prices was offset by the weaker rand. While the average

dollar platinum price dropped 8% to \$385/oz, the rand platinum price rose 14% to R1 772/oz.

The rand price of palladium rose to R566/oz (R531/oz), rhodium dropped to R1 247/oz (R1 492/oz) and nickel rose to R14,34/lb (R13,73/lb).

Rustenburg's cost of sales rose 5% to R1,55bn, leaving profit on metal sales down 17% at R240m.

Attributable profit was down 33% to R106,3m, and earnings a share dropped to 81,6c (125,7c). The interim dividend is 50c (75c).

Potgietersrust Platnums,

which was spared the labour unrest which hit Rustenburg, fared better, with attributable profit of R166,6m (R126,1m), and earnings a share were 51,4c (52,7c), as the number of shares in issue rose to a weighted average of 127,3-million from 123-million. The interim dividend is 28c (33c).

Lebowa Platinum Mines posted a loss of R1m, against the R2,8m profit during the year-earlier period, as costs rose sharply. The loss a share was 0,8c, against the year-earlier profit of 2,3c a share. No dividend was declared.

strike

(213) bD

F/2/97

PLATINUM Price is 'wasting away in track with gold'

Amplats fails to recover from last year's strike

CT 4/2/97 (213)

ANDI SPICER

MINING AND RESOURCES EDITOR

Johannesburg — The strike last year at the Rustenburg mine bit into interim profits at Anglo American's platinum division, Amplats, and analysts were concerned that the company had not recovered from the dispute.

"Frankly, the results at Rustenburg were disappointing, although Potgietersrust held its own and Lebowa made a small loss," Barry Davison, Amplats' managing director, said yesterday at the release of the interim figures for the six months to December 31.

When combined with the fall in the platinum price since the beginning of the year, Amplats executives are worried about the present and future price of the precious metal.

"Platinum is capable of declining in the short term and the situation is clearly difficult. The outlook is not good, and platinum group metals prices are wasting away in track with gold," Davison said. Costs also rose across the group, a further negative influence on profits.

The Rustenburg strike also affected sales, Davison said. Net operating profit in the six months to December 31 fell to R269,5 million from R323,9 million in the same period in 1995. Profit before tax declined to R130,1 million from R198,7 million previously.

Costs rose 3,7 percent based on "strike-related costs and inflationary pressures (and) the strike resulted in a net decrease in ounces contained in the production pipeline and therefore a reduction in the value of the stock account. This reduction in-

creased the cost of sales by R42,2 million," the company said.

Potgietersrust fared better than the other mines. "The higher volume of metal sales and the weaker rand offset the weaker dollar price," Roeland van Kerckhoven, Amplats' financial director, said yesterday.

Costs increased to R180,9 million from R133,6 million, and net operating profit fell to R71,6 million from R73,9 million. Profit before tax, however, edged ahead to R70,4 million from R68,2 million.

Lebowa made a "small loss" of R1 million from a profit of R2,8 million previously even though it was excluded from the industrial action which hit the other mines.

Despite this management said they had hit their production targets and were happy with the progress at the facility.

Reneé Grawitzky

THE 2 000 National Union of Mineworkers (NUM) members who went on strike at Avgold-managed Eastern Transvaal Consolidated Mine on Sunday night were expected to return to work today, the company said last night.

The NUM said workers had started a strike in protest against the company's failure to discipline properly a hostel manager whom they claimed was involved in fraudulent activities.

The union warned Avgold management in March that workers were preparing for a strike. The union, believing the hostel manager had been involved in fraudulent activities, reported him to management and at a disciplinary hearing found him guilty of negligence. He was given a written warning, but workers rejected the finding and said his offence warranted that serious action be taken.

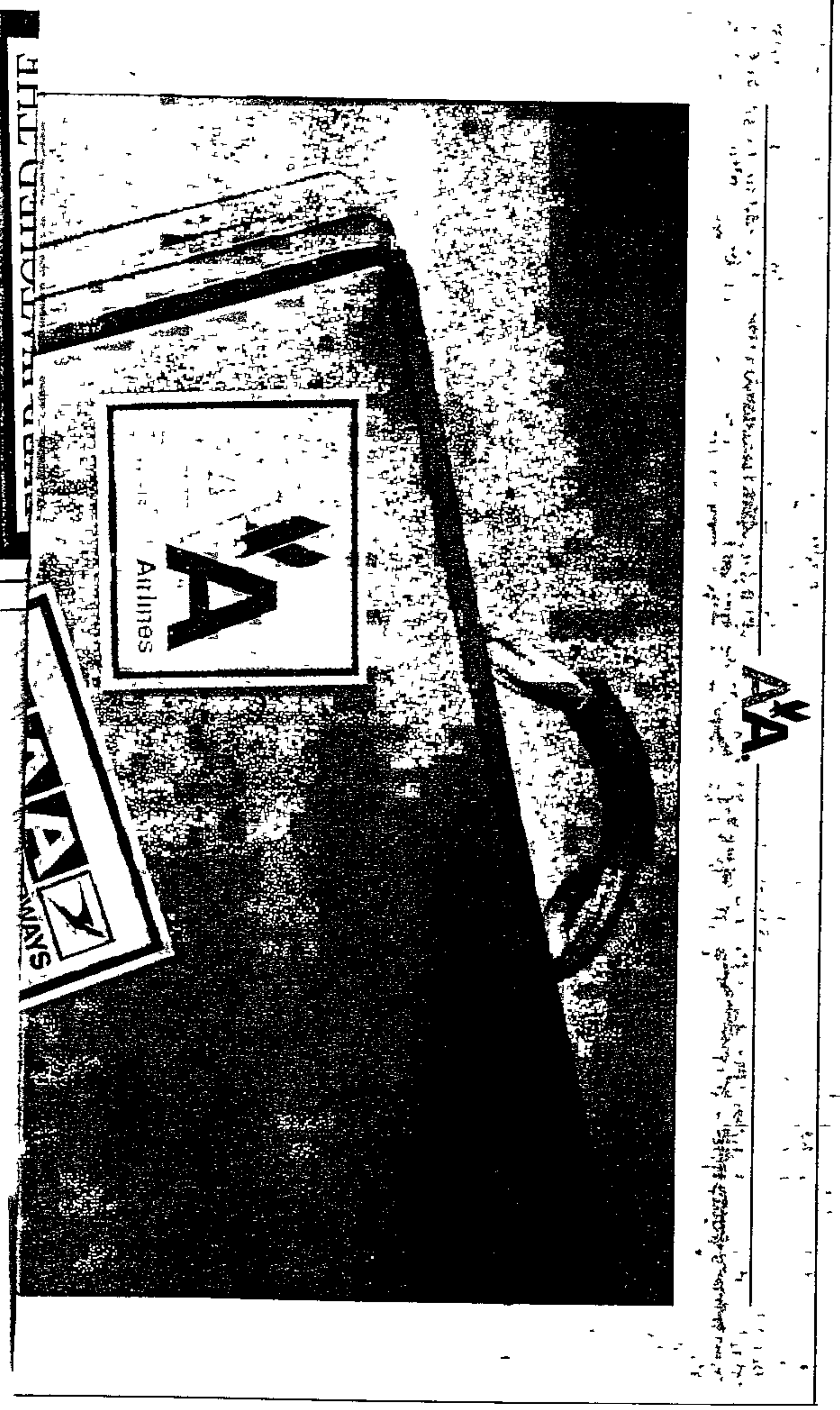
The NUM said five mineworkers had recently been dismissed for lesser offences, including a worker who allegedly stole toilet paper and the hostel manager who allegedly clocked in his girlfriend. She had been absent for one week.

Avgold said workers had agreed to return to work after an agreement was struck last night. Meanwhile, Volkswagen's Uitenhage plant was closed for the fourth day yesterday with indications that workers might return to work today. The company applied for an urgent High Court interdict in Port Elizabeth yesterday to ensure workers returned to work. It was served on the National Union of Metalworkers of SA and workers. Workers went on strike in protest against disciplinary action taken against two workers suspended for misconduct during a strike last month.

Miners 'set to return to work'

PD 8/4/97

(212)



ET(B2) 8/4/97

Avgold miners strike in Mpumalanga

(213)

FRANK NxUMALO

Johannesburg — About 2 000 workers allied to the National Union of Mineworkers went on strike yesterday at three Avgold mines in Mpumalanga over a dispute about a hostel manager, the union said.

George Molebatsi, the union's spokesman, said the dispute arose when management decided to warn instead of terminating

the employment of Siphso Fakude, a mine hostel manager who is alleged to have clocked in an absent female employee

"The disciplinary hearing was in December, we are now in April and instead of firm action against Fakude, management has only decided to give him a written warning when workers at the mine have been summarily dismissed for far less offences," he said

Molebatsi said the workers would settle for nothing less than the immediate dismissal of Fakude, whom he alleged was "a union basher" who was being "used as a tool by management"

He said a Johannesburg labour court had issued an interdict barring workers from entering the mines except when reporting for duty

A company spokesman declined to comment

Lonrho mine lockout to continue as talks fail

BD 23/4/97 (213)

Vuyo Mvoko

LONRHO's Western North Platinum mine management was determined to keep its 9 000 workers locked out pending "certain behavioural undertakings", chairman and MD Terence Wilkinson said yesterday after a bilateral meeting failed to resolve differences between the parties.

The workers have been locked out of the mine since Friday after downing tools and demanding the removal of an underground manager. They accused the manager of "changing workplace regulations without consulting the union", saying that mine management backed him too.

"We are concerned about workplace consultation which the new manager is violating and management gives him the upper hand in everything," the National Union of Mineworkers (Num) said yesterday.

However, Wilkinson said that apart from the strike having been "illegal" because it had occurred "without notice", management was disturbed by the abduction of night shift cleaners and the holding hostage of two senior mine officials by the strikers on Friday. Another senior officer was assaulted and property had been damaged.

Wilkinson said it was "regrettable"

that no breakthrough could be found at yesterday's meeting.

NUM negotiator Mahlakeng Mahlakeng said the union could not provide guarantees, as was requested by management, that the underground manager would not be expelled from the shaft.

As far as the union was concerned management also locked the workers out illegally, he said, and the breach of the accepted code of conduct would have to be investigated.

The union's position was that management should allow the workers to return to work, and then all the allegations levelled against one another could be thoroughly investigated.

Another strike involving about 100 workers started at the East Rand Proprietary Mines' (ERPM) Benoni Gold processing plant yesterday.

Workers said a once-off retrenchment amount of R1 000 — which had been agreed upon — had still not been paid to them, but their management insisted that it had happened.

ERPM bought Benoni Gold last year.

Mine spokesman Edith Leeson said that the union had rejected the R1 000 offer. She referred further queries to the mine's management, which could not be reached last night.

Wesplats, NUM still at odds

JBF
FRANK NxUMALO

ET(BR) 24/4/97 (213)

Rustenburg — The National Union of Mineworkers (NUM) and management at Lonrho's Western Platinum mine remained embroiled in a dispute yesterday that has seen about 9 000 workers locked out for five days

The dispute centres on the union's unhappiness with the appointment of a manager at one of the shafts, while management has insisted on its right to appoint the candidate of its choice to the position

Tony Frost, a spokesman for Western Platinum, said the Rowland shaft would remain closed unless NUM accepted the

company's prerogative to appoint its choice of manager Frost said this undertaking had to be in writing, and NUM must also agree to "desist from taking hostages, assaulting senior officials, damaging company property and intimidating fellow employees"

Mxhasi Tsetsi, a NUM official, said yesterday the union was still hopeful a negotiated solution could be found He said the union was "fully committed" to investigating the controversy surrounding the appointment.

However, Tsetsi said NUM rejected management's assertion that it was its right to make appointments without consulting the union.

Locked-out Lonrho mine workers apply for court relief

Vuyo Mvoko

ABOUT 3 000 workers at Lonrho's Western North Platinum mine have applied for an urgent interim High Court interdict against the company for "illegally and unprocedurally" locking them out

Management has locked them out since Friday, when they put

(213) BD 24/4/97
down their tools in protest against an underground manager they accused of changing conditions without consultation

National Union of Mineworkers (NUM) negotiator Mahlakanye Mahlakanye said the workers had been presenting themselves for work every day, but management was being "intransigent" Lonrho executive director

Tony Frost said management demanded that the workers first guaranteed the manager's safety when on duty underground

Meanwhile, negotiations between the NUM and De Beers ground to a halt yesterday, the NUM said The union wanted a 17,5% wage increase, while the company was offering 6,5% Talks would resume on May 7

Mine dismisses strikers

By Khathu Mamaila (213)

to put pressure on management, workers downed tools

ALMOST the entire workforce of 449 at Dilokong Chrome Mine near Burgersfort in Northern Province has been dismissed after embarking on an illegal strike

A letter issued by Stead to the workers said "On April 7 management again tried to resolve the deadlock in negotiations by arranging a meeting with NUM. Unfortunately NUM refused to negotiate further and refused to cooperate with management to find a solution and insisted that the mine manager leave

According to a statement issued by the National Union of Mineworkers (NUM), the workers downed tools on April 5 to demand the dismissal of mine manager Mr Keith Stead.

"You are hereby informed that all workers who participated in the unprotected strike are hereby dismissed with immediate effect"

The union said its members demanded Stead's dismissal after complaints of racism against him. In a bid

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NUM plans protest against job cuts ⁽²¹³⁾

Renee Grawitzky

THE National Union of Mineworkers (NUM) will serve notice today of its intention to embark on protest action against continued retrenchments, despite 7 000 jobs being saved since the gold summit in February

The union's general secretary Gwede Mantashe warned last night of huge support on some mines for industrial action in the wake of continued and unfair retrenchments

He accused mining houses of being dishonest about the numbers facing retrenchment and for failing to commit properly to the gold crisis committee. The union intended approaching government and employers to begin setting aside money for job creation projects in areas to which retrenched workers returned

This emerged yesterday after a

union workshop to evaluate progress made since the gold summit. Mantashe said the process and agreements reached on attempts to minimise retrenchments had led to 7 000 jobs being saved out of a possible 15 800. However, this figure did not include a number of mines which had evaded the gold crisis committee until now

The workshop concluded that the degree of success was not equivalent to efforts put into the process

Chamber of Mines spokesman Frans Barker said he would be surprised if the union submitted its second notice before discussing it in the gold crisis committee

He said it was still too soon to be attacking the ways in which mines were notifying the committee of impending retrenchments as the committee secretariat had only been briefed this week on developing procedures for

this. The committee had agreed to set up a task team to look at the adaptation of the National Economic Development and Labour Council (Nedlac) social plan to the mining industry. This would relate to the issue of assisting miners facing retrenchment

In February the union submitted its first notice to Nedlac of its intention to embark on industrial action to protest against job losses

In exchange for a two-week moratorium on retrenchments prior to the gold summit, the union agreed not to proceed with such action but reserved its right to pursue action later on if retrenchments continued and the summit emerged with no concrete solutions. Mantashe said the second notice would be submitted to give members "space to resist employers where unfair action" was being taken on retrenchments

BD 24/4/98

More violence on mine feared

Abduction and torture of NUM officials causes concern

(213) Star 21/5 1977

By Adam Cooke

Union leaders have expressed concern about the abduction, torture and assault of two National Union of Mineworkers officials at the Anglo American Platinum (Amplats) mine's Rustenburg section. They said this could lead to the kind of violence seen during a strike at the mine last year.

NUM spokesman George Molebatse said the attacks last week are believed to have been carried out by a group of workers known as the Workers Mouthpiece which emerged from the Five Madoda (men), a loose organisation that called the sustained strike in June and July.

After the strike and consequent retrenchment of 28 000 workers at the mine last year, the NUM intervened and violent clashes erupted that led to several deaths. The NUM managed to get most of the workers reinstated.

Molebatse said the group had reared its head again, and described the Workers Mouthpiece as a small group of armed and violent men who planned localised attacks, executed their plans, and then disappeared.

He said that last week two officials had been taken by the men in separate incidents, and their hands bound with wire before they were "beaten into submission". In one case, he said, the union official had been driven by a mine manager to a gathering of the Workers Mouthpiece where he had been beaten. Both union members had also been fined R8 000 which, Molebatse said, the mine had agreed to pay on behalf of the workers.

He said this behaviour led many workers to believe the mine management and the Workers Mouthpiece were in collusion. Amplats spokesman Johan Adler said there was no collusion. "We signed an agreement with Labour Minister Tito Mboweni last year in which we undertook to negotiate with registered unions only. The Workers Mouthpiece is not registered."

"There is a pattern of violence developing which we have witnessed before. And it seems set to escalate," said

workers at the mine last year, the NUM intervened and violent clashes erupted that led to several deaths. The NUM

He said that last week two officials had been taken by the men in separate incidents, and their hands bound with wire before they were "beaten into submission". In one case, he said, the

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ment with Labour Minister Tito Mboweni last year in which we undertook to negotiate with registered unions only. The Workers Mouthpiece is not registered."

De Beers reports 'no strikes' year

(213)
ANN CROTTY

CT (BR) 26/5/97

Johannesburg — During the past year there was no industrial action at De Beers, Julian Ogilvie Thompson, the group chairman, announced at Friday's annual general meeting.

Ogilvie Thompson described the group's relationship with the NUM as a "constructive working relationship".

He was responding to a list of questions that had been raised by the Community Growth Fund, an investment fund that uses social and labour-related criteria to invest in listed companies.

Daniel van Dalen, one of the fund's representatives, said the questions had been answered adequately and Ogilvie Thompson had made them feel welcome at the meeting.

Van Dalen said the De Beers' meeting had lasted for about 25 minutes, comparing that with the traditional annual meeting where business was usually completed within five minutes.

Amplats manager, unionists suspended

BD 28/5/97

(213)

Reneé Grawitzky

AN ANGLO American Platinum mines (Amplats) senior human resources manager and three Mouthpiece Workers' Union members have been suspended pending a disciplinary inquiry into their alleged actions when two National Union of Mineworker (NUM) members were tortured

Amplats declined to release the manager's name yesterday

The suspensions coincided with violence yesterday in which six workers were injured, the NUM said.

Amplats said production at Amandelbult section had been affected since Monday night when inhabitants of two

of Amandelbult's three hostels — about 5 000 workers — went on strike. A fight broke out yesterday morning when some workers wished to return to work. By yesterday, 15%-20% of overall production had been affected.

Amplats said it would take action in consultation with the police and the NUM to ensure workers' safety.

Last week the NUM called on police commissioner George Fivaz to take urgent action to prevent further outbreaks of violence after two NUM members were allegedly tortured by Mouthpiece Workers' members after being accused of adultery. They were fined by a "tribal court".

The NUM at the time accused man-

agement of collusion, claiming the incident occurred in the full view of mine management and no "attempt had been made to call mine security". The NUM said a company vehicle had delivered one victim to the workers.

The NUM said tension was running high at Amandelbult after clashes between NUM and Mouthpiece Workers' Union members. It said workers, some of whom were NUM members, refused to participate in an illegal strike called by the Mouthpiece Workers' Union after one of its members was dismissed for clocking fraud. NUM president James Motlatsi said the perpetrators of the violence were known and had been reported to mine management.

Platinum traders eye Rusplats strike

ARG 28/5/97 (213)

Johannesburg - A wildcat strike by 4 600 workers at South Africa's Rustenburg Platinum Holdings Ltd RPHG J, the world's biggest platinum mine, continued today, fuelling a price rally in the precious metal.

Company spokesman Johan Adler said the morning shift had not reported for work and that 15 to 20 percent of production was being affected by the stoppage which started on Monday night.

The illegal strike action boost-

ed platinum prices in New York and Tokyo as investors worried about the impact of the action on an already tight market.

One trader at a Tokyo brokerage said. "News of the strike accelerated buying. I expect the bullish sentiment to continue."

Rustenburg produced 690 000 ounces of platinum in the six months to December 31 1996, equivalent to about a quarter of world supplies.

Platinum, used in jewellery and in autocatalysts to cut car

pollution, was last trading at around \$405 an ounce, a gain of \$15 since Monday.

The problems at Rustenburg started when employees at two hostels at the Amandelbult section of the mine took illegal industrial action over the Friday sacking of an employee, the company said.

The workers did not turn up for Monday's night shift and a fight broke out at one of the hostels between strikers and employees who wanted to work. One worker was injured. - Reuter

Rusplats workers hurt in protest over dismissal

FRANK NXUMALO

Johannesburg — Violence broke out yesterday morning at the Amandelbult section of the Rustenburg Platinum mine, part of Anglo American Platinum, over the dismissal of an employee last Friday

The employee was found guilty of clocking fraud by an internal disciplinary committee.

Johan Adler, the company spokesman, said the trouble started on Monday night when workers at two of the three Amandelbult hostels embarked on an unprotected strike and refused to report for night duty

"Management condemns the illegal work stoppage and the intimidation and the violence it caused. Management will take

ct(OR)28/5/97(213)
the necessary action in consultation with the South African Police Service and the National Union of Mineworkers (NUM) to ensure the safety of all workers," Adler said.

Ben Molapo, an NUM spokesman, said six workers aligned to the union were injured — one seriously — on their way to work yesterday morning when they were allegedly assaulted by members of Workers' Mouthpiece.

He said the Workers' Mouthpiece members were protesting the dismissal of their colleague.

"Tension is high at the moment and our members are living in fear of their lives," Molapo said

He added that if management did not move speedily, the situation could explode out of control.

Strike boosts precious metals

CT (BR) 29/5/97 (213)

FROM BLOOMBERG

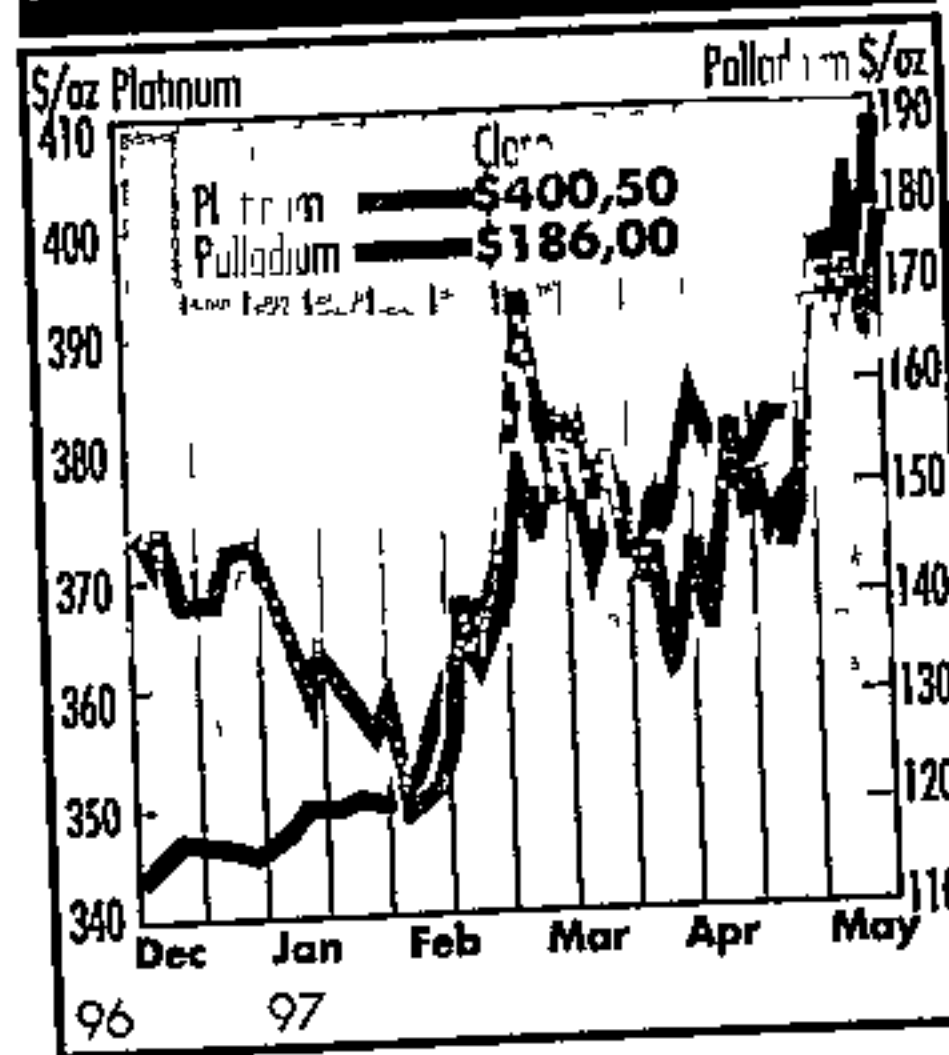
London — Palladium surged to a 17-year high and platinum jumped to its highest price in 10 months after a strike at the Rustenburg Platinum (Rusplat) mine provided the latest boost to precious metals used in jewellery and pollution-control devices

Prices for both metals have surged this year because Russia has not exported any since December. Russia supplies two-thirds of the world's palladium — used in catalytic converters for car engines — and is the second-largest platinum producer after South Africa

A three-day strike at a Rusplat mine, the world's largest platinum source, has cut output by between 15 and 20 percent. The mine also produces palladium

The walkout, which is the second in as many years at the mine, was sparked by the dismissal of an employee for alleged fraud

Platinum & Palladium prices



Rusplat said it beefed up security at the Amandelbult section. "The National Union of Mine workers asked us to step up security so their workers could go to work," said Johan Adler, a spokesman for Anglo American, the owner of the mine.

"They claim the majority would like to return to work but are being intimidated. We've asked the South African Police

Service to show a bigger presence and our security has been beefed up considerably"

The disruption comes at a time of low global supplies

"The stoppage at Rustenburg just reinforces the tightness we have seen in the past six months," said Jeremy Coombes, the marketing manager at Johnson Matthey in London. "Another wildcat strike at the mine is going to tighten free-market supply for these metals"

Spot platinum rose as much as \$8 to \$406.50 an ounce, the highest since August 1 last year. Spot palladium rose as much as \$24.25 to \$200.50 an ounce, according to latest figures

Analysts said prices would not fall until Russia resumed its exports, which were more than double the country's actual production last year, because it drew on inventories capable of handling up to six years of supply, according to Johnson Matthey

Interdict threat ends strike by Ampplats

Reneé Grawitzky

THE threat of an interdict, due to be brought in the labour court today against thousands of striking workers at Anglo American Platinum mines (Ampplats), was withdrawn last night when the night shift returned to work.

Notices were served on the National Union of Mineworkers (NUM) and the Mouthpiece Workers' Union yesterday. Ampplats spokesman Johan Adler said the need for the inter-

dict fell away after the night shift arrived for duty late last night.

Meanwhile, Reuter reports that platinum and palladium prices soared to fresh highs yesterday on news of the illegal strike in SA, the world's largest platinum producer.

Platinum prices broke through the \$400 mark, hitting a peak of \$404 in early activity while palladium, platinum's sister metal, surged to a high of \$188/oz compared with a fixing on Tuesday afternoon of \$177,50.

About 15% to 20% of production has been affected since workers went on strike on Monday night.

Adler said last night that following requests by the NUM, hundreds of SA Police Service members and security staff converged on the mine yesterday and conducted hostel searches. Police removed two truckloads of homemade traditional weapons and some guns and ammunition. Adler said Ampplats hoped the heavy security and police pres-

ence at the mine would provide security for those workers wishing to return to work.

The strike began on Monday night when the Mouthpiece Workers' Union—formed by a grouping of workers who led an unsuccessful and violent stoppage last year—called for a strike after one of its members was dismissed for clocking fraud. About 5 000 of Aman-debul's 10 000 workforce went on strike but violence erupted amid heavy intimidation. The NUM said many workers, some of

whom were NUM members, refused to participate.

A labour analyst involved extensively in mine violence research, Kent McNamara, said the mining industry faced a major challenge by moving toward the creation of a new moral centre through an industrial partnership which would require shared responsibility for managing and resolving conflict.

WORKERS

shown the growth of a new grassroots militancy with the development of intolerance toward mining access to benefits and the fruits of liberation.

The strike comes against a backdrop of supply shortages which have been strangling the market since Russia, the biggest producer of palladium, halted shipments last December.

Platinum prices were the highest since May last year and palladium surpassed a peak set in 1989, a dealer said.

(213) BD 2915197



DIRE WARNING James Motlatsi, the NUM president, urges miners not to accept the severance packages JCI is offering PHOTO JOHN WOODROOF

Miners threaten showdown

FRANK NXUMALO

Johannesburg — James Motlatsi, the president of the National Union of Mineworkers (NUM) warned the mining industry yesterday to consider alternatives to massive job cuts or face a nationwide industry strike

"The whole industry will be in flames," he said

Employers were under a statutory obligation to give workers at least six months' notice before embarking on retrenchments, he said, appealing to thousands of Randfontein Estates workers gathered at a Westonaria stadium not to accept severance packages this morning

Up to 4 100 workers might be axed at Randfontein Estates today, while more than 3 000 others face the chop at Western Areas within the next few days, bringing the total close to 8 000 — two-thirds of the workforce

"We are disagreeing with

any package whatsoever because we believe we haven't been given enough time to negotiate the package as well as prepare the workers who will lose their jobs," said Motlatsi

It was important that workers be given enough time to prepare for retrenchment because, once axed, most of them faced unemployment for the rest of their lives, he said

Mzi Khumalo, the chairman of JCI, which owns the mine, failed to turn up for a private meeting yesterday with the NUM over the retrenchments. He is expected to meet the union today

The NUM has also called on the JCI board of directors to axe John Brownrigg, the chief executive, whom they accuse of general incompetence and lacklustre strategic organisation

About 12 000 of the Randfontein workers are expected to join the nationwide Cosatu strike at the Library Gardens in

central Johannesburg today

The 2 million-member Confederation of South African Trade Unions (Cosatu) has called on its entire membership to embark on a countrywide, 24-hour strike today in what could turn out to be the biggest street protest in South Africa's history

Cosatu is striking against the deadlock at the National Economic Development and Labour Council (Nedlac), where its social partners are accused of refusing to accede to Cosatu demands on labour reform in key areas of the draft Basic Conditions of Employment Bill

Cosatu hopes the strike will "teach business a valuable lesson" and that "litigation and supreme court action do not resolve issues that require negotiations or compromise"

It also warned of "a further programme of action" if there was no progress acceptable to it at Nedlac by June 24

CT(OR) 2/6/97 (213)

De Beers, union agree to refer dispute to commission

Reneé Grawitzky

DIAMOND industry talks ended in dispute yesterday with the parties agreeing to refer the matter to the Commission for Conciliation Mediation and Arbitration (CCMA), while consensus has yet to be reached on retrenching 7 000 miners at two JCI gold mines.

The National Union of Mine-workers (NUM) and De Beers said there was no purpose served by further meetings and agreed to refer the wage dispute to the CCMA. A 1% increase effectively divides the parties with De Beers offering a 9% increase plus a 1% service increment and the union demanding 10%. Besides wages there are a whole range of outstanding issues where agreement has yet to be reached.

At the outset the union demanded the scrapping of job category A1 with the proviso that workers be trained to carry out jobs at the next level. De Beers said it would agree to this only through a process of reorganising and redesigning of work. The scrapping of the first level would mean raising the minimum wage to R1 629 a month.

Despite extensive negotiations on a extended three-year wage agreement, NUM reverted back to a one-year agreement after discussions developed over conditions applicable to such an arrangement.

The NUM said there were a number of other issues standing in the way of a settlement including the discontinuation of a Saturday premium, 10 days paid leave for union business, the separation of merit increases from negotiated increases and granting a blanket agreement allowing De Beers to apply for exemptions from the proposed new Basic Conditions of Employment Bill.

Meanwhile, uncertainty still surrounded the planned retrenchments at Randfontein Estates and Western Areas yesterday as retrenchments at Randfontein did not go ahead this week as planned after meetings between management and the NUM. It was still unclear whether agreement had been reached to suspend retrenchments until the end of the month.

NUM president James Motlatsi said retrenchments were unavoidable but could be minimised by the adoption of alternatives. He said more time was needed to prepare those who faced retrenchments and to consider alternatives.

(213) ED 5/6/97

Mine-union leader gunned down after being 'marked for death'

Star 24/6/97 (213)
By TEFO MOTHIBELI

Another prominent leader of the National Union of Mineworkers has been shot dead

Eric Cexi was gunned down by three men wearing balaclavas at Rustenburg platinum mine in North West Province yesterday

Cexi was the union's branch chairman at the compound

"We understand that members of Workers Mouth Peace held a meeting on Sunday, when it was decided that two prominent NUM

leaders had to be killed.

"A group of men was then seen heading for the hostel chanting slogans denouncing the two men marked for death," NUM spokesman Mahlakeng Mahlakeng said yesterday.

For security reasons, Mahlakeng said, he was unable to divulge the name of the other official allegedly marked for death

Cexi's death comes hot on the heels of the fatal shooting, in mysterious circumstances, of the union's branch secretary on Friday.

Amplats calls on government to intervene in violence at mines

Reneé Grawitzky

ANGLO American Platinum Mines (Amplats) has called for government intervention to assist in defusing violence at mines in the wake of alleged assassinations of two National Union of Mineworkers (NUM) leaders. Industry and union sources feared the violence could spread to other parts of the country.

The recent killings followed an incident in May in which members of a rival union, the Mouthpiece Workers' Union, tortured two NUM members after a "kangaroo court". This is contrary to a Sapa report carried in Business Day yesterday which incorrectly implied that NUM members had orchestrated the kangaroo court.

Northern Province safety and security MEC Seth Ntshai and the provincial police commissioner condemned the series of murders and said a high-powered investigation team was being established to "deal with all criminal activities" at the mine.

He acknowledged that the attacks were being planned by "certain sections of the work force" and called on the NUM not to take the law into its own hands.

The NUM said its members were being tortured and killed in hostels, and mine management had to take responsibility to ensure the safety of workers.

The NUM said police commissioner George Fwaz was told of the hit list yesterday.

The Mouthpiece union said it would comment on the allegations today.

The NUM said discussions had taken place with Amplats management and a programme of action would be announced at today's memorial service for the two killed last week.

Amplats denied any form of collusion, it said it was extremely concerned and had requested a meeting with cabinet members.

The Mouthpiece Workers' Union, formed by former Amplats workers who led a strike last year, has registered and claimed to be aligned to National Consultative Forum leader Barutu Holomisa. It appeared to be targeting Xhosa-speakers for recruitment.

... last year. Reneé Grawitzky

BD 25/6/79

(213)

Amplats calls on government to intervene in violence at mines

BD 25/16/1977

(213)

Reneé Grawitzky

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The NUM claimed a number of its leaders were on a hit list compiled by the Mouthpiece union.

The NUM said police commissioner George Fivaz was told of the hit list yesterday.

The Mouthpiece union said it would comment on the allegations today.

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He acknowledged that the attacks were being planned by "certain sections of the work force" and called on the NUM not to take the law into its own hands.

The NUM said its members were being tortured and killed in hostels, and mine management had to take responsibility to ensure the safety of workers.

The union did not want to get to a point where it lost faith in law enforcement structures.

NUM president James Mollatsi said it was evident the recent killings had been conducted by people who did not live in the hostels. He asked how they got access, and said there appeared to be collusion with some members of the mine's staff.

The union said discussions had taken place with Amplats management.

and a programme of action would be announced at today's memorial service for the two killed last week.

Amplats denied any form of collusion. It said it was extremely concerned and had requested a meeting with cabinet members.

The Mouthpiece Workers' Union, formed by former Amplats workers who led a strike last year, has registered and claimed to be aligned to National Consultative Forum leader Bantu Holomisa. It appeared to be targeting Xhosa-speakers for recruitment.

Amplats workers tense as third NUM leader is killed

Reneé Grawitzky

THE situation at Anglo American Platinum (Amplats) mines was tense yesterday as it was disclosed that another National Union of Mineworkers (NUM) leader had been killed.

The latest death brings the total number of NUM leaders killed over the past week to three.

The union said an NUM shaft steward was killed in Transkei at the weekend on his arrival home, while the home of another was set on fire.

Amid these developments, the union, mine management and the SA Police Service agreed to meet on Monday to discuss security on the mines.

It is understood the Mouthpiece Workers' Union, which the union alleges is involved in the recent killings, has also been invited to attend Monday's meeting. Mouthpiece legal representative Caesar Bongani and chairman Piet Joubert yesterday rejected any allegations that the union or its members were involved in the violence.

Joubert said his union was not a rival group to NUM but a registered union with mass support. He said the violence was not started by the Mouthpiece. The NUM, he said, was attempt-

ing to discredit the Mouthpiece as it was afraid of competition and wanted to prevent its registration. Contrary to previous reports, the union said it had not aligned itself with former African National Congress official Bantu Holomisa and his new organisation.

Joubert, who is also a partner in insurance company PAB Insurance, said there was no link between PAB and the union and that no conflict of interest existed because of his involvement in the two. He said he was known to mine workers as he had sold insurance on the mines since 1991. He and his brother were approached by mineworkers to help them in establishing the union.

Sapa reports that Congress of SA Trade Unions general secretary Sam Shilowa said the killings seemed to be part of a "well co-ordinated strategy" against NUM members. "We condemn these acts of violence which seem to be part of a well co-ordinated strategy directed against members belonging to NUM," Shilowa said.

"Our initial investigation reveals there may be a link between this reign of terror and the ones at Sebokeng hostels (in the Vaal Triangle) and in the Qumbu/Tsolo areas (in the Eastern Cape)," he said.

BD 27/6/97 (213)

NEWS

MINE VIOLENCE *'Hidden hand', says Cosatu*

Thousands at slain NUM man's funeral

CT(BR) 30/6/97 (213)

FRANK NXUMALO

Johannesburg — About 3 000 people, including family members, the National Union of Mineworkers (NUM), the ANC, friends and relatives yesterday attended the funeral of Rodwell Ntabankulu Dial, the NUM official who was murdered by unknown assailants last week at Amplats-owned Swartklip mine

However, the union federation, Cosatu, claimed its executive committee had received a report from the NUM about the continuing violence in the Amplats mines and killings of its shaft stewards by the "members/supporters (of the) bogus union Workers' Mouthpiece" (WM)

Dial was buried yesterday at Welverdiend, his home village, outside Rustenburg

David Xhego, the NUM branch chairman at the mine,

said Dial's body not only bore gunshot wounds but he had been disembowelled and practically beheaded by unknown people using "butcher knives" who had first plunged the entire hostel into darkness by tripping the main switch

Xhego said it seemed Dial initially resisted, but was finally outnumbered

Questions asked by observers in the past week included how an apparently tiny group of people, allegedly belonging to the WM, had managed to murder and terrorise thousands of NUM members in their own stronghold

Sam Shilowa, Cosatu's general secretary, said "Our initial investigation reveals there may be a link between 'this reign of terror' and the ones at Sebokeng hostels and the Qumbu-Tsolo areas. We suspect there may be 'a hidden hand' behind this carnage"



LAST RITES *Fellow miners and villagers escort NUM official Rodwell Dial to his grave yesterday*

PHOTO JOHN WOODROOF



FROM THE HORSE'S MOUTH Executives of the Workers Mouthpiece, a labour union at Rustenburg, discuss matters on Wednesday. From left are Matthews Joubert, Peter White and Nyathi. PHOTO BY PHAP S

Mine rebels profess innocence

CT (BR) 1/7/97 213

FRANK NxUMALO

FOR THE Workers Mouthpiece (WMP) the break-
down of the explosion that
killed six people in a mine
last month was a "tragedy"
but not a "crime".
The WMP said the "unrest"
at the mine

last month, a wave
of violence at the mine has re-
sulted in three deaths.

The WMP said the company
had "provoked" the WMP and had
undermined the authority of the
National Union of
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undermined the authority of the
National Union of
Minesworkers (NUM).

Nyathi said three people
killed recently at the mine
were spies. "I wish the mine
to help it flush out the ring
of spies," he said.

Johannes, the company
spokesman, denied the allega-
tions, saying that by implica-
tion, the WMP was admitting
to killing the people it thought
were spies.

"We do not employ tactics
such as the use of spies, we do
not employ tactics committed the
murders and we believe that
only the police can investigate
and bring the perpetrators to
justice," he said.

Nyathi said the WMP was
not a political organisation and
union members belonged
to various political parties and
had no problem in meeting
to discuss political issues.

But a company spokesman
who asked not to be named
said the company had publicly an-
nounced that it aligned itself
with the NUM.

On the origins of the WMP,
Johannes said "The WMP was
initiated last year at a meeting

of people disenchanted with
the NUM."

He said that during the
meeting six people were killed
and three arrested by the
police.

They were later charged
with public violence, malicious
damage to property and as-
saulting police officers. A
court case was pending.

Rustenburg police spokes-
man Captam Carl Ratema con-
firmed the court case but said
he could not comment as the
case was still under investiga-
tion.

The WMP said the group re-
gistered last month with the
department of labour.

It claimed that the majority
of members in the region were
black.

"We are the majority in
both the Rustenburg and Nor-
tham mines," Nyathi said.

But the company spokes-
man said "This is total non-
sense. The WMP has only rep-
resentation at leadership level
and absolutely nothing on the
ground."

Unions at Amplats sign declaration to end mine violence

Reneé Grawitzky

(213)

BD 2/7/97

EIGHT mining unions, including the Mouthpiece Workers Union and the National Union of Mineworkers (NUM), yesterday reaffirmed their commitment to peace at Anglo American Platinum Mines after signing of a declaration of intent.

The declaration was signed in Johannesburg following a peace meeting held to end the recent wave of violence at Amplats, which resulted in the death of three NUM leaders.

Although workers said the situation at the mines remained tense, Amplats spokesman Johan Adler was hopeful the declaration would prove the first step towards securing a lasting peace on the mines.

The process set into motion by the declaration is intended to culminate in a joint NUM/Mouthpiece rally to inform workers.

The NUM's Rustenburg regional co-ordinator, Machlakeng Machlakeng, said the parties had a long road ahead.

Mouthpiece Workers' Union legal adviser Caesar Bongani said his union would do everything possible to commit itself to peace.

The Mouthpiece has applied for access rights at the Amplats mines, where its members pay an estimated subscription of R20 a month. It is understood that initially the union wanted to charge a large lump sum which would grant workers lifetime membership.

Workers said yesterday that the Mouthpiece held meetings every Sunday. If workers did not attend they were fined.

More deaths end Amplats peace accord

BD 14/7/97

(213)

Reneé Grawitzky
and Dustin Chick

THE peace accord between Anglo American Platinum Mines (Amplats) and mining unions is in tatters following the murder of two more National Union of Mineworkers officials and four of their family members at Amplats and in the Eastern Cape.

The army and police may be brought in to the strife-torn platinum mines in North West and Northern Province in the wake of the resurgence of violence.

The safety and security MECs in Northern Province and North West province, Seth Nthai and Satish Roopa, told the NUM at a meeting on Friday they would approach national government, as they believed the violence had become a national issue.

Amplats management expressed deep concern and said the matter was being taken up at the highest level of government, as it was clearly more than a labour issue.

Last Monday Amplats and eight unions, including the NUM, and Mouthpiece Workers' Union, signed a declaration of intent committing themselves to an end to violence.

Subsequently a NUM shop steward and three family members, including an infant, were shot dead when unknown attackers stormed their house near Coffee Bay in the Eastern Cape. The steward had gone there to prepare for the funeral of Amplats worker Eric Rixi, who was killed in June.

On Saturday another NUM shop steward and his son were killed in a hostel in the Rustenburg section.

All three sections of Amplats have

now been hit by violence, which first erupted in May when members of the Mouthpiece Workers' Union tortured two NUM members after a "kangaroo court". A number of those involved in the torture were dismissed.

In June, two senior NUM leaders were killed by unknown gangs at the Amandelbult and Union sections.

NUM president James Motlatsi said last night he did not believe the Mouthpiece Workers' Union had the capacity to carry out attacks ranging from Rustenburg to the Eastern Cape. He believed there were other forces behind the violence. No assistance had been received from the highest security authorities in the country.

Nthai and Roopa said in a statement a meeting had been held on Friday, at the request of the NUM, to discuss problems between the unions. Tensions between the groups had started spreading to other mines, they said. The issue would be taken up with Safety and Security Minister Sydney Mufamadi by tomorrow.

Nthai said both provincial governments had called on Mufamadi to increase the police presence and consider bringing in the army. Police had subsequently set up a centre to co-ordinate activities between the two provinces.

Amplats mine management said it was prepared to increase the R100 000 reward if it would end violence.

The Mouthpiece Workers' Union said yesterday it was unaware of the recent violence and would comment once it was sure of the facts.

Motlatsi said NUM leaders were under pressure from members to know what they were doing to end violence.

NUM, govt
meet about (213)
mine violence
b015/7/97
René Grawitzky

THE National Union of Mineworkers (NUM) met a high-level government delegation led by Safety and Security Minister Sydney Mufamadi last night to discuss the violence at Anglo American Platinum mines in North West and Northern Province.

The meeting took place after two more NUM leaders and their family members were killed over the past week and there were unconfirmed reports another two members were killed in the Eastern Cape yesterday morning.

The meeting included a delegation from NUM and the MECs for safety and security for the two provinces. The NUM said various options were discussed, but because of the sensitivity of the issues they could not release more detail.

ECN Business Service reported two men carrying NUM identification were killed in Mqanduli in Eastern Cape. Capt Khaya Gwayi of the Umtata murder and robbery unit said yesterday the men were shot with an R-4 rifle.

The police believed they were on their way to give their condolences to the family of NUM member Mfixeni Gebedu, who was murdered last week.

Gwayi said police were investigating a link between the attack on Gebedu and tensions at the Rustenburg mines.

Comment: Page 11

NUM march threatens accord

CT(BR) 17/7/97 (213)

FRANK NXUMALO

Johannesburg — More than 8 000 mineworkers allied to the National Union of Mineworkers (NUM) marched yesterday to the East Driefontein mine offices owned by Gold Fields, to force the authorities to accept R1 000 as the threshold for the lowest-paid workers

The workers also demanded that management collapse worker category two into three with immediate effect, as opposed to phasing in the process by 2000

They said this move would facilitate the payment of the minimum remuneration they were demanding

"Our dissatisfaction is borne out of the refusal (by the mine) to consider our sincere and reasonable demands," said Elias Monyemoratwe, the NUM Carletonville regional chairman

"We are prepared to serve the mine as workers. We appeal to you to meet our demands"

Monyemoratwe said all other mining houses except Gold Fields were prepared to pay a minimum wage of R1 000 or more

The mass action has raised doubts about the long-term durability of the landmark industry accord reached earlier this week between the NUM and



MINIMUM REQUIREMENT Over 8 000 NUM members marched on Gold Fields' East Driefontein mine offices yesterday to demand R1 000 for the lowest-paid workers PHOTO JOHN WOODROOF

the Chamber of Mines

The chamber accord envisaged a wage increase of up to 25 percent for the lowest-paid workers, to ensure them a minimum of R1 150 per month. Higher earners were to be awarded an increase of between 9 and 10 percent

Govin Hepburn, the mine manager at East Driefontein, said he found NUM's demands "very strange, given the recent agreement reached between the Chamber of Mines and the NUM

"We are not going to roll over category two into category

three immediately, because the chamber agreement provides for a phased rollover to the year 2000," he said

Hepburn said although Gold Fields stood firmly by the plenary chamber accord, its doors were always open to listen to worker grievances

Mineworkers protest against Gold Fields

Reneé Grawitzky

213

THOUSANDS of National Union of Mineworkers (NUM) members yesterday protested against Gold Fields of SA's failure to raise its minimum wage to R1 000 as agreed by most other mining houses in annual wage talks.

NUM said workers had marched at East Driefontem in Carletonville to put pressure on the company to change its position. Most mining houses agreed to increase the minimum wage for underground workers to R1 150.

The union agreed at chamber level to Gold Fields' final offer of a R980 minimum for underground workers this year and R1 077 next year.

Randgold and the NUM are still negotiating increases for Blyvooruitzicht, Grootvlei, Buffelsfontein and ERPM.

Randgold said it had offered 5% for Buffelsfontein and Blyvooruitzicht, linked to productivity rises of 2,5 tons next year. The NUM said it was awaiting offers from Grootvlei and ERPM.

BD 17/7/97 Comment: Page 13

Insurance scheme behind mine wars

(213) MAG 18-24/7/97

Three white men with a briefcase of insurance policies are the leaders of a union at war with the NUM, writes **Ferial Haffajee**

THE new union whose running battle with the National Union of Mineworkers (NUM) has claimed eight lives may have been set up as an elaborate insurance scam. The organisation called Workers Mouthpeace, is selling insurance policies to recruits, but allegedly cancelling the policies while still collecting premiums.

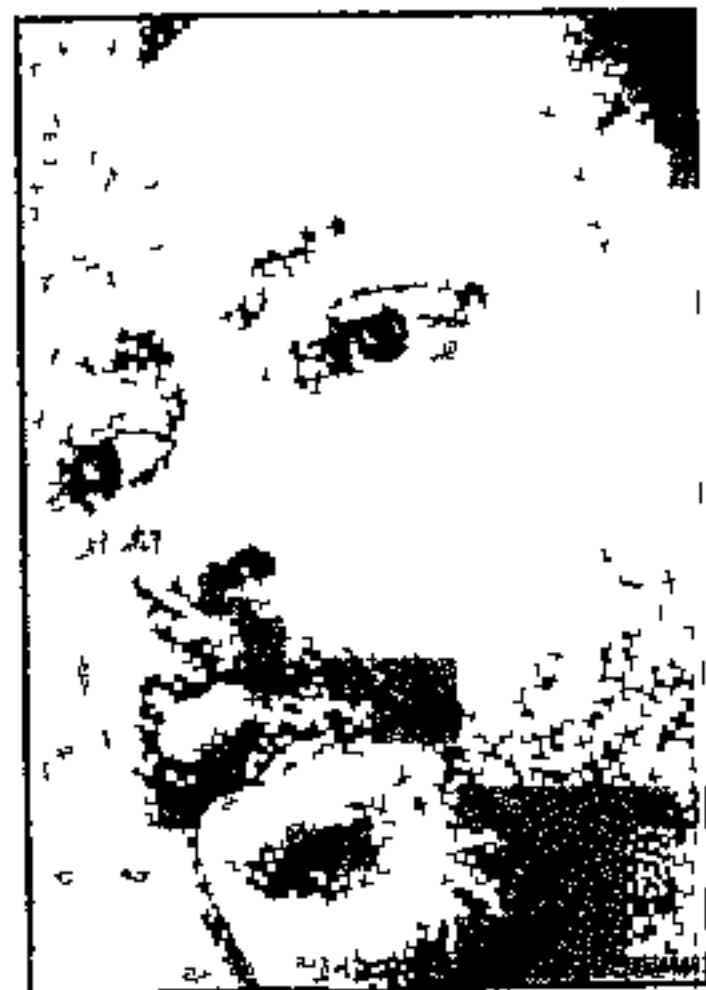
The *Mail & Guardian* established this week that Safrikan, jointly owned by Fedsure and Thebe Investments, is investigating the cancellation of its policies sold to miners through the union. Safrikan managing director Sandile Mbili said this week that Mouthpeace's failure to pay premiums "has been a nightmare".

Workers Mouthpeace is run by brothers Piet and Matt Joubert and former mine hostel manager Peter McCleod — all have civil judgments for debt against them and little union experience. North-West province is also investigating their possible right-wing connections because the three platinum mines on which they operate lie near Rustenburg, an area long sympathetic to the far right.

The men are said to be recruits into policies with a mixture of strongarm tactics and extravagant promises of future benefit payouts. A "disciplinary tribunal", headed by McCleod, imposes fines.

It now appears they may have lost control of their creation. What started as intimidation and rivalry on Anglo-American's platinum mines around Rustenburg is rapidly escalating. Professional hit men have assassinated five NUM leaders and three of their children in three provinces: North-West, Northern Province and Eastern Cape.

This week, after two months of unrest



Caesar Bungane

caused by rivalry, marchers attacked police with knobkerries and other weapons near Amandelbult mine in the Northern Province. It is not clear whether the marchers were, as alleged, Mouthpeace members, the union says it does not know.

But by Wednesday, police had arrested 19 suspects and hope that their investigation will unravel the mystery of the killings. They are focusing on Mouthpeace.

Police say that their investigations thus far indicate that those killed were first publicly named at meetings of the Workers Mouthpeace and placed on a hit list.

The North-West province's MEC for Safety and Security, Satish Roopa, says "the hits are very professional and precise". The murders began on June 18 when NUM shop steward Roadwell Diale was killed by three men in balaclavas, who cut the lights at

ons they are said to enjoy watching, run an insurance agency called Peoples Assurance Brokers and operate their union from the same office in Carletonville on Gauteng's West Rand.

Unusually for a trade union, recruits must pay R500 to join, a higher-than-normal subscription fee and take the insurance policies.

Amplats officials say they first came across Workers Mouthpeace earlier this year. It is thought to have grown out of the remnants of the Five Madoda, a motley, violent group that started last year's wildcat strike over pension pay-outs. The strike crippled Amplats and ended with dismissal of the entire workforce.

Amplats rehired most workers, but those who remained sacked found a helper in Bungane, whose legal work for the NUM had ended when the union decided he was charging too much. Bungane knew the Jouberts and McCleod, the Five Madoda became the Workers Mouthpeace, and the organisation began to recruit.



Living in fear: Police monitor Amplats's Rustenburg mine this week after hits on NUM officials across the country.

PHOTOGRAPH: DANNY HOFF

the main power supply, entered his hostel room and shot him. In the latest assassination, on Sunday, ten men wrapped in miners' blankets killed NUM member Simon Chabana and his young son in a Rustenburg hostel.

"Now we walk around armed like criminals," says the NUM's regional co-ordinator for Rustenburg, Mahlakang Mahlakang. He carries a gun tucked openly into the back of his trousers. Other unionists are armed too. They cut an incongruous sight in the yard of the former Rustenburg church that the union has just bought as its regional headquarters.

Many of the men in the yard claimed they had away run from this week's violence at Amandelbult. "I'm under surveillance, I'm being followed," says Mahlakang.

Workers Mouthpeace says its membership outstrips the NUM's, which itself claims 13 000 of Amplats's 40 000-strong workforce. But the organisation's lawyer in Rustenburg, Caesar Bungane, can offer no proof.

He refers such queries to the Jouberts. But Matt Joubert was away at the seaside this week and his younger brother had his cell-phone switched off.

The two, who look like the wrestling champi-



Bloody union conflict shifts to the Transkei

(213) (214) CP 20/7/97

WHO WERE the three unionists who rode with cocked pistols to a funeral in Coffee Bay this weekend?

The men's car, bearing North West Province number plates, was hit by gunfire near Mqanduli on the Coffee Bay/Umtata road last Monday. Two of them died and a third was injured. The names of the victims have not been released.

Transkei police added a bizarre slant to the mystery this week — they claimed those attacked might have been members of the MWU — posing as NUM supporters.

There is fear in the region that the fight raging over 1 000km to the north at Rusplats will add to the violence scorching parts of the former-Transkei.

There was a further random outrage on Wednesday. Four children and two women were slaughtered when four gunmen opened fire on a birthday party near Qumbu. This horrific incident is just one more grisly statistic in a regional tally of 400 deaths over the last three years.

Last week a human rights report blamed the ongoing killings on faction fighting within the ANC.

Other union-linked deaths in the rural areas of the former-Transkei comprise

□ Two children and a mineworker who were killed in the idyllic Coffee Bay coastal area last week — they were preparing for the funeral of a colleague killed in Rustenburg.

□ Two mineworkers who were killed

THREE mystery unionists from the North West travelled through the former-Transkei with cocked pistols this week. Now two are dead and one is critically injured. ECN Weekend Service's **BRONWEN ROBERTS** investigates how mine union rivalry gets bloody in the former-Transkei.

outside Mqanduli this week and, □ One mineworker who was shot dead in Tabankulu this June.

Talk filtering down from the mines this week was that the MWU had told NUM members to join their union by July 20 — or they would be killed.

Police in the Eastern Cape fear more people will die in the coming days.

In an attempt to staunch the carnage, Captain Khaya Gwayi of the Umtata Murder and Robbery Unit, this week led eight officers along the killing trail to mines in the Northern Province and North Western Province.

In a telephone interview he told ECN it appeared that NUM-linked men were responsible for the attack on the three unionists in the early hours of Monday morning.

Gwayi suggested the attack was the first sign that NUM members were retaliating against MWU unionists in the Eastern Cape.

He said the three men were returning from the funeral of shaft steward Eric Rixi. Rixi died in the Rustenburg mine war this June.

He said some MWU members from Rustenburg, among them Rixi's brother, had come down to the Coffee Bay funeral posing as "NUM mem-

bers".

Gwayi suspects the armed men planned to wreak havoc and their attempt to attack mourners was only thwarted because the funeral was heavily guarded by police.

The organiser of Rixi's funeral, Mfizeni Gebedu, 36, was himself shot dead last week by killers who also murdered his one-year-old daughter and eight-year-old niece in their beds. Gebedu's wife managed to escape.

Although Gwayi is determined to stop mine conflict from spreading to the Eastern Cape, he says his task is made difficult because many senior NUM and MWU members were migrant workers and were thus difficult to trace.

He said it was also difficult to track down the leaders of the MWU, which was still an informal "mob".

The Rustenburg NUM regional co-ordinator, Mahlakeng Mahlakeng, wants to dismiss the MWU as another fly-by-night union making false promises to workers. He alleges, for instance, that the MWU promises to help them cash in their unemployment insurance fund benefits, death benefits and PAYE.

He also claims the MWU is telling workers, even NUM members, to join

the MWU by July 20, or die.

"They obviously want members quickly, so they can be recognised," Mahlakeng says. The NUM has contacted the police about the threats and "it remains to be seen if they will be carried out".

He didn't feel the new union was in any way a danger to the NUM's status even though it claimed backing from Bantu Holomisa's National Consultative Forum.

Mahlakeng says Holomisa has publicly denied supporting the MWU but "he has been seen at a number of meetings with these guys".

Neither the MWU nor Holomisa could be contacted for comment.

But the regional co-ordinator of Umtata Mineworkers' Development Agency, Sonwabo Mfezeli, believes the MWU is just saying they have Holomisa's support so they can "capitalise" on his following.

He says mineworkers are tense and confused about the killings.

As this saga unfolds there are fears that it could develop into the attack and revenge-attack pattern that has torn Tsole and Qumbu apart, something the weary Transkei authorities would want to do anything to avoid.

Mine manager burnt and killed by mob

(213)

Star 24/7/97

Investigation begins after man is beaten senseless, pushed into burning vehicle and left to die at Tweefontein Collieries

STAFF REPORTERS AND SAPA

An Mpumalanga coal mine manager was yesterday slaughtered by a mob of several hundred people

The mob torched Fanie Venter's car and his office before beating him senseless and pushing him into his flaming vehicle and leaving him to die

Venter was the manager of the Waterpan section of Tweefontein Collieries near Witbank.

He was pulled from his blazing car by a colleague and died from burns and other injuries

inflicted in the brutal - and as yet unexplained - attack

Environmental officer Jan Swanepoel was also attacked, but managed to escape with injuries which required treatment in hospital

Tweefontein Collieries falls under the umbrella of Duiker Mining which, in turn, is a member of the international Lonrho group of companies

Duiker managing director Hugh Stoyell said an inquiry was already under way.

He said the mob - believed to be Tweefontein workers - arrived at Waterpan in two buses and two trucks at around 3pm.

"They made no demands, raised no grievances, submitted no agenda and - in a nutshell - gave mine management no inkling whatsoever of the underlying reasons behind their convergence on the mine.

"They made it clear they

were not prepared to conduct discussions through shop stewards or any other worker representatives, then launched the fatal attack on Venter and left," said

“
**Reason for
brutal killing
not known**
”

Stoyell

Spokesman Greg Kukard said work continued as usual at the mine last night

In September 1994 four miners were killed and two injured on shift in an attack by unknown gunmen wielding AK-47s.

Two months earlier, 1200 mineworkers staged a strike which the National Union of Mineworkers said "was a result of deaths on mine premises"

LABOUR

(213)
FM 25/7/97

Murders plague platinum mines

Union rivalry feeds conspiracy theories on Amplats mines

The threat posed to the gold mining industry by the depressed price of bullion has overshadowed a crisis on platinum mines in the North-West and Northern provinces. At least four officials of the National Union of Mineworkers and four members of their families have been murdered recently.

The violence comes as a sequel to a massive strike on three mines owned by the Anglo American Platinum Corp (Amplats) a year ago. The strike resulted in the dismissal of 28 000 striking miners who have since been re-employed as new recruits under a settlement brokered by Labour Minister Tito Mboweni.

The latest violence has been blamed on a new union, the Mouthpeace Workers' Union (MWU), whose leaders include three white men who have been described in press reports as "assurance salesmen"

Well-placed observers say the MWU is pressing for the fulfilment of demands which led to last year's strike and which Mboweni labelled as "impossible" at the time. The demands include payment of death benefits to miners before death and reimbursement of Paye contributions.

The MWU is seen as the successor to the Five Madoda, an organisation which surfaced during last year's strike. Support for the MWU-Five Madoda is attributed to its success in persuading Amplats to pay back pension contributions to miners and its willingness to champion millenarian demands for the payment of death benefits to living miners and the return of income tax deductions.

NUM's opposition to these demands as not being in the long-term interests of workers (pension repayments) or realisable (death benefit payouts and Paye refunds) has cost it support. Its members have joined the new union and members of the MWU are hostile to officials of the older union, mining industry observers say. The NUM, from the perspective of MWU members, is an obstacle to a new golden age of prosperity for the poor.

A NUM spokesman detects the hand of the Civil Co-operation Bureau — the secret military organisation founded in the Eight-

ies to destroy the anti-apartheid opposition — in the violence on Amplats mines. The implication is that the whites on the MWU are part of a rightwing nexus dedicated to the destruction of the NUM, an affiliate of the pro-ANC Cosatu.

MWU chairman Piet Joubert denies allegations that it is implicated in violence against NUM officials. Consulting frequently with MWU vice-president Talford Nyati, he refers to the tense situation on the mines which he insists was caused by an attack on dismissed miners during last year's strike by police and mine security, in which more than 200 miners were arrested and six killed. He charges that the NUM failed to provide legal representation to the miners and that they turned to his insurance company, People's Alliance Benefit, and a black lawyer, Caesar Bongane, for assistance.

The MWU is the product of that partnership, Joubert adds, downplaying the role of the whites in the new union. Of its 14-member executive committee, only three are white. Apart from himself, the whites are his brother Matt and a business partner, Peter McLeod.

He blames the violence on attempts by the NUM to recruit miners who have demonstrated their allegiance to the MWU and to undercover "Third Force" elements

44 CURRENT AFFAIRS

acting in the name of Mouthpeace

One of the theories about the MWU is that expelled ANC leader Bantu Holomisa is behind it, fanning — in the words of one observer — "the second revolution". The theory stems from Holomisa's acceptance of an invitation to address the dismissed miners after last year's strike and the prominence of Xhosas in their ranks. Holomisa is the son of a Xhosa chief.

Joubert repudiates theories of a "Holomisa connection," emphasising that the majority of MWU members are loyal to the ANC government and adding that he and his brother Matt have been ANC members since 1995, a year before the troubles on the mines. He admits to selling insurance policies but insists that he keeps the two activities — selling insurance and serving on the MWU executive — strictly separate.

Patrick Laurence

SA BUSINESS DIGEST

213

Duiker suspends operations at collieries after mob kills manager

~~CI (OR) 25/7/97~~
CI (OR) 25/7/97

The motive for the mob-killing of Fanie Venter, the mine manager of the Waterpan section of Duiker Mining's Tweefontein Collieries, on Wednesday is not yet known. However, a mine worker who refused to be named, said Venter was attacked because he was a "stumbling block" during wage talks. Duiker Mining said yesterday it had suspended operations at the Waterpan and Boschmans sections of the collieries following the attack. Several unidentified people attacked Venter. Duiker Mining suspended operations indefinitely at the Waterpan and neighbouring Boschmans collieries, and there will be no return to work until the situation at the mine is back to normal and there is no longer any further violence. The managing director of Duiker Mining, Sepotokelo and Renter, Johannesburg

Twefontein workers fired after killing

BD 28/7/97 (213)

Reneé Grawitzky

TWEEFONTEIN mine management had begun dismissing large numbers of workers it believed had been involved in killing a manager at the colliery's Waterpan section near Ogie in Mpumalanga last week, a mine spokesman said yesterday.

The National Union of Mineworkers said workers were being dismissed without disciplinary inquiries or any undertaking that an independent panel would preside over the hearings.

Waterpan section manager Fame Venter died on Wednesday after hundreds of workers torched his car, beat him and pushed him into the burning vehicle. Operations at Waterpan and the Boschmans sections of the colliery, which falls under Duker Mining, were suspended on Thursday.

An investigation, led by management and supported by unions, started on Friday. The spokesman said the mine was confident those being dismissed were involved in the killings. Police said no arrests had been made.

200 sacked as mine killing probed

Tweefontein Colliery yesterday dismissed about 200 workers who were believed to have been present at the mob killing of mine manager Fanie Venter last Wednesday

But several hundred workers who were cleared of any involvement also did not report for duty yesterday morning.

Venter, the Waterpan mine manager died after he was attacked by a mob of employees who torched his car and office

(213)
before assaulting him and pushing him into his blazing vehicle.

Operations at the mine were suspended the following day.

Hugh Stoyell, managing director of holding company Duiker Mining, said the dismissal was the first step by the company after the launch of an investigation attended by representatives of four labour unions, staff unions and associations at the mine. — Staff Reporter

Star 29/7/97

Twefontein workers fail to clock in

Reneé Grawitzky
(213)

HUNDREDS of workers had failed to report for work at Twefontein mine yesterday after being told an investigation had cleared them of any involvement in the murder of a mine manager last week, the management said.

Operations at Waterpan and the Boschmans section of Twefontein colliery, which falls under Duiker Mining, were suspended on Thursday after the murder of Fanie Venter, the manager of Waterpan section.

Duiker Mining MD Hugh Stoyell said the mine assumed workers were on strike, but National Union of Mineworkers (NUM) Mpumalanga regional co-ordinator Titi Mthenjane denied this.

Management said the investigation of Venter's death would continue today, indicating that further dismissals were still possible.

Two hundred workers, found to have been present when the incident occurred, have been dismissed.

The NUM said management was not involving unions in resolving problems at the mine.

Duiker said the unions had been invited to participate, but had failed to attend a meeting yesterday.

80-297197

Workers at Grootvlei and Impala on strike

BDH 197

(213)

ABOUT 90% of workers at Grootvlei Proprietary Mines in Springs went on strike on Wednesday night, the mine announced yesterday.

Grootvlei GM Neal Fromeman said that the strikers had not revealed reasons for the strike or made their demands known by yesterday. The National Union of Mineworkers was also unaware of the reasons for the strike.

Production at the mine had been affected but essential services were

being maintained.

Fromeman said management and NUM officials had over the past six weeks been engaged in negotiations about the future of the financially troubled mine.

The mine's financial position had been hit by the lower gold price, unsatisfactory production levels and the shortfall between its pumping costs and the state subsidy, Fromeman said.

Grootvlei pumps and cleans

water on behalf of all the mines on the East Rand.

Fromeman said various ways of cutting costs and increasing revenue were being considered, but it was clear the mine's survival would require some retrenchments.

Grootvlei reported a net loss before capital spending of R29,16m in the quarter to June 30 compared with a net loss of R1,5m in the previous quarter.

Meanwhile, NUM members at

the Impala Platinum refineries in Springs would down tools today, management spokesman Watson said yesterday.

Management has offered an increase of 10,7% while the union is demanding 19,2%.

Watson said the NUM had issued a formal notification of a protected strike under the Labour Relations Act at the refineries after a deadlock with management during wage talks.

The NUM membership at the affected refineries was 415.

Management and the NUM had met on four occasions, during which settlement could not be reached, said Watson. The NUM then declared a dispute and referred it to the Commission for Conciliation, Mediation and Arbitration.

Two further conciliation meetings were held under the auspices of a commissioner, but failed to reach a settlement. — Sapa-Reuter.

Vigilantism 'may spread to mines'

(213)
Reneé Grawitzky, 18/97

VIOLENCE in the Transkei area, linked to antistock theft organisation Mfelandawonye, which has resulted in the death of hundreds of people over the past four years, has the potential to spill over to mines, police believe.

This follows the arrest of an unconfirmed number of migrant workers on mines in the Klerksdorp and Rustenberg areas in connection with killings in the Tsolo-Qumbu area, the base of operation for Mfelandawonye.

Police spokesmen in the Eastern Cape said this week that the violence had the capacity to spread to the mines, but no link had been made at this stage with the organisation and recent violence at Anglo American Platinum Mines (Amplats) in Rustenburg.

During the violence at Amplats, a number of National Union

of Mineworker leaders were killed near Butterworth in the Eastern Cape, raising fears that the violence was spreading beyond the borders of Northern Province

Police warned, however, that violence in the region could spill over on to mines in other provinces as members of the organisation had fled the area.

A number of migrant workers on mines, including Western Areas, Western Deep Levels and Rustenberg's Wildebeesfontein mine, have been arrested in connection with murders in the Tsolo-Qumbu area

Police believe that a spiral of violence has emerged, with people allegedly being sent to the mines to kill people on hit lists and, in retaliation, mine workers being sent to the Eastern Cape to avenge the killings

The police said the violence began in 1993 after the Mfelanda-

wonye was formed to protect farmers against stock thieves. The organisation started with good intentions but turned into a "different animal" after people were forced to pay membership fees and anyone opposing the organisation was deemed to be a stock thief and put on a hit list.

The majority of men living in the Tsolo-Qumbu area work on mines, while members of the organisation who have fled the area for fear of arrest have moved to mining areas such as Rustenburg, the Free State and Gauteng. Once workers reached the mines, a distinction was made between those who belonged to the organisation and those who did not, police said.

The Human Rights Commission's review for last year said it was naive to attribute the violence to stock theft alone, as the attacks were carried out by professionals who used sophisticated weapons.

businesses of those subsidiaries of Jasco

End to Rand Mines dispute in sight

David McKay

(213)

THE protracted dispute between cash shell Rand Mines and its minority shareholders could end at the end of the month following the receipt of an offer to buy, Fanie Grove, a trustee of shareholder group Performa Trust, said yesterday.

Market talk is that the third party is a mining investment company. However, Randgold, the SA mining group which had shown interest in Rand Mines previously, denied it was involved.

Grove said the third party had made a "very good offer", with the possibility of

Rand Mines shareholders being offered shares in the bidder at a discount. The estimated net asset value of Rand Mines was about 60c a share, he said.

If a deal is finalised, it will end a dispute which started last year when a group of minority shareholders objected to the company's closure. Rand Mines said after liquidation its shares would be worth 25c-30c a share. There are 60-million shares in issue.

Grove said the latest offer was "a good deal for Rand Mines shareholders as it gets them out of jail. They will be able to make a small profit on the shares by the year end if the gold price revives."

DD 6/8/97

Strike at Implats refinery ends as deal is struck

IMPALA Platinum Holdings said yesterday a deal had been struck with more than 400 strikers at its platinum refineries, and that full production would resume this morning.

"They reached a negotiated settlement very late this afternoon," Implats refineries spokesman Marilyn Watson said. "We are going to put something out this morning on the figures."

Operations were expected to return to normal early today as employees reported for work, she said.

DD 12/8/97

MOHLEKENG regional organiser of the NUM in Rustenburg, is a soft-spoken, frail man with deep-seated Christian convictions. He quietly describes the assassination of nine regional union leaders and their relatives since May this year.

Mohlakeng recalls the details of the killings off the top of his head. He clearly struggles to come to terms with these brutal deaths.

The killings followed bitter strife among Amplats-workers, after the 1994 unbundling of the present Amplats mines.

At the time the mines were owned by JCI, but then a new company, Anglo American Platinum (Amplats) was formed, which took over all JCI's platinum mines in the Rustenburg area.

The new company, with a workforce of 35 000 in the Rustenburg area alone, is the world's largest producer of platinum.

This precious metal is presently selling at roughly US\$433 per ounce (compared this with the current gold price of US\$310 per ounce).

When the unbundling was announced to workers in 1994, it was rumoured that JCI was going to keep all provident fund contributions.

Mohlakeng says word of this untruth spread quickly. "The company failed to explain the outcome of the

New mine union betrays the NUM

CP 17/8/97

(213)

A terror campaign among Amplats' Rustenburg has seen the formation of a new trade union. It already claims to represent 14 000 workers since being granted access to mine premises. JAN DE LANGE reports.

after a short wildcat strike in 1994, the money was paid out. This shattered confidence in the NUM and had a snowball effect.

Said Mohlakeng: "We fought long and hard for the establishment of provident funds in the mining industry."

However, following this "victory," workers also demanded the employer contributions to the provident fund.

Two years later, in March 1996, they mobilised enough support for another strike. Management again conceded and paid out the money.

Then in June 1996 workers demanded death benefit contributions, Unemployment Insurance Fund (UIF) contributions and tax deductions. These latest demands could not be met by management, even had they wanted to.

The resultant strike lasted for three weeks, after which all 28 000 workers in job grades 1 to 8 were dismissed.

Amplats was only prepared to reappoint workers after they had signed undertakings dropping their demands. The vast majority signed the undertaking after lengthy mediation.

The remaining dismissed workers, mainly from the Amandelbult section,



DOMINANT UNION... A file picture from the early nineties showing demonstrating NUM members

moved out of the hostels and settled in Sifiso Village, just off the premises of Amandelbult.

From there they campaigned against the NUM and for the formation of a new union.

Skirmishes with the original, mainly Tswana residents of the village, occurred frequently.

In September last year the police and the army raided the village. Dozens of people were arrested. Some

were tried on charges of public violence, but were acquitted.

On May 14, Nzizemi Mxhameli, a NUM leader in the Amandelbult section, was kidnapped and brought before a kangaroo court.

Wire was tied around his hands, legs and head. A six inch nail was inserted in the headwire and spinned, gradually tightening it.

Under duress, Mxhameli admitted that he had accompanied the police

awayo refused, but the workers threatened another strike.

Eventually the manager accompanied Qukathawyo to the kangaroo court, where the money was handed over.

Now it was Qukathawyo's turn to be bound, gagged and tortured, until he confessed to the same charges. Once again an R8 000 fine was paid to the torturers.

Qukathawyo is still in a private hospital, recuperating from his injuries. In the weeks following these incidents, nine people, including Mxhameli, were assassinated. His 18-year-old son and 8-year-old daughter were also killed.

Other victims of the killings were Roadwell Diale, secretary of the NUM branch in Rustenburg, Aaron Mfati, NUM shop steward, Eric Ruxi, NUM chairman in the Amandelbult section and a member of the local NUM executive, and Simon Nishah, whose son was also killed.

Some of the accused in the Sifiso trials approached Charles Bungam, a Carletonville attorney, for legal aid. Payment for legal services was arranged through the People's Assurance Brokers (PAB), run by two brothers, Piet and Matt Joubert.

The accused also requested Bungam and the Jouberts to assist them in the formation of a new trade union. The Mouth Peace union, as it is spelt on official documents, was registered on June 17.

Mine fires third of its workers over killing

Reneé Grawitzky

BD 27/8/97

(213)

TWEEFONTEIN mine management has dismissed 556 workers — a third of its workforce — whom it believes were implicated in the killing of a manager at the colliery's Waterpan section near Ogies in Mpumalanga last month.

The mine said yesterday the dismissals on Monday followed a prolonged investigation by the company. Workers who could not prove they were not at the scene of the killing of manager Fanie Venter were dismissed and would be sent home by bus today. The majority were from Lesotho and Mozambique.

Venter died after hundreds of workers torched his car, beat him and pushed him into the burning vehicle.

The investigators had not been able to ascertain the reason for the killing, and the mine indicated that this was unlikely to be uncovered.

However, police said workers had told them they were angry because Venter had allegedly said they would not be paid bonuses after they failed to report for duty and instead attended a union rally in June.

Before the incident, a group of workers had approached Venter, who had allegedly said he would not speak to a "bunch of kaffirs", police said.

Police said no arrests had been made because of lack of evidence. No one was prepared to give evidence despite a R100 000 reward being posted.

The investigation would prove far more difficult with the workers sent back to their homes.

Hostel tense as workers prepare to return home

BD 28/8/97 (213)

Reneé Grawitzky

THE Tweefontein mine hostel near Ogies in Mpumalanga was tense yesterday as hundreds of miners — some employed at the mine for 35 years — packed their belongings to return to uncertain futures in neighbouring countries.

The mine formally notified 556 mineworkers on Monday that they were being dismissed for their involvement in the killing of the colliery's Waterpan section manager, Fame Venter, on July 23.

Venter died after hundreds of workers attacked and beat him up before throwing him into a burning vehicle. The dismissals followed a prolonged official investigation by the company. The decision to dismiss the 556 mineworkers had been taken on a balance of probabilities that they

were at the scene of the attack and on the premise of collective guilt, a manager said. Workers who could prove they were not at the scene would be reinstated.

Workers were not prepared to talk as they reluctantly began to pack up to leave the hostel.

Mine management said workers had until 4pm yesterday to vacate the hostels. Buses had been provided to transport them to Mozambique and Lesotho.

A mine representative said the mine would lose a large number of skilled workers while the dismissed workers faced bleak futures, having to support up to eight family members in already impoverished areas. An observer said this was part of the broader tragedy of Venter's death.

Tweefontein management said it would now have to try to rebuild

the team spirit between white and black miners.

Although they were working well together in the wake of the killing, some scars remained.

Mine management believed that a group of workers who had a vendetta against Venter could have orchestrated the attack and subsequent killing.

Tweefontein GM Peet Schnetler said his door was always open to workers and if they were not happy with their manager they could come and talk to him.

The mine would begin recruiting new workers next week. However, it would take time to train them and get the mine producing at full capacity.

He estimated that within the next two months production would be up to 75% to 80% and at full capacity within four months.



A Mozambican mineworker, who had worked at Tweefontein mine for 17 years, is one of 556 dismissed workers bussed home yesterday in the wake of the killing of a mine manager last month

Picture COBUS BODENSTEIN

Court grants interdict against Libanon strike

Bonile Ngqiyaza

LIBANON Mining warned 7.000 strikers to return to work or face dismissal, after the Labour Court granted an interdict yesterday restraining the strikers and their National Union of Mineworkers (NUM) representatives from involvement in the unprotected strike.

Gold Fields spokesman Andrew Davidson said the interdict, applied for by holding company Kloof Mining, was to be served on the parties by the sheriff of the court late yesterday.

NUM representatives and the strikers had until December 2 to respond.

"If the workers fail to return to work, it would mean management would have to review their employment," Davidson said.

Workers in Libanon have not received increases, which could range between 9% and 22%, because the parties failed to agree on mechanisms to raise gold production.

Spokesmen for the NUM said yesterday managers had walked out of talks intended to resolve the dispute, claiming the strike was unprotected.

Production at the gold mine near Carletonville came to a standstill at the weekend after the workers went on strike demanding that management implement wage increases for this year agreed to by the Chamber of Mines.

The industrywide productivity deal entered into between the chamber and the NUM in September linked wages to increased gold production.

(213)
BD 12/11/97

See Page 18

GFSA SEEKS URGENT INTERDICTION TO END STRIKE AT LIBANON GOLD MINE (213)

Johannesburg — Gold Fields of South Africa (GFSA), the mining house, said yesterday it was seeking an urgent court interdict to have more than 7 000 striking miners return to work at its financially troubled Libanon gold mine. *CT (PR) 12/11/97*

Keith Spencer, the general manager of GFSA's gold division, said gold production had ground to a halt since almost the entire workforce of Libanon walked off the job late on Sunday.

At issue is the implementation of a new, industry-wide productivity accord which raises wages for miners in exchange for increased gold output. Libanon miners were to receive annual pay rises of between 9 percent and 11 percent during the next two years so long as an agreement was reached to boost gold production by an additional 4 tons, or 40 percent.

Spencer said he was at a loss to explain the miners' abrupt action, since "talks were going well" — AP-Dow Jones

Libanon workers return to the job

Sourham 19/11/97 213

THE MORE than 7 000 mineworkers at Libanon goldmine, on the West Rand, who had been on strike since Sunday because they did not want to sign a productivity agreement, would return to work, mine management announced last night.

"The men will resume duties with the night shift," management said in a statement released to *Sapa*. The return to work follows a meeting between

management and the National Union of Mineworkers.

An agreement committing the employees to achieving increased production targets was signed in which the employees undertook to raise the annual gold output by 4 000kg to 13 470kg - the approximate gold production achieved at Libanon in 1993.

The statement said the mine would therefore have to produce 1 123kg of

gold a month compared to the current 789kg.

It was also agreed that should this target not be achieved by completion of the milling month in February 1998, the employees would immediately commence continuous mining operations by way of a roster shift system.

Keith Spencer, general manager of gold operations at Gold Fields, said "We are pleased that good sense has

prevailed and it is now up to both management and the workforce at Libanon to turn around this operation and return it to profitability as soon as possible."

The unprotected strike resulted in a loss of revenue at Libanon of some R3,7 million, the statement said. This equated to 80kg of gold at the current gold price.

Gold Fields spokesman Andrew Davidson earlier said if the miners

signed the productivity agreement, they would receive pay rises of nine percent upwards, backdated to the beginning of July. If they worked the proposed roster system, they would receive an additional 15 percent increase on their basic pay.

NUM leaders are reported to have agreed with management that the agreement was the only route available to save the mine, which faced closure

Libanon workers agree to end strike and meet higher targets

Bonile Ngqiyaza

THOUSANDS of striking mine workers at Libanon Mining near Carletonville had agreed to end a four-day unprotected strike and to return to work last night, a Gold Fields spokesman said.

This followed a Labour Court interdict on Tuesday, granted to holding company Kloof Gold mining, which restrained the 7 300 strikers and their National Union of Mineworkers representatives from involvement in the unprotected strike

Gold Fields spokesman Andrew Davidson said a meeting earlier yesterday between mine management and union representatives culminated in the signing of an agreement committing the employees to achieving increased production targets

In terms of the agreement, he said, workers undertook to raise the annual gold output 4 000kg to 13 470kg —

BD 13/11/97 (213)
about the same gold production achieved at Libanon in 1993, according to Gold Fields Spokesmen said the mine would have to produce 1 123kg of gold a month compared with the present rate of 789kg

Gold Fields said it had also been agreed that should the target not be achieved by the end of the milling month in February next year, workers would immediately commence continuous mining operations by way of a roster shift system.

Gold Fields gold operations manager Keith Spencer said the company was pleased good sense had prevailed. "It is now up to both the management and workforce at Libanon to turn around this operation and return it to profitability as soon as possible".

The unprotected strike resulted in a loss in revenue of about R3,7m — equivalent to 80kg of gold at ruling prices, Gold Fields said. The union was unavailable for comment last night.

Union challenges Dancarl mine workers' axing

BD 13/11/97 (213)

Reneé Grawitzky

THE National Union of Mineworkers (NUM) would challenge in the Labour Court the dismissal of 270 workers who had embarked on a protected strike at Dancarl diamond mine near Kimberley, the NUM said yesterday.

The union's Kimberley regional organiser Itumeleng Mayoyo said workers had embarked on a protected wage strike after management had refused to negotiate wage increases and

claimed the NUM could not represent Mozambican workers employed on the mine. Mayoyo said the union was demanding a 30% wage increase on the current minimum rate of R80 a week.

The NUM said mine management was taking workers, especially those from Mozambique, for granted.

He said when the mine signed a contract with the Mozambican government it was agreed that workers would be paid R40 a day, but the mine's workers were paid "far less"

NEWS BRIEFING

Signing of productivity pact puts 7 300 Libanon strikers back to work

Johannesburg — Kloof Gold Mining said yesterday that 7 300 mineworkers at its Libanon division who had been on strike since Sunday evening had agreed to return to work.

The workers resumed night shift duties yesterday, the company said. The strike resulted in a loss of revenue at Libanon of about R3,7 million — which was equal to 80kg of gold at the current, bullion price. Kloof said. The end to the strike came after the signing of an agreement earlier in the day between mine management and representatives of the National Union of Mineworkers that committed employees to achieving increased production targets.

In terms of the agreement miners have undertaken to raise the annual gold output by 1000kg to 13 479kg. "The mine will therefore have to produce 1 123kg of gold a month compared with the current rate of 789kg," Kloof said — Reuter

Harmony to apply for interdict on strike

Reneé Grawitzky

(213)
BD 20/11/97

AN UNPROTECTED strike by 7 000 workers at Harmony gold mine in the Free State enters its third day with management intending to apply for an interdict ordering workers to return to work or face possible dismissal.

The strike has been orchestrated by a group of 30 workers who have formed an alternative structure to the National Union of Mineworkers (NUM), but are claiming to represent the union. Harmony MD Bernard Swanepoel said this group was suspended recently

and was facing disciplinary action for forcibly removing close to 40 NUM shaft stewards from their offices and places of residence. This occurred shortly after the signing of the mine-level productivity-linked wage deal which ensured workers would work an additional 12 Saturdays a year, but receive an 8% wage increase

Demands from the group included reinstatement of workers dismissed for failing to work the additional Saturdays, the reinstatement of those sus-

Continued on Page 2

Harmony

(213)
BD 20/11/97

Continued from Page 1

suspended and the scrapping of the disciplinary inquiries

NUM said last night mine management could have been more proactive in dealing with these workers in the spirit and letter of collective agreements signed with the union.

NUM said it was a victim in the strike "in the same way as we indicated in the Rustenburg situation. The union is not prepared to give up principles of protecting jobs and improving conditions of employment for short-term popularity." It said "attempts by employers to pep-up splinter unions" could send the industry into crisis.

The strike has affected five marginal shafts, the mine said. Lost gold production was 48kg a day.

Union turns on Harmony bosses

NUM threatens management with its own strike

By Abdul Milazi

THE HARMONY Gold Mine strike in the Free State took a strange twist yesterday when the National Union of Mineworkers (NUM) turned on mine management

The two parties had initially claimed that the strike was caused by a group of non-union members who were dissatisfied with a productivity deal signed early this year by the NUM and the Chamber of Mines

The deal linked wages to productivity in a bid to save gold mines that were under pressure from the falling world gold price. It was agreed that workers would get a nine percent pay increase and an additional percentage if production improved

The deal did not go down well with NUM members and the unorganised workers, but the union leadership managed to convince them that it was either the deal or mass retrenchment

Yesterday, mine management

‘For some time, Harmony management has been inconsistent and indecisive in dealing with the situation’

secured a court interdict against the striking workers who allegedly forced NUM members to join the strike

NUM spokesman George Molebatsi said “In our view the Harmony strike is a management-triggered strike. The National Union of Mineworkers is a victim in the same way as we indicated in the Rustenburg situation

“For a considerable time Harmony management has been inconsistent and indecisive in dealing with a situation that was basically directed at undermining the NUM,” argued Molebatsi

He said NUM members were

kicked out of four hostels by the renegade group, but management failed to act

“Management expects us to cooperate in a situation where the intention is to destroy the NUM”

Molebatsi threatened that the union would embark on a strike if management failed to deal with the current illegal strike

“If management has the capacity to tolerate them, surely it must have a similar capacity to tolerate us when we go on strike as well”

He said NUM members wanted to go to work, but they were being physically prevented from doing so by the strikers

“Management and the striking group is expected to replace property of our members destroyed in the process. Management by omission has cooperated in the destruction of this property,” said Molebatsi

Harmony's management orders strikers back to work

Reneé Grawitzky

SEVEN THOUSAND striking workers at Harmony gold mine in the Free State have been ordered to return to work today or face dismissal after the mine was granted an urgent interdict by the Labour Court in Johannesburg yesterday.

The strike, affecting five marginal shafts and resulting in about R5m in lost revenue, was instigated by a group of workers. Some of these workers face dis-

ciplinary action for forcibly evicting National Union of Mineworkers shaft stewards from the mine.

Harmony mine MD Bernard Swanepoel said last night he hoped the interdict would bring an end to the wildcat action. Workers who stayed away today would be dismissed. This had been conveyed to the strikers, he said.

It is believed that workers on the mine have been mobilised by an expelled union member in support of the formation of an alternative

union branch, to the extent that mine management was sent a list of alternative shop stewards.

Swanepoel said disciplinary action against those who were allegedly involved in the forced eviction of the shaft stewards from the mine and their places of residence would still proceed.

This was despite the demand by the workers' interim structure for the suspended employees to be reinstated and for the disciplinary action to be scrapped.

(213) PD 2111197

The mine said the productivity agreements signed between the union and mine management remained in place. At the outset of the strike, the workers claimed the action was in protest against the productivity-linked wage deal. The deal ensured that workers worked an additional 12 Saturdays a year and received an 8% increase.

The mine said last night the situation was calm and it was hoped that workers would return to work without the incidence of violence.

cent cause R5m of the CEF's annual budget

Harmony's management

Harmony strikers heed court injunction to return to work

FROM REUTER

Johannesburg — Harmony Gold Mining said on Friday that 7 000 workers who began an illegal strike last Tuesday had returned to work for the Friday morning shift.

"The illegal strike by approximately 7 000 Harmony

employees has apparently ended with most of the day shift returning to work this morning," the company said in a statement.

The return to work follows a court injunction granted to the company on Thursday. The injunction instructed the strikers to return to work by the

start of the day shift on Friday

Harmony said worker representatives had given the mine's management an undertaking that normal shift patterns could be expected to resume on Friday.

"The strike action brought production to a standstill at Harmony's five marginal

shafts, but its three high-grade shafts were unaffected," the company said. Details of production losses were not given.

Harmony said all agreements that had been reached between the company's management and the National Union of Mineworkers, including the productivity agree-

ments, remained in place.

Harmony produced 5 411kg of gold in the third quarter of 1997, compared with 5 543kg in the previous quarter.

Harmony's cash loss before capital spending deepened to R37,2 million this quarter from a profit of R4,8 million in the previous quarter.

(213) et (BR) 24/11/97

NEWS

NUM applies to court to stop dismissal of 270

ET (FOR) 25/11/97 (213)

FRANK NXUMALO

LABOUR CORRESPONDENT

Johannesburg — The National Union of Mineworkers (NUM) said yesterday it had applied for a court interdict to stop Dancarl Diamond mine in Barkly West, near Kimberley, from dismissing about 270 of its members.

Ben Molapô, NUM's spokesman, said the affected workers were part of the mine labour force that had embarked on a protected strike last week after a dispute had been declared at the Commission for Conciliation Mediation and Arbitration.

He said although mine management had been notified about the strike more than 48 hours before the industrial action, as required by the new labour relations legislation, it still insisted that the action was unprotected.

Itumeleng Mayoyo, Kimberly NUM regional organiser, said management had closed down the tuckshop where workers bought their food and

threatened to disconnect water and electricity supply. "Dancarl management has adopted confrontational tactics by closing down the food store and threatening to cut electricity and water," he said.

WJ Bartholomew, Dancarl's manager, declined to comment on the issue.

Mayoyo accused mine management of being unprofessional in their industrial relations.

He said 150 Mozambicans who were part of the workforce had been issued with deportation orders. He also said the union had heard that management had wanted Mozambican mineworkers "to renounce their union membership before renewing their contracts with Dancarl Diamond Mine."

Mayoyo said: "All avenues to end the impasse were closed and we are left with no alternative but to take the matter to the labour court." He said a pre-trial conference was provisionally scheduled for Thursday at the Johan-

Mine heads in talks on Driefontein dispute

BD 3/12/97
Tim Cohen

LONDON — Goldco, which is to be forged from Gold Fields' and Gencor's gold interests, opposes moving Driefontein Consolidated into the Anglo-gold stable, but talks on sharing the mine's infrastructure are taking place.

Goldco's chief operating officer designate, Tom Dale, said yesterday he considered Driefontein a "core asset" for Goldco, rejecting implicitly strong pressure from Anglo American which

(213) (213)
would like to see the mine drawn into its proposed merged group, Anglo-gold.

Anglo-gold MD designate Bobby Godsell has argued that if the logic of the geography of gold mine locations is followed, the mine ought to form part of Anglo-gold. He has also suggested that Anglo-gold would be likely to manage the mine more efficiently.

Dale, who was taking part in a London roadshow to promote the proposed

Continued on Page 2

Goldco

(213)
Continued from Page 1

BD 3/12/97
new consolidated gold company, said a "constructive debate" was taking place about the mine, but suggested this was confined to how Anglo-gold could use Driefontein's infrastructure for its plans to mine at deep levels.

Although Goldco representatives indicated previously that no possibility had yet been excluded, Dale said Driefontein was one of the legs of a three-legged stool which would support Goldco. The others were Beatrix and Kloof.

Dale said that on the other mines, major restructuring drives were under way or would start soon, particularly St Helena, Evander, Libanon and Leeudorn. If they could not get their cash costs below \$250/oz, they would not remain within Goldco.

The restructuring plan was based on a strong programme of education and training of mainly black miners which would unlock substantial opportunities for improved performance, flattening hierarchies and incentive remuneration.

The strategy of Goldco was not gold-price dependent, he said. The new company could be listed in February.

HARMONY MINERS ON ILLEGAL STRIKE AFTER THE FIRING OF 23 'INSTIGATORS'

Johannesburg — More than 3 700 miners at Harmony, a Rand-gold mine, have gone on "illegal" strike at the company's Free State operations after the dismissal of 23 of its workers, the company said yesterday

The dismissed miners were "instigators of the first round of the illegal strike after their appeals failed", it said

Workers had "apparently resumed an illegal strike, with Wednesday's day shift staging a sit-in at Virginia No 2 shaft and no turnout for the morning shift at Merriespruit No 1 and No 3 shafts", said Harmony

The first round of the strike ended on November 21 after Harmony was granted a court interdict, which has now become a permanent court order Harmony describes the strike as "illegal" and is now in the process of dismissing strikers who failed to return to work. — Andi Spicer

CT(B2) 5/12/97

(213)

2 000 workers dismissed from Free State gold mine

David McKay

HARMONY, Gold Mining Company dismissed 2 000 workers from its Free State operations yesterday after they failed to heed management's deadline to return to work.

The dismissal will temporarily halve gold output from two shafts — Merriespruit Nos 1 and 3 — which are responsible for one-fifth of the Free State operation's total gold production.

MD Bernard Swanepoel said that the two shafts produced about 400kg of gold each month.

The Free State operation's total output was 5 411kg in the September quarter. Swanepoel said that for the December quarter, which had only a few weeks left to run, the Free State operations would concentrate on restricting output losses to between 50kg and 100kg.

To minimise output losses, the management of Harmony mine would relocate workers from other areas of the mine, and would possibly hire new employees, Swanepoel said.

According to a statement issued by Harmony management, a total of 3 700 employees at Harmony's Free State operations had resumed an illegal strike yesterday.

In addition to the 2 000 workers at Merriespruit shafts, approximately 1 700 workers staged a sit-in at Virginia No 2 shaft. Swanepoel said that the industrial action followed the dismissal of 23 workers guilty of instigating Harmony's strike last week.

The most recent turmoil had erupted after the instigators had their appeals turned down.

Swanepoel said the Merriespruit shafts would be virtually unworked for the time being unless night-shift workers, totalling about 200 employees, turned up for work.

The key for the Free State operations now was to act swiftly to relocate workers and avoid extensive production losses, Swanepoel said.

Meanwhile, Sapa reports that Harmony's cash loss before capital spending deepened to a R37,2m loss from a R4,8m profit in previous quarter.

MINING - STRIKES

1998

February - DECEMBER

disadvantage to EU competitors in the SA market.

as the first time a US-SA free trade accord had been suggested. Both the Clinton administra-

mark an of the US Howe

Gold Fields, NUM find no solution to dispute

David McKay

BD 7/1/98

(213)

from 14 to 30 days.

GOLD Fields of SA (GFS) and the National Union of Mineworkers (NUM) appear to have reached a stalemate over the size of severance packages for about 400 retrenched employees of GFS's Leeuwoorn gold mine.

GFS spokesman Andrew Davidson said yesterday the disagreement had been brought before the Commission for Conciliation, Mediation and Arbitration (CCMA) without success. "So far the two sides have agreed to disagree," he said.

Leeuwoorn management had offered the retrenched employees two weeks wages for the first four years worked and a week's wages for every subsequent year thereafter, he said.

In addition, the gold mine, which had struggled to contain costs in the past, had extended the contractual notice offered to retrenched employees

This would mean employees would be paid an extra two weeks salary without having to work in the additional time, Davidson said.

NUM declined the offer. The union, which is heavily represented at Leeuwoorn, had apparently been looking for payment of 20 weeks wages for every 10 years worked per employee. NUM's representative at the CCMA meeting could not be contacted.

The retrenchments are part of a plan announced in September to improve productivity at Leeuwoorn considered critical to the mine's survival. GFS said it would close any unprofitable operations when it consolidated its properties with Gencor's gold mines in the Goldco proposals.

Initially, 2 800 employees at Leeuwoorn were to be affected by the downscaling, but these numbers have since been reduced.

Ga in wi

Gold Fields, NUM find no solution to dispute

David McKay

BD 7/1/98

(213)

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WHAT FUTURE? A Lesotho miner from Beatrix mine at the NUM rally held yesterday at Harmony

PHOTO: JOHN WOODROOF

Rival unions clash at Harmony mine

(213) ET(BR) 12/11/98

FRANK NXUMALO
AND JOHN WOODROOF

Johannesburg — A violent clash erupted at Harmony Gold Mine in the Free State yesterday, injuring a number of people, as a small but militant group of mine workers belonging to the United Peoples' Union of South Africa (Upusa) tried to disrupt a National Union of Mineworkers (NUM) rally, Sam Machili, the NUM regional organiser, said yesterday.

"They were carrying placards written in Sotho which said they are going to bury the deceased today, and the deceased are the NUM," Machili said.

"About 50 of them arrived at the gate singing and chanting. We told them they couldn't come in but they forced their way past us into the stadium.

"We told them they could stay if they were quiet but they insisted on trying to disrupt the rally, and we then called on our members to evict them. Some of our members removed and burned their placards."

The incident was confirmed by Gwede Mantashe, the NUM acting general secretary.

Mantashe said the main thrust of the rally was to urge

NUM members to be in a "campaign mood" and not accept as inevitable further retrenchments in the industry.

He said they must not only defend the union but must also try and arrest last year's trend, which saw thousands of their colleagues retrenched.

Last year, mining houses and unions signed a productivity deal aimed at saving thousands of jobs in the industry following a crisis precipitated by the free-falling bullion price.

James Motlatsi, the NUM president, urged about 5 000 members at the rally to defend themselves and the union against Upusa attacks in the future. He charged the rival union with responsibility for the loss of more than 3 700 mine jobs at Harmony early last month following an illegal strike.

Motlatsi and the NUM leadership are to tour branches in the Free State to explain the productivity deal to workers and to meet mine authorities in preparation for the gold summit scheduled for the end of next month.

The summit will bring together mining houses, the government and the NUM in a bid to minimise job losses in a shrinking mining industry.

Striking miners ordered back to work

CT(BR) 14/1/98 (213)

FRANK NXUMALO

LABOUR CORRESPONDENT

Johannesburg — Grootvlei Gold Mine was yesterday granted an urgent court order by the Johannesburg Labour Court to compel 1 800 striking National Union of Mineworkers (NUM) to return to work immediately.

Earlier in the day the workers marched to mine offices demanding the immediate dismissal of Neil Froneman, the general manager, and that the company pay all outstanding wages and salaries.

The workers said they were not striking but embarking on a "protest march" to demand their rights after having been "subjected to decades of injustice and oppression".

"The future of Grootvlei depends on a constructive relationship between workers and management. Such a relationship can never develop unless workers' basic human rights are guaranteed without qualification," the workers said in a memorandum to management.

The company responded by issuing an ultimatum, applying for a court order and declaring the industrial action "illegal".



ANGRY MARCH Up to 1 800 workers at Grootvlei Gold Mine protested yesterday before the mine was granted an urgent court order to force them back to work.

PHOTO JOHN WOODROOF

Froneman said the workers' action would "not be tolerated by management" and that "severe discipline" would be instituted by those participating in the "unprotected action".

The "no work no pay" rule would apply.

Froneman said the strike had cost Grootvlei R1 million in lost production.

He disputed NUM claims that workers had not been paid their full salaries in terms of a gold productivity agreement signed in July last year at the

Chamber of Mines.

However, he conceded that there had been a problem with distributing pay slips, "but I don't think there had been any malicious intent to withhold workers' fees or their company benefits".

Grootvlei miners embark on contentious strike

BD 14/1/98 (213)

Pearl Sebolao

MORE than 1 000 workers at the Grootvlei section of Harmony Gold Mining Company in the East Rand yesterday went on an unprotected strike, Harmony MD Bernard Swanepoel said.

However, National Union of Mineworkers (NUM) assistant general secretary Gwede Mantashe disputed this, saying that yesterday's action was a "protest" against the reversal of workers' gains since new management had taken over the mine.

Swanepoel said the strike, called by NUM, started with the underground shift

not reporting for duty on Monday night and carried over to the morning shift. The 1 400 workers later marched to the mine offices and handed over a list of demands, including freedom of speech, freedom of association and an end to retrenchments.

Yesterday afternoon the company was granted an interim court interdict against the workers ordering them back to work.

Mantashe said it was "unfortunate" the company had run to the courts at the first sign of workers expressing dissatisfaction.

He said the main issue at Grootvlei was victimisation and harassment, with "retrenchments being used as a weapon to

whip the workers into line" and not just as a cost-saving measure. Last year 584 workers had been retrenched, not including workers laid off in the transport department.

□ **Bonile Ngqiyaza** reports that NUM this week accused United People's Union of SA (Upusa) members of working to destabilise it after an inter-union clash on Sunday. The Free State branch said the Upusa group were workers dismissed by Harmony Gold Mine last year for an unprotected strike.

An Upusa spokesman said he had no knowledge of Sunday's incident, in which members of his union were injured, as he had not been briefed by the branch.

Miners plan protest action

Johannesburg – The National Union of Mineworkers is to run a programme of street protests and an international campaign aimed at halting massive job losses in the crisis-hit gold mining industry.

Gwede Mantashe, acting general secretary of the

500 000-member union, told a news conference in Johannesburg that thousands of mineworkers stood to lose their jobs this year following unilateral decisions by mining houses to lay-off workers.

In a bid to halt the retrenchments, mineworkers would begin protest

marches to mine offices. The action would culminate in a national gold mining summit next month, Mr Mantashe said.

At the same time union leaders were beginning shuttle missions to the capitals of the world and Africa seeking support for the action, he said – Sapa

ARG 21/1/98

computer to receive ISE prices 5.4

growth, which invests money from had benefited from the investment of growth

Black owned coal company makes history

Nelspruit - South Africa's only black owned and managed coal company, Kuyasa Mining, has acquired a multi-million contract to supply Eskom with coal for its power stations in Mpumalanga. Until now Eskom has sourced its coal only from big mining houses. The deal, described as "big time" by Kuyasa executive chairman Ayan-

da Bam, is expected to be finalised later this month. Kuyasa has marketing and mineral rights to Ingwe's Ikhwezi Colliery near Delmas in Mpumalanga. Although coal from the mine is expensive to extract and is described as poor quality by Mr Bam, Kuyasa presently extracts one million tons of coal per year from Ikhwezi and

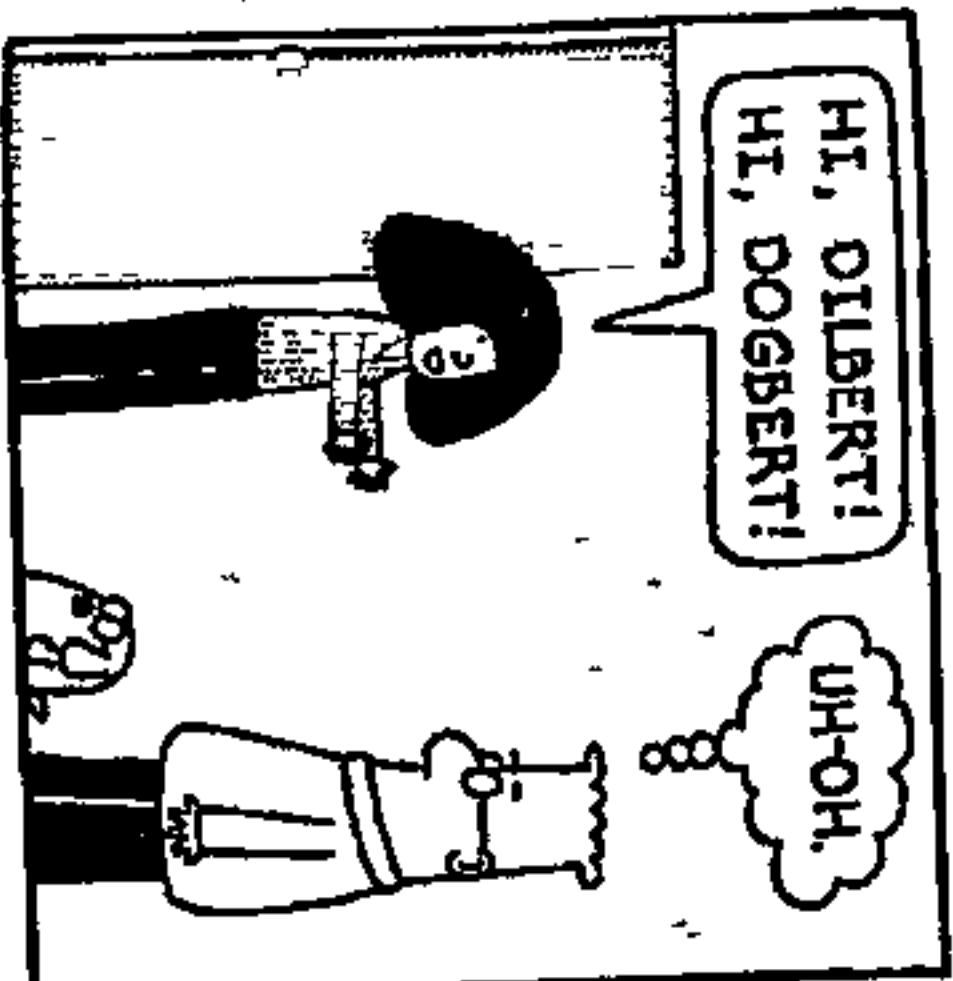
expects to increase this to 5 million tons per year by 2004. The expansion is being funded through a R15,2-million loan from the Commonwealth Development Corporation. Mr Bam said Kuyasa was struggling to attract black investors as black developers and entrepreneurs tended to view the field as a "white man's thing". - Sapa

Union directory now available

The 1998 edition of the South African Trade Union Directory and Industrial Relations Handbook is now available from the publishers. The directory has summaries of labour Acts, information on all trade unions and federations, employer organisations, bargaining councils and chambers of com-

merce, including names and addresses. The new edition also carries summaries of the Basic Conditions of Employment Bill and the Employment Equity Bill, both due to come into force this year. It costs R285 plus VAT and can be ordered from SA Trade Union Directory, Box 4787 Randburg. Tel: (011) 781 2505 or fax (011) 781 2504.

DILBERT by Scott Adams



Miners plan protest action

Johannesburg - The National Union of Mineworkers is to run a programme of street protests and an international campaign aimed at halting massive job losses in the crisis-hit gold mining industry. Gwede Mantashe, acting general secretary of the

500 000-member union, told a news conference in Johannesburg that thousands of mineworkers stood to lose their jobs this year following unilateral decisions by mining houses to lay-off workers.

In a bid to halt the retrainments, mineworkers would begin protest marches to mine offices. The action would culminate in a national gold mining summit next month, Mr Mantashe said. At the same time union leaders were beginning shuttle missions to the capitals of the world and Africa seeking support for the action, he said. - Sapa

'Retrenchments a national issue', says NUM

8 000 miners plan to march at East Dries (2)

ET (M) 29/1/98 (213)

FRANK NXUMALO

LABOUR CORRESPONDENT

Johannesburg — More than 8 000 East Driefontein mineworkers allied to the National Union of Mineworkers (NUM) would march to the mine's offices this afternoon to protest against the wave of massive retrenchments in the mining industry, the union said yesterday.

George Molebatsi, the NUM spokesman, said retrenchments were now a "national issue" because the social costs extended further than the millions of miners' dependants affected, but also to support industries like taxi businesses and retail shops plying their trade at the mines.

He said the protest marches, of which the march at East Driefontein was one of many to come, were also aimed at building national momentum for the union's gold summit scheduled for the end of February.

He said the summit would bring together all interested parties in the industry, including the government, mining houses,

other businesses, unions and the wider community.

The enormity of the social costs of the downscaling of operations became more apparent at the weekend, when the union estimated that as many as 30 000 workers might be affected by the closure of Freegold's marginal shafts in the Free State.

The crisis deepened on Tuesday, when Avgold announced that it planned to retrench 2 500 workers from its Lorraine mine in the Free State when the mine is closed in March.

The company also said it planned to retrench 5 000 workers from Klerksdorp's Hartebeestfontein gold mine. The retrenchments were part of an effort to break even.

The company said the exercise would cost about R70 million in severance packages.

The Nedcor Economic Unit announced at the weekend that the number of mineworkers now facing retrenchments had risen to 170 000, a substantial increase from the estimated 100 000 towards the end of last year.

D-Day for mine bosses as NUM ponders strikes

By Abdul Milazi

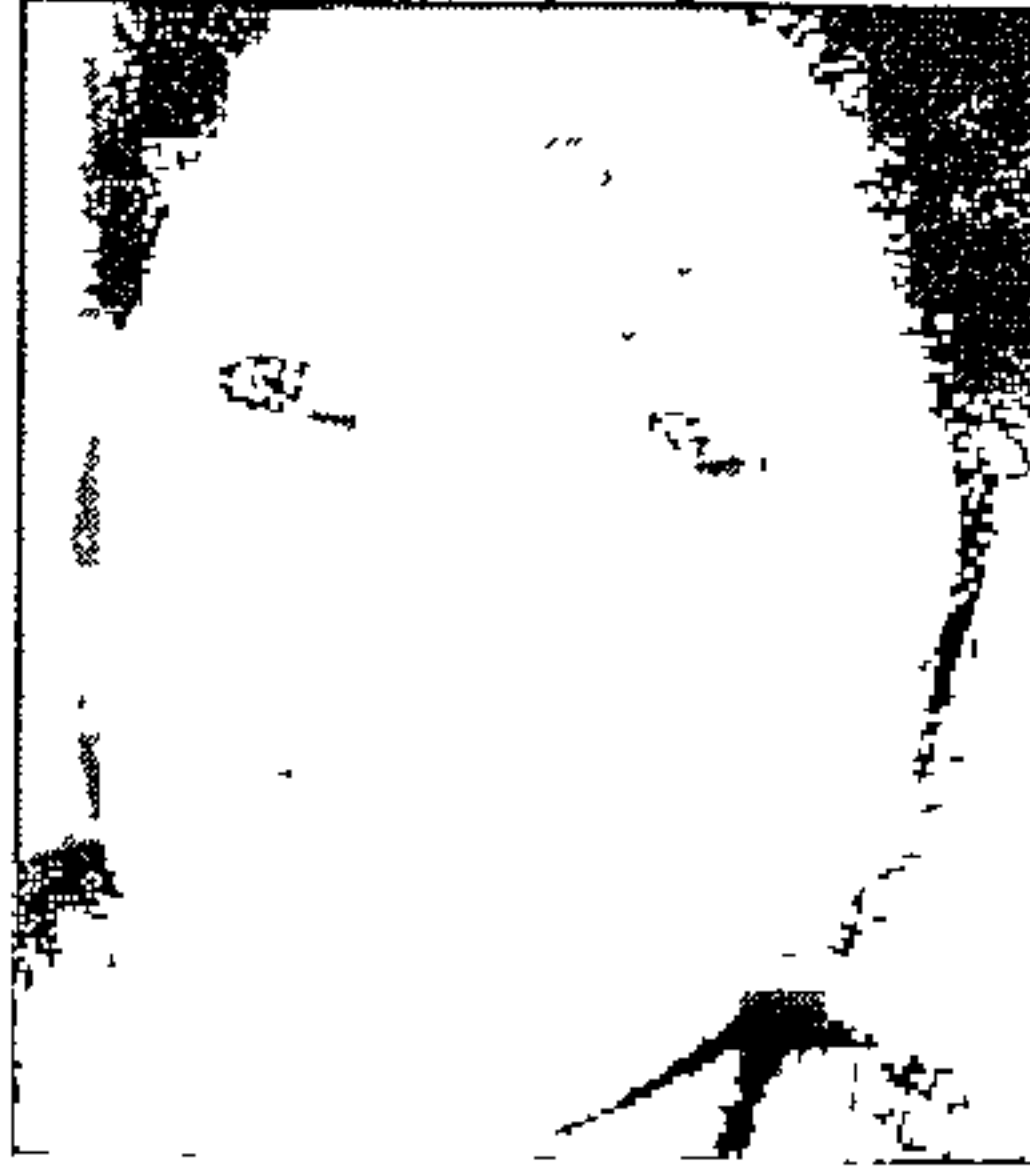
MINE bosses will know their fate today when the National Union of Mineworkers (NUM) leadership meets to decide on the programme of action to fight retrenchments on the mines.

The national executive council is expected to decide whether the union should embark on a full-blown strike or go-slows and lunch-hour demonstrations following a deadlock in negotiations for a moratorium on retrenchments.

NUM has already notified the National Economic Development and Labour Council (Nedlac) of its planned strike as required by the Labour Relations Act (LRA).

NUM spokesman Ben Molapo said the strike would probably begin next week. "It is not possible for it to begin this week as we are still waiting for the NEC to chart the programme of action. It will take time to communicate the decision to our members."

The Congress of South African Trade Unions (Cosatu) has thrown its



Nowetu Mpati

weight behind NUM, and hinted at the possibility of sympathy strikes which may see its 1,7 million members embarking on demonstrations country-wide.

The Chamber of Mines refused NUM's request for retrenchments to be delayed until the planned gold summit next week, arguing that jobs should be lost rather now than later.

Molapo said this had left NUM with no option but to opt for a strike. "Communities will have to support us because the gold crisis has broad social implications for the whole country."

Cosatu spokesperson Nowetu Mpati said the federation believed that rather than to leave restructuring in the hands of the mining houses, the Government should play a more active role as the mine bosses were only concerned about maximising profits.

A total of 13 575 jobs were lost in the first 26 days of 1998 through restructuring in the mining industry. The mining provident fund reports reveal that about 65 960 workers were retrenched between January 1997 and January 1998.

The figures, however, record only those workers who were members of the provident fund.

"Cosatu condemns the move by most companies to resort to compulsory retrenchments as soon as they hit a crisis, whereas there are alternatives for restructuring industries."

Thousands of miners protest

(213)
Sowetan 20/2/98

THOUSANDS of workers at four East Rand gold mining operations embarked on protest action yesterday afternoon to force their employers to stop planned retrenchments, the National Union of Mineworkers (NUM) said.

NUM official Mr Madoda Vilakazi said workers at Grootvlei mine in Springs, ERPM mine in Boksburg and JC Mining and Rand Refinery in Germiston, engaged in peaceful marches and presented memorandums to management demanding an end to retrenchments.

He said although major gold mining companies on Tuesday announced a two-week moratorium on retrenchments until after a NUM gold summit next week, the workers wanted retrenchments to be suspended indefinitely until a solution to the financial crisis facing gold mines could be found.

Protest action will spread to other mines before the scheduled summit

"This is a build-up to the gold summit and the marches are meant to mobilise members and to raise awareness about the retrenchments.

"We want to ensure that a long-term solution to the crisis is found without sacrificing jobs," Vilakazi said.

The gold summit, which takes place in Johannesburg next Thursday and Friday, is aimed at finding solutions to the crisis.

Vilakazi said the protest action would be extended to other mines today and next week to target all gold mining companies in the Pretoria-Witwatersrand-Vereeniging region before the summit.

On Wednesday the NUM said it

would not submit its final 14 days' notice of protest action to the National Economic Development and Labour Council (Nedlac) until after the summit.

The move was in reciprocation to the Chamber of Mines' announcement on Tuesday that major gold mining companies had placed a two-week moratorium on retrenchments until after the summit to create an opportunity to work on possible solutions to the crisis.

The union has said that if the summit failed to resolve the crisis, it would embark on stoppages of 24 hours a week for two months to put pressure on mining houses to stop retrenchments. — Sapa

NUM strike action could force gold mines to close, industry warns

Reneé Grawitzky

PLANNED strike action by the National Union of Mineworkers (NUM) could put the last nail in the coffin of certain gold mines and cost the industry about R150m, the gold mining sector and analysts have warned.

The NUM said it planned to proceed with protest action after the Chamber of Mines refused to agree to a moratorium on retrenchments until the gold mining summit at end-February. News of the strike action emerged

after a meeting of the National Economic, Development and Labour Council (Nedlac) on Friday.

NUM acting general secretary Gwede Mantashe said the chamber argued that "jobs must be lost now", with Chamber of Mines president Bobby Godsell warning that the gold mining industry crisis would not be resolved by marches, protests or strikes.

Mantashe said "there is no deeper crisis in the industry than where we are now". He said 500 jobs a day were lost in January. The gold mining sum-

mit, he said, would go ahead to find solutions "But we want the chamber to engage constructively".

Godsell said the chamber supported the summit and was working with the NUM to ensure it was an opportunity to find solutions.

"Retrenchments are the consequences of the industry's problems — not their causes," he said.

David McKay reports that the prospect of strike action could hammer the last nail into the coffin of Gold Fields' Libanon and Leeudorn, high-

cost gold mines in the far West Rand.

Gold Fields has given the two divisions weeks to prove their worth or be shut, with the loss of thousands of jobs.

SBC Warburg's John Reade said Libanon and Leeudorn did not have many options left. "Strike action would give management even less flexibility to save these operations," he said.

Mantashe said the union, in line with the Labour Relations Act, would issue a second notice to Nedlac advising of its intention to begin protest action, which would "take the form of

rolling mass action"

A special national executive committee meeting on Wednesday would finalise a programme of action.

Nedlac executive director Jayendra Naidoo said: "Nedlac cannot take the issue any further."

The parties agreed that the gold mining summit should take the process forward. This might, however, prove difficult as attitudes among chamber members had begun to harden and this could affect discussions at the summit, industry sources said.

(213)
ART 17/2-198

Miners' strike could spread

Johannesburg – The planned strike by gold miners is in danger of spreading to other industries now that Cosatu has backed the proposed action.

“We are looking at a broader solidarity,” Nowetu Mpati, national spokeswoman for the Congress of SA Trade Unions (Cosatu), said yesterday

The National Union of Mineworkers is expected to give 14 days notice of rolling strike action tomorrow, after talks with employers, aimed at resolving a dispute

over deep job cuts, broke down last Friday

Ms Mpati said a specific strategy would be decided after Cosatu officials met on February 24-25, but she did not rule out a call for sympathy strikes

The gold sector is undergoing a painful restructuring in the face of a weak gold price, which hit 18-year lows last month and traded under \$300 an ounce yesterday

Most producers have closed or reduced staff at their high-cost mines, forcing thousands of miners out of work – Reuters

Rio Tinto campaign warms up

Reneé Grawitzky

AN INTERNATIONAL campaign against Rio Tinto, the world's largest mineral company, moves into top gear next month when its operations face various forms of mass action by unions worldwide to highlight the company's anti-union practices.

This emerged yesterday at the conclusion of a three-day International Federation of Chemical, Energy, Mine and General Workers' Union conference focusing on developing a strategy to target Rio Tinto. The federation's leadership refused to divulge details of the

plan, which could include traditional ways of raising public awareness such as marches, demonstrations and possibly work stoppages, but warned that the "secret weapon" would be unleashed next month.

Federation vice-president John Maitland said "the clock starts ticking from today." The intention of the action was to force the company to respect basic human and trade union rights. The action would unfold during the months ahead but would be implemented with other international trade unions, community groups, environmentalists and other organisations "which recognise the damage

impact of Rio Tinto's operations."

National Union of Mineworkers (NUM) president James Motlatsi said the conference had emerged with two broad resolutions relating to supporting the union in its fight to save jobs in the SA gold mining industry and the establishment of a Rio Tinto international solidarity network. The network would assist the estimated 14 unions affiliated to the federation in their engagement with Rio Tinto.

Rio Tinto subsidiaries, delegates maintained, were trying to reduce trade union power in the workplace through the introduc-

tion of individual employment contracts and the increased use of subcontracting.

An NUM delegate from Palabora Mining Company, a Rio Tinto subsidiary in SA, said the company embarked on a process of subcontracting within the workplace. As a result, workers doing the same job were paid differently. The firm was trying to weaken the union by the introduction of individual contracts, he said.

Yesterday Palabora Mining Company, on behalf of Rio Tinto, denied allegations of anti-union activity and said it respected the rights of workers to choose for themselves how to be represented.



The International Federation of Chemical Energy, Mine and General Workers' Union general secretary Vic Thorpe, former Australian prime minister Bob Hawke and ICEM Vice-president John Maitland, right, look on as National Union of Mineworkers president James Motlatsi, second right, addresses a news conference on strategies to target Rio Tinto.

Picture Andy Katz

NUM reserves right to demonstrate

Reneé Grawitzky

THE National Union of Mineworkers (NUM) yesterday raised the stakes for next week's gold mining summit when it said it would reserve its right to pursue protest action if retrenchments continued after the summit and no concrete solutions were adopted.

The union — in response to the Chamber of Mines' decision to halt retrenchments until the summit — would not embark on protest action next week. The chamber said the NUM's decision underlined the importance of the summit.

NUM acting general secretary Gwede Mantashe said the industry could face weekly 24-hour strikes for two months if retrenchments were initiated after the summit. He warned that if the chamber's move was "just a symbolic gesture to sway the public,

then the action will continue!"

This position was adopted during a NUM national executive committee meeting where delegates agreed to retain the right to protest action by not withdrawing the first notice to the National Economic, Development and Labour Council.

A second notice would be submitted "when the threat re-emerges"

Mantashe warned government and business that rising unemployment could lead to political instability.

The NUM hopes the summit will emerge with short- and long-term measures to avoid retrenchments and ensure future job creation. Measures would include a social plan agreement and the establishment of a permanent mining commission to manage downscaling in the industry. The labour department should act as a "gatekeeper" over retrenchments by being empow-

ered to instruct mining houses to approach it over possible retrenchments.

The union is also looking at targeted state assistance to marginal mines where specific assistance is not viewed as being a subsidy but as being a "socio-economic investment"

Companies retrenching without agreement being reached faced 48-hour strikes, Mantashe said. A leading labour lawyer said the Labour Relations Act required parties to consult in an attempt to reach consensus.

Anglo American will defend an urgent interdict application in the Labour Court today over shaft closures at Freegold. The union said insufficient consultation had taken place.

Mantashe said if the January trend of job losses continued, a further 60 000 jobs would be lost by July.

Picture: Page 2



JOINING UP Bob Hawke, former prime minister; James Motlatsi, the NUM president, and John Maitland, the national secretary of Australia's CFMEU union

PHOTO JOHN WOODROOF

Unions to hound Rio Tinto

FRANK NXUMALO

DEPUTY EDITOR

Johannesburg — In the first gathering of its kind, trade unionists from 14 countries met in Johannesburg at the weekend to pursue Rio Tinto "to the ends of the earth if it continued to be an abuser of (unionised) workers' rights".

Rio Tinto is the world's largest privately owned mining company.

The unionists are led by Bob Hawke, the former Australian prime minister, and represent more than 20 million workers.

The unionists, along with the International Federation of Chemical, Mining, Energy and General Workers' Union (ICEM) are accusing Rio Tinto of pushing for the abolition of trade union laws in an effort to victimise unionised workers or eliminate the "third party" or trade union from industrial relations arrangements in all its mining operations worldwide.

In this scheme of things, a unionised worker can choose to negotiate individual conditions of employment or a "staff contract" with the company and "free himself" from the union.

However, ICEM accused Rio Tinto of then victimising "award workers" or those workers who choose to remain unionised.

The unionists, hosted by South Africa's National Union of Mineworkers, will deliberate strategy on the way forward over a three-day period and met President Nelson Mandela yesterday morning.

Rio Tinto is listed in the UK and Australia and has assets worth more than \$13 billion, a turnover of \$8.5 billion and a net profit of \$1.1 billion, according to 1996 figures.

It directly employs 51 000 people and operates more than 60 mines in 40 countries, including South Africa's Palabora mining company and Richards Bay Minerals.

"The theme of our campaign against Rio Tinto should be that the company must respect union and labour rights wherever it operates. We must say that fundamental labour rights are not negotiable," said John Maitland, the Australian labour leader.

"The right to freedom of association and to bargain collectively should not only be a right but should be actively promoted, that as a global corporate citizen Rio Tinto must respect these basic labour rights."

Maitland warned Rio Tinto that there was nowhere for it to hide in the world.

"We must make it clear to Rio Tinto that we will pursue it to the ends of the earth if it continues to be an abuser of workers' rights."

"There is nowhere of the face of the earth, not in the developed world nor in the developing world where it can practise its union-busting and its denial of workers' rights," he said.

CT(MR)9/2/98 (213)

Libanon mineworkers march

FRANK NXUMALO

LABOUR EDITOR

Johannesburg — More than 12 000 members of the National Union of Mineworkers (NUM) at the Gold Fields-owned Libanon mine on the West Rand would march today. They would demand the resignation of the general manager after his "arrogant" refusal to implement the productivity deal at mine level, the union said yesterday.

The two-year deal between the NUM and the Chamber of Mines was signed in July last year and linked production, productivity and wages.

"We had no direct communications from the union on this, therefore we cannot make any comments," said Andrew Davidson, a Gold Fields spokesman.

Union representatives and the Chamber of Mines at

Nedlac will be meeting again tomorrow to continue discussions on the union's notice to go on a 24-hour strike to protest against massive retrenchments in the gold industry, Nedlac said yesterday.

Last year's productivity agreement was aimed at preserving jobs in the gold mining industry by agreeing to new shift arrangements and mining 90 additional tons a year in the wake of an employment crisis triggered off by a free-falling bullion price.

But each mine had to come up with a production plan of how it intended achieving the additional tonnage.

Ben Molapo, a union spokesman, said the agreement also entailed setting up task teams and committees to look into productivity improvements.

Molapo accused Libanon's

general manager of doing away with these committees and "deciding on his own to move the clocking system forward in line with the office shafts schedules".

Molapo said the workers would also be marching against massive retrenchments in the gold mining industry.

Charles Freeland, a regional organiser for the union, said "(The union's) advice on the issue fell on deaf ears. I cannot believe Gold Fields still pretends it works in a vacuum, disregarding workers' rights to participate in matters affecting them."

The union also announced yesterday the establishment of an international consultative committee on the gold crisis after its "watershed" meeting with the Australian Construction, Forestry, Mining and Energy Union.

ET(BR) 12/12/98(213)

Gold miners suspend strike pending gold summit

FRANK NXUMALO

LABOUR EDITOR

Johannesburg — Gold miners would not embark on rolling mass action during the build-up to this month's gold summit following the Chamber of Mines' moratorium on retrenchments, the National Union of Mineworkers (NUM) said yesterday

The Chamber of Mines welcomed the decision, saying it underscored the significance of the forthcoming gold summit

(213) CT (PDR) 19/2/98
scheduled for February 26 and 27 in Johannesburg

"The decision by the NUM underlines the importance of next week's gold summit," said Llewellyn Kriel, the chamber spokesman

But the union warned it would "keep its forces combat-ready" by not withdrawing the first application submitted in terms of section 77(1) (b) of the new Labour Relations Act. This requires a party to a dispute to notify Nedlac within 14 days of

any intention to embark on a socioeconomic action

Gwede Mantashe, the NUM acting general secretary, said if "the summit failed to resolve the crisis, the union would embark on stoppages of 24 hours a week for a period of two months to put pressure on mining houses to stop retrenchments

"If this did not yield results either, the stoppages would be stepped up to 48 hours a week on affected mines, with a further review of strategies to

be made in May," he said

He said the union was also seeking clarification from Nedlac on what "retrenchments already under way" meant in real terms because, as far as it was concerned, "all retrenchments were new retrenchments"

Mantashe said the NUM would use the gold summit to seek "accords or records of understanding" with both government and mining houses which could be divided into short and long-term goals or "concepts"

NUM supporters to march on Eskom

Pearl Sebolao

(213)

ABOUT 3 000 National Union of Mineworkers (NUM) supporters plan to march to Eskom's Johannesburg office today to protest against what the union calls "discriminatory employment practices" by the company, the NUM said yesterday.

The union claimed that procedures put in place to ensure the company recruited from within its own ranks before advertising for positions externally were not adhered to.

There was also a "subtle attempt on the part of Eskom to sideline NUM members for promotion, making them feel they are missing out on opportunities by becoming union members", NUM spokesman Madoda Vilakazi said yesterday.

The union would await management's response to the memorandum before contemplating similar protest marches in other provinces.

An Eskom spokesman said the company was very disappointed by NUM's intention to march on the company's Braamfontein office before raising the problem through proper channels with management. He said Eskom had an agreed-on conflict resolution system.

The move could only be interpreted as "NUM trying to put pressure on the company", he said.

BD 19/5/98

Violence at pioneering chrome mine

ET (BR) 20/9/98 (213)

ANDI SPICER

MINING AND RESOURCES EDITOR

Johannesburg — A labour dispute at the Dilokong chrome mine owned by ASA Metals, a joint venture between Chinese interests and the Northern Province Development Company, turned violent after the entire workforce was dismissed, analysts said yesterday.

The 450 workers were given notice and unrest erupted last week when contract labour was brought in to keep the mine operating. Eight workers were injured by gunfire after police were asked to contain the violence, said union officials.

ASA's chairman said last year low productivity would have to be

tackled, and attempts to rectify this were behind the strike.

The strike and unrest are embarrassing because of links in the project between the Chinese government and the ANC, part of the warmer relationship after Pretoria derecognised Taiwan in favour of Beijing earlier this year.

The mine, managed by ASA since 1995, produces about 350 000 tons of chrome a year. A chrome smelter at the mine, near Steelport in the Northern Province, had been scheduled.

Rail links and power lines are now being put in at the site and a second furnace is being planned. But analysts believe the expansion plans may be withdrawn after the labour troubles.

The National Union of Mine-

workers said the strike had been legal and should go to the Commission for Conciliation, Mediation and Arbitration, a process that has been instigated.

The venture was seen as symbolic of the growing political and economic links between the two countries and the first major investment by China in South Africa in the mineral industry.

"It was a first step to further involvement and direct capital investment in South Africa by China. But relations between the workers and management have turned sour and sparked the violence," said the analyst. He said workers had now returned to work.

ASA management were unavailable for comment yesterday.

Dispute declared at marginal mines

DD 8/7/98

(213)

Reneé Grawitzky

WAGE negotiations covering thousands of mine workers on five marginal gold mines have ended in dispute after the National Union of Mineworkers (NUM) rejected an opening offer tabled by Durban Roodepoort Deep Limited and Harmony gold mine yesterday.

The union declared a dispute on the second day of the first round of negotiations after the mines tabled wage offers ranging from zero to 3% in response to a union demand of 12%.

The mines were forced to enter into wage negotiations this year as they are not party to the industry's two-year wage deal, signed last year, which linked productivity to wage increases.

Management of the affected mines expressed concern and "confusion" that the union had declared a dispute so early on in the process.

NUM general secretary Gwede Mantashe accused management of wanting the union "to play games". He said mineworkers had made sacrifices to ensure the survival of these mines.

"However, management now wants to make it a permanent feature. We will not allow the gap between these workers and those on other mines to increase every year."

Durban Roodepoort Deep MD Mike Prinsloo said he was shocked by the "premeditated" approach of declaring a dispute in the opening round of negotiations. The company had been bleeding financially over the past 18 months and had just managed to turn its operations around.

"The mines have to consolidate their performance and the rand per kilogram gold price needs to stabilise before we change the strategy embarked upon," Prinsloo said.

The rand gold price is R61 637/kg compared with R46 330 a year ago.

Mantashe said Groptvlei had offered increases of 3% to 1%; a R25 increase at Blyvooruitzicht; 3% at Durban Roodepoort Deep and 2% at Buffelsfontein. ERPM had not tabled a wage offer.

Mine allays fears: Page 13

Criminal destruction of property follows wage deadlock

State slams NUM for Eskom rampage

CT (M) 17/14 1988

THABO LESHILO

BUSINESS EDITOR

Johannesburg — Two government ministers called yesterday for the prosecution of members of the National Union of Mineworkers for their violent protest at Eskom's Megawatt Park headquarters in Midrand, outside Johannesburg, on Wednesday. The incident had resulted in the destruction of property worth millions of rands.

Jac Messerschmidt, the acting chief executive of Eskom, said that as a public utility Eskom had no option but to seek justice and compensation from those responsible.

Pennell Maduna, the mineral and energy affairs minister, Stella Sigcau, the public enterprises minister, and Tito Mboweni, the outgoing minister of labour, slammed the behaviour of the NUM members. Maduna and Sigcau called for criminal cases to be filed against them.

The workers rampaged on Wednesday, burning three cars and a building because of the deadlock over this year's wage increase. NUM demands a 13 percent increase, while Eskom is offering 8 percent.

"Clearly, wanton destruction of national assets cannot be tolerat-

ed," Sigcau was reported as saying. She said destruction of property was a crime and should be dealt with as such. "What happened here yesterday (Wednesday) was vandalism, and we take strong exception to such behaviour.

"This is the new South Africa. Gone are the days when people can trash property and get away with it," she said.

Mboweni, holding his last press conference as minister of labour before handing over to Shepherd Mdladlana tomorrow, told reporters that the workers' conduct was unacceptable, given the mechanisms available in the Labour Relations Act to deal with industrial relations issues.

His department had worked hard to have labour issues de-escalated, and unions should also do their bit to ensure criminal activities were kept out of labour matters, he said.

The union condemned the violence committed by members. Gwede Mantashe, the general secretary, said NUM took responsibility for their actions but denied they were criminal.

Mantashe called it "a demonstration which went out of control".

He said the union felt badly about the incident and ensured that its shop stewards stayed behind at Eskom until the last of its members had left the premises.

He would not be drawn on whether the union would pay for the damage, and warned Eskom not to use the incident as an excuse to try and destroy the union. "The worst scenario," he said, "would be for Eskom to try taking the position of the Chamber of Mines (in 1987) to try to wipe out the union."

"Parties must find an innovative way to solve the problem," he said. Workers had come to Eskom to demonstrate in the hope that management would accede to their negotiators' demands, he said.

"The demonstration was directed at putting pressure on Eskom to make a move," he said.

Eskom spokesman Bongani Kumalo said contingency plans had been made should workers at any of the power stations decide to go on strike. He said a court interdict had been served on NUM for violating labour agreements.

Allen Morgan, Eskom's chief executive officer, said: "The fact that services have not been disrupted is proof of the strength of our contingency plans."



FINGER OF FATE Incoming labour minister Shepherd Mdladlana (left) listens as Tito Mboweni addresses his last media function as labour minister.

PHOTO JOHN WOODROOF

De Beers wage dispute is settled

René Grawitzky and Pearl Sebolao

THE recent wage dispute between De Beers and the National Union of Mineworkers (NUM) was resolved last night, while a strike is brewing at Edgars after wage negotiations deadlocked.

An agreement struck between De Beers and the NUM provides for an 8% increase for the majority of workers. It also provides for the standardisation of the minimum wage which will be increased to R1 800 a month.

Meanwhile, Edgars could face a

strike by thousands of members of the SA Commercial, Catering and Allied Workers' Union.

About 10 000 workers are expected to march to the group's stores and the Johannesburg Stock Exchange today to protest against intentions "to freeze wage increases" for this year.

The strike threat comes in the wake of the recent restructuring within the group which led to the retrenchment of about 1 000 workers in the past four months. Edgars recently reported profit losses of about 30%, despite measures to contain costs.

20 3/7/98

(20)

NUM turns to arbitration in wage deadlock

FROM REUTERS

(213)
ET (MR) 31/7/98
Johannesburg — Impala Platinum Holdings (Implats) said yesterday that the National Union of Mineworkers (NUM) had referred their deadlocked wage talks to a dispute settlement commission.

The Commission for Conciliation, Mediation and Arbitration (CCMA) "will try to get us to settle our dispute", said Stuart Murray, an Implats spokesman. "If they don't, then the NUM is legally allowed to embark on a protective strike."

The wage dispute involves 500 NUM members at Implats' refineries. A small strike at the refineries last year ended after nine days. Implats' platinum shipments totalled nearly 1 million ounces last year, while palladium shipments averaged 500 000 ounces.

Lonrho officials said yesterday talks at its Western Platinum mine were continuing. But the two sides remained far apart on the critical wage issue.

Between 2 000 and 3 000 miners held a peaceful march at the Western Platinum mine on Wednesday and presented management with a revised list of demands. Production was not affected.

The NUM is seeking a 16 percent wage increase, while the company is offering a 6 percent increase plus enhanced benefits.

"As the demands currently stand, their demands would basically double our monthly payroll costs. It would go from R30 million a month to R60 million a month," said Tony Frost, the mine's spokesman.

Frost said the union had filed a request for a hearing with the CCMA, but no date had been set.

"We are very keen to reach a fruitful and positive arrangement for both parties."

NUM protest
pending at ~~(213)~~
diamond mine

Reneé Grawitzky ~~(213)~~

86/8/27/98
BA/17/10/98

ALEKOR, the state-owned diamond mine in the Northern Cape — targeted for privatisation — faces a possible strike by the National Union of Mineworkers (NUM). The union is demanding that government stop interfering in the daily operations.

The union announced that it had declared a dispute with management, to be heard by the Commission for Conciliation, Mediation and Arbitration this week.

However, resolution is unlikely, according to the union, as it is beyond management's authority to address some of the grievances. Resolution lies in the hands of government and the mine's board of directors.

The dispute stems from the NUM's demand that two senior managers be dismissed for, among other things, incompetence and racism.

The union is also calling for either the disbanding of the mine's board of directors or its restructuring and the removal of government officials authorised to head the restructuring process at the mine.

The union said these officials were trying to manage the mine and in the process were hampering the mine's real managers from doing their job

NUM may strike over guards at gold mines

(213) ET(MR) 26/8/98

FRANK NXUMALO

LABOUR EDITOR

Johannesburg — More than 260 000 workers allied to the National Union of Mineworkers (NUM) have threatened to go on a sympathy strike at all Gold Fields and Randgold mines unless the companies address the grievances of mine security guards who have been on strike for the past six days.

"In the face of intransigence from Gold Fields Security and despite year-long negotiations with NUM, more than 2 500 security guards went out on strike last Thursday Gold Fields SA remains uncompromising over the worker demands," said Moses Mohlala, the NUM organiser in the Free State.

"We will embark on a secondary strike at all Gold Fields and Randgold mines unless the company stops the retrenchments, and of course we demand worker participation when it comes to employment, promotion or dismissals," Mohlala said.

The NUM alleged the company was "still clinging to the old employment practices", including the demotion of sergeants and corporals, wide-scale retrenchments and reneging on agreements. The NUM said "extremely racist and patronising attitudes are the order of the day, even during negotiations".

The NUM further warned that the employment of young whites to replace competent and experienced black officers would lead to racial turmoil.

Gold Fields spokesman Mike Adan said the company had agreed to allow trade union representatives to sit in on recruitment and promotion interviews. "But management has reserved the right to make the final decision," Adan said.

Two other strikes involving NUM members at Rutek in Rosherville and Alexkor diamond mine in Namaqualand remained unresolved.

Meanwhile the Automobile Manufacturers Employers' Organisation (Ameo) has threatened to interdict the National Union of Metalworkers of South Africa (Numsa) over a planned sympathy strike involving more than 220 000 workers on September 1.

Numsa members are planning to embark on the sympathy strike with about 45 000 colleagues in the motor component sector who will also down tools in a primary strike on the same day.

Dumisa Ntuli, the Numsa spokesman, said Ameo was alleging that issuing a sympathy strike notice ahead of a primary was a violation of sections of the new Labour Relations Act.

Ntuli said the union believed the notices were valid and had challenged employers to prove their allegations. He said the national strike was going ahead next week as planned.

"We have been tolerant throughout the entire history of the motor industry but we have been provoked by the attitude of these employers."

"We are left with no alternative but to embark on a strike action to improve the wages of the workers," Ntuli said.

Gold Fields SA guards on strike

Lawyer 27/8/98
(2/3)
By Mzwakhe Hlangani

GOLD Fields South Africa's security officers have gone on strike in Free State, Carletonville and Klerksdorp to force the mine management to stop the retrenchment of black officers allegedly replaced by white security officers.

A spokesman for the National Union of Mineworkers, Moses Mhlaba, warned yesterday that more than 250 000 mineworkers would join the strike in solidarity with 200 retrenched black security officers if they were not reinstated.

"We will embark on a secondary strike at all Gold Fields and Randgold mines unless the company stops its retrenchments," said Mhlaba.

Workers at the Betreux, Aurex, Harmony and St Helena mining companies in the Free State and Carletonville were mobilising for major solidarity strike action.

Gold Fields spokesman Neville Alexander refuted the union claims,

saying only 24 percent of the workers had joined the strike and have had no major impact.

He also denied that black officers had been retrenched and replaced with white security. He pointed out that recruitment, promotion and dismissals were the prerogative of the management and not the union.

Retrenchment

The union was not prepared, he said, to even consider any of the company proposals to resolve the strike unless retrenchment notices to 189 security officers were withdrawn.

"The allegations of racist selection of more senior officers is simply not true. The company has recruited most of these from our lower level guard force membership and anyone is free to apply.

"Our policy is to recruit on a nonracial basis and we are well-placed to fulfil the conditions laid down in the Employment Equity Act."

Govt delegation to investigate strike at Alexkor diamond mine (213)

Reneé Grawitzky (17/8)

GOVERNMENT will send a delegation to report on the strike at Alexkor, a state-owned diamond mine in the Northern Cape targeted for privatisation, entering its fourth day today

The crippling strike by members of the National Union of Mineworkers (NUM), turned violent yesterday.

The union said the strike had got out of hand as workers believed public enterprise minister Stella Sigcau was not taking their demands seriously

NUM negotiator Lionel Philips warned that it could prove difficult for the union and management to take the mine forward if the union demands were not met

He said the strike would determine the long-term future of the mine "If we do not do something, by the year-end there might not be enough cash reserves to pay workers"

The public enterprise ministry expressed concern over vandalism during the strike and warned that "the law must take its course"

The union's demands are related to mining operations, government's role

in day-to-day operation and the dismissal of two senior managers

Meanwhile, the four-week-old chemical industry strike is still not officially over as a final agreement has yet to be reached in the sector

An agreement was signed in the petroleum sector last night, giving workers an 8,5% increase backdated to July 1, and 0,5% from January

Caltex is not part of the agreement as it has only offered a 7,5% increase and the dispute continues as a result. Petroleum workers are expected to return to work today while most of the workers have returned to work in the other sectors

In motor industry, the Automobile Manufacturers Employers Organisation will apply for an interdict today after the National Union of Metalworkers of SA refused to respond to its request to call off its strike.

Pearl Sebolao reports that the Labour Court hearing into the lockout of SA Commercial Catering and Allied Workers' Union at Stuttafords has been postponed to Friday after management indicated it would oppose it, the union said.

BD 27/8/98

Talks at Alexcor see end to action at mine

Linda Ensor (213) 00 2/9/98

CAPE TOWN — The strike at government-owned diamond mine Alexkor on the west coast has come to an end following talks between Public Enterprises Minister Stella Sigcau and the National Union of Mineworkers (NUM) on Monday night.

Public Enterprises director-general Andile Nkhulu said yesterday the NUM had suspended the strike and undertaken to resume production, while the minister had agreed to send a fact-finding team of officials to assess the position of the mine and re-examine the union's demands.

Also, Nkhulu said, the relationship between government and the NUM would be revisited as there appeared to be some misunderstanding on the union's part of what government planned to do with the mine.

At a meeting of Parliament's public enterprises portfolio committee earlier in the day, Nkhulu said government had recently received two reports on Alexkor, one by British firm Report Securities on the security of the mine, and another by Hatch Africa on a marketing strategy.

The British report confirmed suspicions that a previous report by former De Beers employees — which gave the mine a lifespan of two years — was deliberately intended to devalue the mine so that it could be sold off cheaply to De Beers. The two years referred only to proven reserves, Nkhulu said. He said probable reserves could be much higher.

Government wanted to award a management contract to return Alexkor to profitability.

Committee chairman Mandla Msomi said Sigcau was considering changing the marketing contract between Alexkor and De Beers — which decided on the price to be paid for its diamonds — by appointing an individual diamond valuator to value the diamonds.

SA NEWS DIGEST

LABOUR

(213)

NUM considers industrial action over lockout at Grootvlei platinum mine

The National Union of Mineworkers (NUM) said yesterday it was considering industrial action after Implats, the platinum group, allegedly locked out hundreds of its members at Grootvlei platinum mine south of Johannesburg during mediation talks with the Council for Conciliation, Mediation and Arbitration.

The company said its action was the result of a strike notice by the NUM but the union denied that it was on strike. "Management were unfortunately forced to deny access to the refineries to NUM members in their bargaining unit from 6am on September 21 for operational reasons," the company said.

Implats said its conditional offer of 3 percent on basic wages and 1 percent increases on the provident fund had been rejected by the union, which was demanding an increase of 9.99 percent on basic wages and 3.76 percent on the provident fund — Frank Nxumalo, Johannesburg.

(MR) 22/9/98

□ MINES

ET (MR) 27/9/98. (219)

Lawyers secure NUM return to Implats

Hundreds of National Union of Mineworkers (NUM) workers who had been locked out by Implats, the platinum group, on Monday were let into company premises yesterday afternoon after the intervention of union lawyers, the union said.

However, George Molebatsi, the NUM spokesman, warned that the union had the "option of going on strike if there was no agreement with management".

The parties were deadlocked after the NUM rejected Implats' conditional offer of an 8 percent increase on basic wages and 1 percent on the provident fund. The union is demanding an increase of 9,99 percent on basic wages and 3,76 percent on the provident fund. — *Frank Nxumalo, Johannesburg*

NUM calls solidarity strike over Dancarl Diamond

FRANK NXUMAIO

Johannesburg — More than 3 000 mineworkers allied to the National Union of Mineworkers (NUM) will embark on a solidarity strike next week after Dancarl Diamond Mine in the Northern Cape allegedly defied a labour court order to reinstate dismissed employees, the union said yesterday.

NUM said the entire workforce at Dancarl had gone on strike last year after the management refused to talk to the union on the improvement of wages and other conditions of employment.

The union said the court had ruled that the workers' dismissal had been unfair and ordered their reinstatement. A meeting with the Commission for Conciliation, Mediation and Arbitration (CCMA) had failed to resolve the dispute.

"The mine management has defied the court order and refused to re-employ the workers," the union said. "As a result, the NUM will mobilise all mines around the Barkly area to support the demands of Dancarl Diamond Mine workers."

NUM also said "Dancarl Diamond Mine employed more than 330 workers, of which a large number were replaced by scab labour following the unlawful dismissal of the striking workers."

In another development, hundreds of mineworkers allied to NUM would down tools today at Impala Platinum Refinery in Springs, after a CCMA intervention had failed to resolve a wage dispute, NUM said yesterday.

George Molebatsi, NUM's spokesman, said the company was making a conditional offer of 8 percent against union demands of 9,99 percent.

Meanwhile, the National Union of Metalworkers of South Africa (Numsa) and the South African Motor Industry Employers' Association (Samsea) were still locked in CCMA-brokered negotiations last night.

Dumisa Ntuli, Numsa's spokesman, said guaranteed personal increases for workers already earning above the prescribed industry minimum wage was the one issue separating the parties from a settlement.

Samsea maintains that only minimum wage increases should be negotiated at central bargaining level, and actual rates of pay at enterprise or plant level.

Ntuli said last night the parties were still deadlocked. The CCMA was consulting the parties separately and it did not seem as though there would be an agreement before today.

NEWS

MINES *Deadlock on wage negotiations at Randfontein*

NUM strike goes on

(213) CT(DR) 1/10/98

FRANK NXUMALO

LABOUR EDITOR

Johannesburg — The strike by hundreds of National Union of Mineworkers (NUM) members at Randfontein Estates Gold Mine will continue today after the parties deadlocked again on wage talks yesterday

George Molebatsi, the NUM spokesman, said the mood was "not very good" after management allegedly locked out workers and made it difficult for the media to take pictures and talk to striking workers

"Management are not willing to move from their 7 percent. They say they do not have a mandate. They say there is nothing they can do," he said

The union is demanding a 10 percent wage increase

In a related development, Impala Platinum Refinery at Springs locked out striking NUM members just hours before they were to embark on a protected strike

The company said "Refineries management tried from the receipt of the notice to strike to obtain commitment from the NUM that they would abide by an agreement regarding behaviour



BIG STICK *Strikers at Randfontein*

PHOTO JOHN WOODROOF

during a protected strike that they had signed on April 8

"This commitment was not forthcoming by the evening of September 29 and Refineries management indicated to the NUM that employees on morning/day shift would not be required to report for duty on September 30 but that they would be paid for this shift until the commencement of their strike at 1pm"

The union accused management of intransigence

"Things might go a little bit bad because the management is showing signs of aggression," Molebatsi said

Impala is offering a conditional 8 percent wage increase against union demands of 9,99 percent

Meanwhile, some companies in the motor industry had threatened to close up shop because of the prolonged strike, the National Union of Metalworkers of South Africa (Numsa) said

Dumisa Ntuli, the Numsa spokesman, said he did not believe a settlement was possible after the South African Motor Industry Employers' Association allegedly reneged on a deal in principle reached during talks last week

Bonus row sparks off mine strike

THE National Union of Mineworkers yesterday claimed that Iscor's top managers were paying themselves bonuses of R8,4 million while the company plans to retrench up to 6 000 workers at the Vanderbylpark plant alone.

As a result, the union was demanding a 30 percent production bonus for the workers. It said the bonus should be paid out by tomorrow.

Union spokesman Mr Piet du Plooy told Sapa that bonuses for top management ranged from R80 000 to R207 000.

"The workers are very angry and we have had difficulty in controlling them," he said.

Du Plooy said Iscor had noted the union's demand and referred it to the head office.

The union and Iscor were scheduled to meet yesterday.

About 14 000 National Union of Metalworkers of SA members at the Vanderbylpark plant downed tools yesterday.

Numsa spokesman Mr Dumisa Ntuli said the strike was over management's bonuses.

Attempts to get comment from Iscor were in vain as the company spokeswoman was said to be in a meeting.

- Sapa
S. M. Ntuli

Union leaders axed at platinum mine

Reneé Grawitzky

BD 8/10/98
LONRHO platinum mines dismissed eight National Union of Mineworkers (NUM) leaders yesterday as a strike by 6 000 workers continued.

The workers were dismissed for alleged involvement in a hostage-taking incident involving 40 staff members and their families last month.

Workers went on strike on Monday after management refused to drop the charges. The strike has cost the company between R2m and R2,5m a day in lost revenue. The 40 staff members were allegedly taken hostage on September 23 by hundreds of workers returning from a union rally at Western Platinum North mine while enjoying a braai and playing volleyball in the company's grounds in Rustenburg.

Disciplinary hearings were held yesterday and eight of the 10 union

(213) 189 (189) (189)
leaders were found guilty of hostage-taking. They were dismissed with the right to appeal.

NUM spokesman George Molebatsi said the hostage incident was a figment of management's imagination and the dismissal of the eight workers was clear provocation.

Mine management said the strike and disciplinary hearings resulted from an incident at the conclusion of pay talks last month. During negotiations the union declared a dispute and threatened to strike. Before the strike could start, management went directly to the workforce with its final offer of 8,5% on wages, an increase in the company's contribution to the provident fund from 6% to 9% and a housing allowance. Workers at Eastern Platinum accepted this offer.

Management said the union then agreed to sign for the other two mines if

the housing allowance clause was excluded, as they wanted to negotiate this in a separate forum.

Management claimed that, on the day of the hostage-taking incident, workers surrounded the area where mine employees and their families were playing volleyball. They locked the gates and refused to allow anyone to leave until their demands were met.

The union signed an agreement the day after the incident, but management signalled its intention to discipline the workers involved. On Monday workers demanded the charges be withdrawn or they would go on strike.

The SA Police Service confirmed that the public order unit had been called in and the alleged hostage incident was being investigated, but no arrests had been made. Meanwhile, the strike at Impala Platinum Refineries in Springs continues.

Mine agrees to allow hostage takers to stay

Reneé Grawitzky

THOUSANDS of striking miners at Lonrho Platinum's Western Platinum mine in Rustenburg were expected to return to work last night after the mine agreed not to dismiss the 10 National Union of Mineworkers (NUM) leaders found guilty of hostage taking, the company said yesterday.

This agreement was struck late yesterday after a labour court ruling that the strike by 6 000 NUM members was unprotected as the union had failed to comply with the dispute resolution procedures laid down in the Labour Relations Act.

The union had also neglected to give the company notice of its intention to go on strike.

The strike, which started on Monday, was sparked off by management's decision to discipline 10 union leaders for their alleged involvement in a hostage-taking incident last month.

The mine's general manager, Rob Staegemann, said management had undertaken not to dismiss the ten union leaders found guilty of taking hostages. However, this did not mean there would be no dismissals.

NUM assistant general secretary Archie Palane said he was pleased workers had agreed to return to work. However the union believed that if management had applied its mind a so-

(213) BD 9/10/98
lution could have been found earlier. The company reported that prior to the agreement by workers to return to work at a mass meeting yesterday, the situation at the mine was tense with two workers hospitalised following severe beatings.

The mine had also brought in mine security and had closed the kitchens.

The strike had cost Western Platinum between R2m and R2,5m in lost revenue, while the share price took a 3,79% drop on the Johannesburg Stock Exchange yesterday and closed at 2 790c from 2 900c previously.

Meanwhile, the Edgars strike continued yesterday, in spite of an agreement being reached to refer the dispute to the Independent Mediation Services of SA.

The wage strike by hundreds of National Education, Health and Allied Workers Union members at the University of the Western Cape continued as the University of the Western Cape Academic Staff Association presented a memorandum to the administration.

The memorandum claimed that the recent retrenchment of 41 academics was unfair and that the university's community was united in its rejection of management.

The university said it had consulted the staff association about retrenchments but that the association had failed to respond meaningfully.

ST(BT) 11/10/98

Strike action rolls on

(213)

INDUSTRIAL RELATIONS

By THABO KOBOKOANE

TWO of SA's biggest strikes ended this week as unions and management ground out agreements in the auto industry and Lonrho's Western Platinum Mines in Rustenburg, but thousands of other workers are holding out

An estimated 50 000 workers in the National Union of Metalworkers of SA returned to work on Monday after a five-week strike in the auto industry. On Thursday about 6 000 National Union of Mineworkers returned to work after management agreed not to dismiss 10 workers accused of taking hostages.

Sapa reports that talks at Impala Platinum Holdings refinery in Springs suffered a late setback on the interpreta-

tion of the settlement. The SA Commercial, Catering and Allied Workers' Union strike at Edgars entered its second week after a wage freeze.

The Industrial Council is to enter the fray on October 19 after the National Union of Metalworkers and the Mine Workers' Union declared a dispute with Iscor on the splitting of an R8.4-million bonus. Other strikes include those at Clover SA by the Food and Allied Workers Union and the University of the Western Cape by the National Education, Health and Allied Workers Union.

Lonrho deal with union folds

Pearl Sébolao
and Renéé Grawitzky

THOUSANDS of striking Lonrho Platinum mines workers returned to work on Friday, but a deal brokered around the disciplining of union leaders has fallen apart.

Meanwhile, the Edgars group yesterday denied media reports that Edgars' executives had received a 20% wage increase, despite having implemented a wage freeze for the current financial year.

According to a report written by SA Commercial, Catering and Allied Workers' Union (Saccawu) spokesman Pitso Tshukudu for Sunday newspaper City Press, each of the group's five executive directors earned R840 000 this year.

Edgars' human resources director Nigel Unwin dismissed the report as "a malicious rumour spread by Saccawu without any basis whatsoever".

The fact that the article was written by a Saccawu official also showed a lack of objectivity, he said.

However, Saccawu assistant general secretary Herbert Mkhize said it was based on fact and said the Labour Research Service, which conducted the research, had been commissioned by the union to investigate the matter.

Mkhize took responsibility for the article, saying he "owns it" and that Tshukudu had a mandate from the union to write it.

The article said Edgars was not cash-strapped, with its cash reserves having improved from a negative R46,5m in March last year to a positive R362,1m in March this year.

Lonrho's Western Platinum senior GM, Rob Staegemann, said management and the National Union of Mineworkers had agreed that two of the 10 union leaders found guilty during a disciplinary inquiry of hostage taking would be dismissed. The remaining eight would face varying forms of disciplinary action.

The union later reneged on the deal, saying all 10 officials would appeal against the disciplinary finding. The company has reinstated all 10.

BD 12/10/98 (213)

Mine strike continues in spite of deal

Pearl Sebolao

(213)

DD 13/10/98

THE two-week-old strike by members of the National Union of Mineworkers (NUM) at Impala Platinum Refineries (Implats) in Springs continued yesterday, despite the parties having reached agreement on wage increases

NUM spokesman Lekhotla Mabea said the parties failed at a meeting yesterday to agree on the implementation date for the 8,5% salary increase that had been agreed upon

The union demanded that the wage increases be backdated to July 1, while management wanted to implement the increases from August 1.

NUM general secretary Gwede Mantashe, who attended yesterday's meeting, would meet today with Implats directors to discuss the issue, Mabea said Implats would not comment on the talks.

Meanwhile, steps were taken yesterday to resolve the wage dispute at Edgars when the parties agreed to for-

mal mediation by the Independent Mediation Service of SA (IMSSA)

Edgars and the two unions — the SA Commercial, Catering and Allied Workers' Union (Saccawu) and the Federal Council of Retail Workers — also agreed that the company would bear the mediation costs of all the parties involved, Edgars said yesterday

The two unions, which proposed the involvement of a third party last week, initially wanted the Commission for Conciliation, Mediation and Arbitration to handle the case, but agreed to mediation by IMSSA after talks with Edgars. The company said the parties would investigate this week which of IMSSA's commissioners would be available to deal with the matter

Saccawu members went on strike two weeks ago after Edgars announced a wage freeze for this financial year due to a 28% drop in profit. The strike has cost the company millions, while a number of people have been arrested for strike-related offences.

NUM leader Mpheni's murder blamed on inter-union rivalry

Reneé Grawitzky

(213) 8015/10/98

THE SA Police Service said yesterday the killing of a National Union of Mineworkers (NUM) leader at Anglo American Platinum mines (Amplats) in North West province this week was connected to the ongoing conflict between the NUM and the rival Mouth Peace Workers' Union.

Missionary Mpheni, an NUM member and prominent African National Congress (ANC) leader in the region, was shot dead on his way to Rustenburg Platinum's Townland shaft on Monday. His death brings to 12 the number of people killed on Amplats mines since last year when conflict erupted between the two unions.

At the same time, police said they were still investigating the death of 14 miners killed on Lonrho Platinum mines this year. The killings were allegedly linked to continuing violence in the Eastern Cape's Tsolo-Qumbu area.

Violence in the Transkei area, linked to anti-stock theft organisation

Mfelandawonye, has resulted in the deaths of hundreds of people over the past five years and has spilled over into the mines.

A Lonrho Platinum spokesman said that the Mouth Peace Workers' Union had an extremely limited presence on its mines.

The NUM and the ANC strongly condemned the killing and called on the police to move swiftly to arrest the perpetrators. The ANC did not want to speculate on whether the killing was politically motivated.

Mpheni was a prominent ANC member and councillor of the Rustenburg transitional local council.

The union claimed that the "systematic elimination of NUM members and leaders is sponsored by Amplats".

The company denied this and said the peace summit called for today had been postponed as a number of key players could not attend. The union in turn claimed it was part of an Amplats programme to weaken the NUM in the face of the current wage dispute.

Anglo denies NUM claims

See in 27/10/98
By Mzwakhe Hlangani
Labour Reporter

THE Anglo American Platinum Corporation has strongly denied complicity in the recent killing of senior members of the National Union of Mineworkers (NUM) at its strife-torn Rustenburg mine.

(213)
Amplats public affairs senior manager Mike Mtakati expressed extreme disappointment at the union's allegations that infighting between NUM and its rival mouthpiece was being sponsored by mine management.

"Needless to say the management views these allegations in a very serious light," he said.

The recent peace summit called by the company was an example of the company's commitment to restoring peace on its mines, he explained.

The union refused to participate in last week's summit.

NUM says rival union is murdering its members

(213)
27/10/98
Pearl Sebolao
BD

THE National Union of Mineworkers (NUM) has blamed the growing number of murders of its members on the "aggressive and unconstitutional" recruitment tactics of rival trade union, the Mouthpiece Workers' Union.

This followed the killing of a NUM member at Anglo American Platinum Mines (Amplats) mine near Rustenburg at the weekend. The SA Police Service said the man was stabbed to death by a group of people. The motive was not known.

The Mouthpiece Workers' Union dismissed as being "totally unfounded" claims that any of its members were involved in the murder.

However, the union would not comment further as the matter was still being investigated by the police.

According to the NUM, the latest killing brought to 23 the number of NUM members who had been murdered in the area since June last year.

Union spokesman George Molebatsi said members of the NUM were targeted by "assassination squads" in the mines in an attempt to weaken the union.

He said some of the perpetrators of the violence had been identified as belonging to the Mouthpiece Workers' Union. However, the police had failed to take any action to curb the attacks.

Amplats management was also accused of complicity in the murders and of failing to take any action.

Amplats confirmed yesterday that the dead man was an employee at the mine, but said the incident did not take place on mine property.

"At this stage we are not aware of any evidence, including the modus operandi, to link the killing with violence at our mines," Amplats said yesterday.

It also denied allegations that it was sponsoring the killing of members of the NUM in the mines in an attempt to weaken the union, saying it was committed to finding a lasting solution to the violence.

Swaziland gets reputation in EU for dagga exports

(213) BD 11/11/98
James Hall

MBABANE — Swaziland's growing reputation as a source for illegal marijuana has prompted European Union customs agents to scrutinise all Swazi exports entering the EU. Agents are looking for compressed marijuana packaged in phony food containers.

As dagga increases its share of the informal economy, Swazi police make a major drug bust or uncover a drug processing plant on an average of once a month.

On October 21 in the industrial area of Sidwashini in the capital, Mbabane, compressed marijuana worth R13m was found along with machinery to seal the drugs in cans. The bust was linked to a raid last month that uncovered compressed marijuana worth R20m, processing machinery and several hundred 2kg tins in the largest haul of its kind to date.

About 2kg of compressed marijuana fetches R24 000 in Europe, where the Swazi drug is valued for its potency.

In the cool, well-watered northern highveld of the kingdom's Hhohho region, an estimated 70% of peasant farms on Swazi national land cultivate the illegal crop. Calls are frequently raised in the Swazi senate to legalise the drug, but the country is a signatory to international drug control agreements.

The past year has seen an upsurge in drug arrests in the kingdom. Foreign nationals have been identified as kingpins behind operations such as the Sidwashini plant, but have eluded prosecution.

A spokesman for the Federation of Swaziland Employers said the kingdom's drug reputation was "dreadful for our reputation as an upright developing nation, aside from the obvious encumbrances of time-consuming inspections".

No peace in sight for warring mine unions

By Mzwakhe Hlangani

LAST year President Nelson Mandela made a crucial visit to the Rustenburg mining community at the peak of trade union rivalry that was threatening stability in North West

There was a brief lull but renewed conflict has once again broken out between supporters of the National Union of Mineworkers (NUM) and rivals Mouthpiece at the Rustenburg section of the Anglo American Platinum Corporation

So far the violence has affected the Amplats mine premises and nearby squatter area The official death toll stands at 26, according to mine officials, but NUM has put it at 32

Both NUM and the Amplats management have expressed deep concern and called on the state to intervene by using its intelligence agencies to arrest the perpetrators

NUM spokesman George Molebatsi vehemently dismisses management's efforts to find a peaceful settlement and accuses junior management of playing a part in the violence

Amplats operations executive director Brian Beamish says management has taken serious initiatives to end the violence, including monitoring and gathering information

This information was passed on to the Government intelligence services on a weekly basis, he says

Yet the violence continues According to mine officials, a

mineworker aligned to the Mouthpiece union was reportedly murdered in a mine hostel at the beginning of the month

This followed the murder of prominent NUM leader and African National Congress councillor Mission Tshawe, who was shot dead on mine premises in Rustenburg a week earlier

"We need arrests, we need prosecutions - that is the only way our full cooperation can be (secured)," says Molebatsi

"We have asked national police commissioner George Frvas and senior justice officials to assist and crack down on the perpetrators because we do not seem to be making any progress in finding stability"

In support of NUM's allegations of management collusion in the conflict, regional organiser Lebhang Hlaele also claims there were irregularities in the deduction of union subscriptions from members' wages

"NUM subscriptions were cancelled and most of our members had their union fees diverted to Mouthpiece How does the management explain this anomaly?" he asks

This shows that management was in collusion with Mouthpiece, Hlaele argues

He also wants to know how armed killers gained access to hostels, despite their being heavily guarded

Beamish says the accusations are "unsubstantiated and totally irresponsible"

In response to union claims about irregularities in union deductions, he says management has since opened its books for audit

As a result a joint working committee - comprising representatives from both unions and management - assessed the extent of the problem

NUM claims that it discovered irregularities during this assessment - in some cases signatures on subscription forms were "found not to be authentic"

Management subsequently investigated its staff with the help of police investigative units to establish the veracity of the claims

"NUM officials have raised these issues constantly but our problem is that there is not a shred of evidence They have no names to give to us to follow up," says Beamish

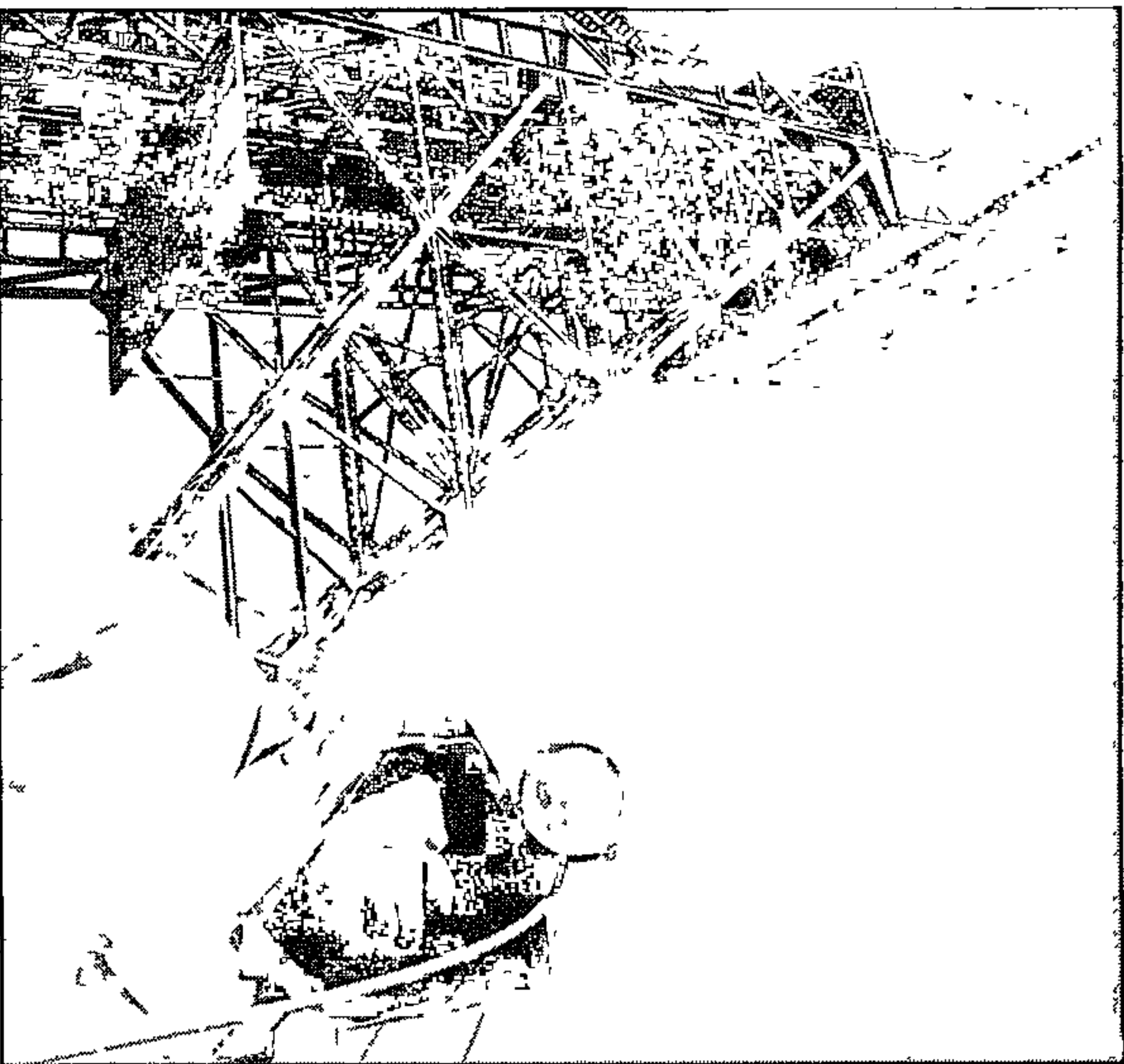
"It is excruciatingly painful that there is no way to bring the perpetrators to book"

When the fighting between the two unions reached a peak, he says, management raised the need for a double security fence around hostels with "a no-man's land" for security patrols

However, the workforce objected very strongly and likened it to a concentration camp

"What we cannot understand is,

Beamish says the accusations are unsubstantiated and totally irresponsible



Rivalry between supporters of the National Union of Mineworkers and the union Mouthpiece in Rustenburg has led to the deaths of several mineworkers in the area

what do those involved stand to gain from this insanity?" asks Beamish

When the conflict first led to the death of union officials, the management reacted immediately by calling all unions and interested parties together for a peace summit

Beamish says they introduced what he describes as a "sensitisation programme" for all the unions involved to come together in peace-monitoring initiatives, involving the department of safety and security in North West

But still the violence continued Some mineworkers were even reportedly killed in the Eastern Cape, though mine officials say there is no proof to link their deaths to the conflict at the Rustenburg mines

A delegation of Mouthpiece representatives declined to be interviewed about the strife in the mine hostels

They referred inquiries to the founder of the union, Piet Joubert, whom people described as an "insurance broker"

Amplats resolves strike, faces another

Reneé Grawitzky

19(213)

THE one-day strike by 2 000 miners at Anglo American Platinum mines' (Amplats) Lebowa mines ended yesterday while last-minute attempts were under way to prevent a full-scale wage strike at the company's Rustenburg mines

Amplats, the world's largest platinum producer, faces a wage strike by an estimated 3 000 members of the National Union of Mineworkers (NUM) starting tomorrow morning. This is out of a total workforce of more than 30 000

NUM deputy general secretary Archie Palane said discussions were under way to see whether the wage dispute could be referred to arbitration. The dispute arose in July with

the parties unable to resolve the matter despite the final wage offer being implemented for members of the Mouthpeace Workers' Union

The dispute comes amid tension between the NUM and Mouthpeace. More than six NUM leaders have been killed this year

The NUM did not believe the planned strike would spark violence between the two unions

Platinum analysts questioned whether the timing of the planned strike was "a Christmas strike" intended to ensure that workers did not have to work over the festive period while their management counterparts went on leave

The dispute has its origins in last year's wage settlement when the parties agreed on an 11% raise

across the board. During negotiations this year, last year's agreement became the focus of the dispute. The interpretation of the agreement was referred to arbitration as Amplats said the agreement provided for a 7% increase on wages and 4% linked to productivity improvements if workers worked an additional six days a year. The NUM argued that it was a straight 11% increase. The union said the interpretation of the agreement had a bearing on the baseline for new increases

The company has offered 4,5% with 4% linked to productivity, while the union demanded 8% across the board

The strike at Lebowa Platinum mines relating to employment conditions has been resolved

BA 22/12/98

Wage strike looms for Amplats

Reneé Grawitzky

Bd 23/12/98 (213)

ANGLO American Platinum Mines (Amplats), the world's largest platinum producer, faces a wage strike today by 10 000 members of the National Union of Mineworkers (NUM) after 11th-hour negotiations failed to produce results in time for the strike to be called off.

The parties have been locked in negotiations for the past two days in an attempt to prevent the strike which would affect Amplats Rustenburg mines, Potgietersrust and Lebowa Platinum mines.

The NUM and Amplats agreed to refer the wage dispute to arbitration. The union's assistant general secretary, Archie Palane, said last night that the parties deadlocked over the terms of reference for the referral to arbitration.

He said agreement could not be reached on who the arbitrator should be. The union, he said, wanted the arbitration to start today while a number of the high profile arbitrators were unavailable due

to the festive period. Amplats said certain proposals had been put forward by the union. The company's executive committee would meet this morning to take a decision and then refer back to the union.

In view of the fact that the company is to report back to the union today, the strike could be a short one.

Analysts said a short strike would not lead to production problems, especially over the festive period.

The threatened strike centres on a wage dispute declared by the union in July. In the interim, the company has implemented wage increases for members of the rival Mouthpeace Workers Union.

The NUM warned that a possible rise in tensions between members of the unions depended on management's approach and whether sufficient security was in place. Following a request by the NUM, Amplats placed armed security guards at its premises. A number of union leaders have been killed in recent years.

Miners down tools in wage dispute ⁽²¹³⁾

THOUSANDS of National Union of Mineworkers (NUM) members at Anglo American Platinum Corporation (Amplats) in North West embarked on a strike yesterday over wages and conditions of employment.

The strike, which was described by Amplats spokesman Steve Calladine as peaceful, followed the failure of 11th hour talks on Tuesday night between management and the union. The strike began with the 4am shift.

NUM international relations secretary Siphon Ndebele said management was to blame for the breakdown in talks as the union had accepted Amplats' proposal to take the matter to arbitration.

"We were prepared to accept the proposal but then management only wanted certain people to arbitrate the matter even though they are aware that these people are on holiday and will only be available after the festive

season," said Ndebele.

"This shows that management takes us for granted and that is unacceptable. However, the ball is in their court as we have an open-door policy and want to see the outstanding issues resolved."

Ndebele alleged that management had initially tried to mislead some of the strikers into believing the industrial action was illegal and that it had been called off.

Calladine said the strike was protected. He was hopeful that a speedy resolution to the dispute would be found as Amplats continued to negotiate with the NUM.

"The stoppage, which is restricted to NUM members, is currently having a minimal effect on production. The stoppage is peaceful and no incidents of violence have been reported," he said.

The NUM members are demanding an eight percent across-the-board wage increase. Sapa

24/11/82
Sowetan

Miners on strike after talks break down

Star 24/12/98

(213)

Thousands of National Union of Mineworkers members at Anglo American Platinum Corporation's operations in North West embarked on a strike yesterday over wages and conditions of employment.

The strike - which was described by Amplats spokesperson Steve Calladine as peaceful - followed the failure of eleventh-hour talks on Tuesday evening between management and the union to resolve

differences

NUM official Siphon Ndebele said management was to blame for the breakdown in talks as the union had accepted Amplats' proposal to take the matter to arbitration.

Ndebele alleged that management had initially tried to mislead some of the strikers into believing that the industrial action was illegal and that it had been called off.

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hopeful that a speedy resolution to the dispute would be found as Amplats would continue to negotiate with the NUM

"The stoppage, which is restricted to NUM members, is currently having a minimal effect on production. The stoppage is peaceful and no incidents of violence have been reported," he said

The NUM members are demanding an 8% across-the-board wage increase. - Sapa

Amplats strike resumes, dispute goes to mediation

Reneé Grawitzky
and Sapa

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(213)

ANGLO American Platinum mines (Amplats) management and the National Union of Mineworkers (NUM) meet for mediation today in a bid to resolve the wage dispute which led to a strike last week.

The strike continued yesterday as miners returned from their Christmas long weekend. NUM deputy general secretary Archie Palane said workers due to report for last night's and this morning's shifts would stay away pending the outcome of an independent mediation which was expected at 10am today.

The strike, which involves about 10 000 workers, officially started last Wednesday as miners prepared to go on leave.

The dispute, which revolves around wages, has so far not been marred by violence between members of the NUM and rival Mouthpeace Workers' Union.

The NUM rejected the suggestion that underlying the strike was an attempt to regain support lost to Mouthpeace on Amplats mines. Palane said a number of nonunion members had joined the strike.

Wage increases have been implemented for members of the Mouthpeace and other unions.

The NUM is demanding an 8% increase and claims Amplats has effectively offered 4.5%. The union has questioned why white miners received an 8% increase when it had presented similar motivations during negotiations.

BD 28/12/98

Amplats and union locked in pay talks as strike continues

Taryn Lambert

ANGLO American Platinum Corporation (Amplats) and National Union of Mineworkers (NUM) representatives were locked in discussions with an independent mediator late last night in a bid to solve a pay dispute

The dispute has resulted in at least 5000 workers downing tools over the Christmas season

Amplats spokesman Steve Calladine said the parties had opted for independent mediation after the NUM rejected an offer of an 8,5% across the board increase and demanded an 8% pay rise plus an additional 4% productivity bonus

Calladine said the workers received a one-off 4% productivity bonus last year which would not be repeated this year. He said the NUM was demanding that the bonus be built into this year's increases as part of management's basic offer

The strike has disrupted production at five platinum mines — Amandelbult, Potgietersrus, Union Section, Lebowa, and Rustenburg and the Waterval smelter — in the North West and Northern Province, Calladine said

The strike, which began last Wednesday, was still in progress yesterday and no incidents of violence were reported

The NUM's rival, the Mouthpeace Workers' Union, has accepted management's 8,5% offer and was not involved in the strike

Calladine said he hoped the talks would have a satisfactory outcome and that the matter would be resolved shortly. He could not say how long the talks would go on last night. They would continue today if necessary

NUM deputy general secretary Archie Palane said "We won't settle for anything less than 8% because the company has made a profit of more than R1bn"

Calladine said no temporary labour had been employed and contingency plans were put into operation to minimise disruption to production

Sapa reports that the union claimed 10 000 members downed tools

Meanwhile, Reuter reports that Amplats has said the strike has had a minimal impact on its operations. Amplats had a group output of 1,89-million ounces of refined platinum in the year to June 30 — or nearly 40% of global supply. The biggest stayaway by NUM workers has been at the Amandelbult mine near Rustenburg, which produces an annual 500 000oz of platinum

Strikers consider 'better' pay offer

STRIKING workers at the Anglo mines and the Waterval smelter at American Platinum Corporation Mines, Rustenburg in the Northern and North West provinces were yesterday considering a significantly improved pay offer by management which might see a return to work within 24 hours.

Amplats spokesman Mr Steve Calladine said yesterday "The mediation talks went very well and Amplats tabled a significantly improved offer to the National Union of Mineworkers, which NUM representatives are taking to their members today.

"We would expect to hear from the union later today or tomorrow as to whether the offer has been accepted. We are hopeful there will be a return to work as soon as possible."

Workers downed tools on Wednesday last week at four Amplats

The NUM is demanding an eight percent across-the-board wage increase for its members.

Amplats had offered a pay rise of 8,5 percent which was based on last year's basic rate, excluding a production bonus.

Calladine was not prepared to give further details on the new pay proposal.

However, NUM deputy general secretary Mr Archie Palane said the new proposal came in two parts.

He said his members were offered either an eight percent pay rise with benefits, such as overtime, from January 1, or a six percent increase with benefits back-dated to July 1. Should there be no agreement the parties have agreed to return to mediation. - Sapa

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MINING - STRIKES

1999

JAN - OCTOBER

- DECEMBER

Union says attempt was made to prevent the sale of mine to a black empowerment company

Suspend ERPM liquidators, says NUM

JONATHAN ROSENTHAL
COMMODITIES EDITOR

Johannesburg - The National Union of Mineworkers (NUM) yesterday called on the government to suspend the liquidators of East Rand Proprietary Mines (ERPM) and launch a full investigation into their activities.

ERPM, one of the country's oldest gold mines, was placed in liquidation in July this year. Last week it was sold to Khumo Bathong, a black-owned mining company.

Yesterday, about 1 000 retrenched mineworkers from ERPM marched on the mine's head office and presented a memorandum to Eric Xayiya, the mayor of Boksburg, who said he was receiving it on behalf of Penuel Maduna, the minister of justice.

The memorandum, which was presented by Oupa Komane, the NUM's regional secretary, accused the liquidators of waging a cold war against the emergence of black business.

It alleged that the liquidators had started stripping the assets of the mine and selling them off piecemeal.

A related letter addressed to



ONE VOICE Miners sing the national anthem outside the East Rand Proprietary Mine offices after handing over a memorandum demanding a full scale investigation into the activities of the mine's liquidators

Maduna alleged that the liquidators were colluding with John Cockcroft, the former chairman of ERPM's board. Shortly after the mine was placed in provisional liquidation at the request of its board, it emerged that

Cockcroft had planned to buy the mine out of liquidation before it was even placed there.

The NUM yesterday said Cockcroft's proposal was a calculated move towards robbing the mine for

expense of the poor majority.

The union further alleged that the liquidators encouraged Cockcroft and others to contest the bid submitted by Khumo Bathong and then took several further steps to prevent Khumo

Bathong from buying the mine.

Xayiya, who addressed the march after accepting the memorandum, said the liquidators' actions were criminal. He warned that there is no reconciliation on this issue.

He said the city council as well as ANC structures supported the demands of the NUM and would be taking these up with other structures in the tripartite alliance between the ANC, Cosatu and the South African Communist Party.

Gert Swart, a spokesman for the liquidators, told the Sapa news agency that the allegations were baseless and the mine had been sold to the highest bidder.

Swart said the decision to sell the assets was taken by the creditors and not by the liquidators.

Thibedi Ramontja, the chief director of minerals promotion in the department of minerals and energy, said he was not aware of the exact content of the allegations. He said as far as he understood, the only outstanding concerns of the new buyers were questions over the government pumping subsidy to the mine. He was confident these could be quickly resolved.

The government's key concern was that the mine should resume operations as soon as possible.

Paski Ncholo, the chairman of Khumo Bathong, could not be reached for comment yesterday.

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Mining company sacks 466 workers

(213) Sowetan 14/12/99
By Mzwakhe Hlangani
Labour Reporter

SWEDISH-OWNED X-strata chrome mining company in North West has reportedly dismissed its entire workforce of 466 allied to the National Union of Mineworkers (NUM) after an illegal strike last week.

Mine operations have been shut down until January next year after management and the NUM failed to reach an agreement, a spokesman for the mine said yesterday. He referred further inquiries to group human resources manager Mr Fanie Rouw, who could not be contacted.

NUM spokesman Mr George Moele-batsi said the strike was sparked off when management refused to stop a R85-a-

month deduction from workers' wages said to be for transport to and from work.

Shop steward Mr Onis Serotoane said employers tried to force workers to accept a new branch committee representative after the workers had refused to continue paying for transport to work, and this provoked a prolonged strike.

The management had then locked workers out of the plant in an effort to impose the committee leadership on the workers. He said NUM had approached the Commission for Conciliation, Mediation and Arbitration to resolve the dispute.

In a related development, another 121 mineworkers were dismissed at a nearby Vantech plant, also owned by X-strata, after they had embarked on an unprotected strike, the union said.

Amplats-NUM dispute is closer to resolution

Source: 4/1/99 (213)

By Mzwakhe Hlangani
Labour Reporter

THE stalemate in the two-week wage dispute between more than 10 000 National Union of Mineworkers members and Anglo American Platinum Corporation mining in North West will hopefully be broken by mediation today.

Amplats public relations manager Mr Steve Calladine said in a statement both parties had agreed on an eight percent increase but were still unable to reach agreement on the amount payable in respect of backpay.

"While parties have been unable to resolve the dispute, it has been agreed that the process of mediation continues today. The parties undertook to go back to their respective principals for fresh

mandates to accept the in principle agreement reached on all matter in dispute, as well as the compromise backpay offer suggested during mediation," he said.

NUM deputy general secretary Mr Archie Pilane was not available for comment but North West NUM regional organiser Mr Lebohang Hlaele, who is monitoring the strike, expressed hope that the striking workforce would resume duties immediately pending an agreement.

Mine plant operations affected included Jabulani, Waterval Smelters, Blesbok, Amandelbult and Union Section near Rustenburg, where 80 percent of the 15 000 workforce were on strike.

He also confirmed the agreement and that a package covering the out-

standing issues involving future wage increases and backpay needed to be finalised.

Meanwhile, a five-week long strike by more than 800 members of the Food and Allied Workers at Earlybird poultry cooperative, near Midrand, will be intensified against all business units of the poultry company, union spokesman Mr Nzapho Kalipa said. They will meet management today.

The secondary strike was called after a deadlock with employers last week and the company's Standerton works is expected to intensify the strike today.

Union and management talks stalled a month ago after they failed to agree on the 9,6 percent increase demanded by the union.

NUM, Amplats resolve wage dispute

Star 5/11/99 (213)

THABO LESHILO AND REUTERS

Johannesburg — The miners' strike at Anglo American Platinum (Amplats), the world's largest platinum producer, was resolved last night after a lengthy, private mediation process.

The parties, represented by John Brand, the mediator, Eric Ngubene, the human resources director of Amplats, and Archie Palane, the deputy general secretary of the National Union of Mineworkers (NUM), said they believed the agreement met their respective needs and interests and would ensure industrial peace and productivity.

The contents of the agreement are confidential to the parties until the union completes its feedback to members tomorrow.

Amplats and the NUM

resumed mediation talks yesterday to end the strike, which began on December 23 over an 8 percent wage claim.

Amplats shares have been hit by the strike, closing 3,35 percent down yesterday at R78.

The dispute has halted work at Amplats' 80 000 ounces-a-year Lebowa mine. It also curtailed operations at its leading Amandelbult mine, which produces nearly 700 000 ounces of Amplats' annual output of some 1,9 million ounces — 40 percent of the world supply.

Despite the slowdown at some mines, analysts agreed with Amplats' position that the strike would not have a significant impact on group output for the year unless it was prolonged.

"There will be an impact, but not necessarily that serious,"

said a Johannesburg-based platinum analyst. "Amplats could lose between 1 and 2 percent of 1999 production, but that can be recovered with overtime."

However, the strike has not been welcome news for the government, which is trying to attract much-needed foreign investment to create jobs and improve the standard of living for millions of South Africans.

Some 3 million worker-days were lost last year owing to strikes, the most since 1994 when the country teetered on the brink of civil war.

High-profile strikes in the motor, transport and chemical industries scorched the economy last year, while some court prosecutors and a food worker union also found themselves on strike at the start of 1999 — Reuters

Amplats miners end strike today

#213 CT(PR) 6/1/99

THABO LESHILO

BUSINESS EDITOR

Johannesburg — About 10 000 members of the National Union of Mineworkers (NUM) at Anglo American Platinum (Amplats) mines were due to end their two-week strike over wages and return to work today, the mining company said yesterday.

The parties hammered out a two-year settlement on Monday evening, of which the details were only published yesterday.

The deal entailed an 8 percent increase on basic wage rates for the first year and an increase linked to the consumer price index for the second year.

NUM had demanded an 8 percent increase while Amplats offered only 4 percent. The negotiations started in July.

Steve Calladine, Amplats' public relations manager, said the agreement was backdated to August 1 and was "restricted to NUM members for now".

Amplats and NUM said the agreement, which followed three days of private mediation, satisfied their respective needs

and interests and would ensure industrial peace and productivity.

Calladine said the dispute had centred mainly on whether a productivity bonus negotiated in last year's settlement should be included in this year's basic rate, as demanded by NUM.

The matter was taken to the Commission for Conciliation, Arbitration and Mediation, which upheld NUM's view.

"There was no material effect on production resulting from the strike", Calladine said, even though operations at Lebowa Platinum Mines were paralysed.

He said the Northern Province mine accounted for less than 5 percent of total production.

He said it was difficult to ascertain the number of man-days lost and the cost of the strike, because operations had not come to a complete halt.

The effect of the strike was also minimised by contingency plans, which included having non-striking employees work overtime and selling work-in-progress stock.

Mine owners may face sit-in

BY DAN DHIAMINI

THE NATIONAL Union of Mine Workers' (NUM) strike at Anglo American Platinum Corporation's Amplats mines in Rustenburg ended this week but a group of workers remain dissatisfied.

This became evident this week when a group of Amplats employees, who did not belong to the two rival trade unions - Mouthpiece and NUM, threatened to stage a sit-in at the mining giant's headquarters in Johannesburg, this week.

According to the spokesman of a group of more than 18 workers, Ezekiel Mogwase, the aim of the sit-in was not to embarrass the Rusten-

burg management, but to draw attention to the plight

Mogwase claims management has not given them a satisfactory reply to questions about their benefits - since the unbundling of JCI in 1994, which led to the dismissal of 28 000 workers in June 1996.

He said when Amplats took over from JCI, white mineworkers were given all their benefits and were rehired by Amplats.

However, Mogwase said black employees were told to transfer their benefits from JCI to Amplats, but some who worked for JCI for more than 21 years, received written notices that they would only get benefits for 16 years' service.

He also said employees were concerned about the manner in which

the "120 percent once-off discretionary bonus" given to employees at certain sections, was handled.

City Press is in possession of a letter from Amplats Human Resources Manager Len Heyneke warning Mogwase to carefully consider and guard against any action he might take "regarding these issues which may have negative impact on the company's operations".

The letter also refers Mogwase to the resolution that was reached between Amplats and the then Labour Minister Tito Mboweni, which states that future discussions and negotiations affecting any terms and conditions of employment will only be undertaken "through officially recognised and registered

trade unions".

NUM's deputy general secretary Archie Palane told City Press that his union officials will meet today to assess the effects of the recent industrial action.

Palane said issues such as those highlighted by Mogwase and others would also be looked into at the NUM meeting today.

Responding to Mogwase's allegations, Amplats spokesman Johan Adler said no payment of benefits applied during the unbundling of JCI in 1994.

"In fact all employees continued to be employed by their present companies and their conditions of employment remained unchanged. The relevant trade unions were informed on all issues," he said

NUM strike enters fifth day

CT(PR)2/2/99 (213)

FRANK NXUMALO

LABOUR EDITOR

Johannesburg — The strike by 500 mineworkers allied to the National Union of Mineworkers (NUM) over large bonuses paid to managerial staff at Rhombus Vanadium last year had entered its fifth day, the NUM said.

Bloomberg, the news agency, said the strike at Rhombus could help lift the price of benchmark vanadium pentoxide, which had plunged 53 percent since the beginning of last year.

Production was brought to a standstill after the entire labour force on the mine downed tools on Friday night.

Rhombus Vanadium is the country's second largest producer of vanadium — which is used to harden steel — after Vantech

It is owned by Suedelektra, the Swiss-based metals company.

The mine produces 9 percent of the world's supply.

The NUM reported workers were "very angry" after management allegedly paid itself about R2 million in bonuses and "excluded" them from the windfall.

George Molebatsi, the NUM's spokesman, said the strike would go on until "things changed" at Rhombus. He drew a parallel between the strike and a similar one waged by the thousands of National Union of Metalworkers of South Africa workers at Iscor Vanderbylpark late last year.

Wynand Meyjes, the managing director of Rhombus Vanadium, said there was as yet no solution to the problem. He said the mine was "not disclosing any figures" on the amount of

bonuses that had been paid to managerial staff.

Meyjes said all employees were paid bonuses for overtime. The only difference was that workers were paid overtime on a monthly basis while management were paid on an annual basis.

A report released last week by Sibson and Company, the global consulting firm, showed that South African executives paid themselves more than R200 million in bonuses, while the country was ranked 48th out of 52 nations of comparable economic development in terms of productivity.

Productivity is an operational indicator that measures basic management skills.

The company said it was not aware that the strike had any influence on the price of vanadium.

Strike over alleged payment of hefty bonuses

Rhombus and NUM talks still in deadlock (213)

EST (BR) 9/2/99 (213)

FRANK NXUMALO

LABOUR EDITOR

Johannesburg — The Rhombus Vanadium mine outside Bethanie in North West Province was still counting its production losses yesterday as the two-week-old strike by 500 mineworkers allied to the National Union of Mineworkers (NUM) continued unabated after another dispute resolution meeting had ended in deadlock.

After Vantech, the mine is the country's second-largest producer of vanadium pentoxide, a metallic compound that is used in hardening steel.

Rhombus is owned by Sudelektra, the Swiss-based metals company. The local Royal Bakwena hold a 5 percent stake valued at about R20 million.

The strike is related to hefty bonuses allegedly paid to management last year to the exclusion of rank-and-file workers. Workers are demanding they be paid R5 000 each before they report back to duty.

Bill Barrett, Rhombus' works director, said the money that was

paid to middle and senior management was not an annual bonus — this system had been discontinued about 18 months ago — but a once-off overtime gratuity for added responsibilities at the end of a capital revamp project.

Barrett said workers had been continuously paid overtime for the duration of the project.

Management had instead proposed a performance-based bonus for this year. This offer was rejected by the union.

"It is a very difficult situation. We are basically in the same position," Barrett said.

The mine, which produces 500 tons of vanadium a month, has already lost 170 tons, or about R6 million, since production came to a halt at the beginning of the strike.

However, it has warned that it might be forced to employ scab labour to stop the production losses even if this might antagonise the NUM.

"I can't go on much longer like this. At some stage I have to get the plant going if I can't solve the dispute," Barrett said.

Court orders Amplats strikers back

ET (BR) 22/4/99 (213)

FRANK NXUMALO

LABOUR EDITOR

Johannesburg - Anglo American Platinum (Amplats) was granted an urgent interdict by the Johannesburg High Court yesterday ending a wildcat strike by the Mouthpeace Workers' Union.

The union's 18 000 members were expected to return to work last night.

The strike began on Tuesday and halted production at the Rustenburg and Union Section mines, which produce more than half of Amplats' annual production of 1,9 million ounces.

The company told the court that it was concerned the reasons for the strike were unclear and that the union had not submitted any demands.

Jackie Kelly, a researcher

with Andrew Levy, the industrial relations consultancy, said the Labour Relations Act made allowance for a protected strike, where workers could not be dismissed because they had complied with legal procedures.

But she said this strike looked unprocedural and the union had exposed its members to the risk of dismissal.

A former senior Amplats employee who is now a labour analyst said the union had caused difficulties for Amplats management by making unrealistic demands for a long time. He wanted to remain anonymous.

He said the union took advantage of its largely unsophisticated members by making wild promises like securing their death benefits payouts, hence the zealous support.

"Management is caught in the middle of a situation which is not of their own making," he said.

"As long as we have these maverick unions we have got problems. The solution would be for employees to understand what their rights and responsibilities were and on that basis make demands that could be met by management."

The union was formed in 1996 by workers who had splintered from the National Union of Mineworkers (NUM) after Amplats fired the entire workforce before hiring them back on a reapplication basis.

The NUM has distanced itself from the strike.

Market analysts believed Amplats had stockpiled about 60 000 ounces, enough to maintain production for two to three weeks.

Amplats interdict orders 18 000 strikers back to work

Reneé Grawitzky

ANGLO American Platinum Mines (Amplats), the world's largest platinum producer, obtained an urgent interdict late yesterday to force 18 000 striking employees to return to work

Amplats management said last night staff had begun to return to work for the night shift after Mouthpeace Workers' Union leaders called on strikers to do so

At the same time the National Union of Mineworkers (NUM) warned of rising violence on the platinum mines in the build-up to the elections as various political parties lobbied for support

Mouthpeace claimed the strike was sparked by workers' demand for the granting of facilities for microloans from Unibank. The bank would grant loans only if Amplats agreed to the automatic deduction of premiums from workers' salaries

Mouthpeace said Amplats had initially refused to this, but had subsequently agreed

Amplats agreed in principle to discuss workers' grievances once they had returned to work. Amplats was concerned that it would be liable for any debt incurred by employees. This issue would be discussed with the relevant parties

Inter-union rivalry could also be an underlying cause of the strike. NUM support

on Amplats mines dropped sharply after the formation of Mouthpeace in 1997

However, in recent months and especially since the wage strike in December, support for the NUM has risen and if current trends continue, the union could regain its power base

Sources close to the process said Mouthpeace was losing its power base at the Rustenburg and Union sections, while the NUM had almost gained majority support at Amandelbult

The strike had affected only the Rustenburg and Union sections despite fears of it spreading to Amandelbult.

It eventually emerged that Mouthpeace was demanding that the NUM be removed from a task team set up after last year's wage negotiations. The team was established to discuss substantive issues not addressed during the negotiations

The union also demanded that workers dismissed during the major 1996 strike be reinstated. Old demands about pension funds also resurfaced

NUM deputy general secretary Archie Palane said the union's members were unable to report for work as Mouthpeace members and outsiders (allegedly members of the United Democratic Movement) had blocked the gates to the mine

Amplats management was unable to confirm this but said there had been high

levels of intimidation since the strike started on Tuesday night.

The strike affected 50% of Amplats' overall production. However, it would not affect output as the mine had stockpiles and the smelter and refineries were working normally

Since conflict emerged between the NUM and Mouthpeace in 1997, more than 20 NUM members have been killed on mines in surrounding areas.

Some of these deaths could, however, be linked to the violence which erupted in the Eastern Cape's Tsolo-Qumbu area more than five years ago.

Unrest in this area, linked to the anti-stock theft organisation Mfelandawonye, had led to the death of hundreds of people during this period. The SA Police Service indicated last year that some of the mine deaths — on both Amplats and Impala Platinum mines — could have been linked to this conflict. A number of migrant workers were arrested on mines last year in this connection

Conflict between the NUM and Mouthpeace began when the latter union was formed out of the 1996 strike.

Mouthpeace included a number of workers who formed part of the grouping called the "Five Madoda", which led the strike. Some of these people were former NUM members

English to become courts' language of record

David Greybe

CAPE TOWN — The demise of Afrikaans as a language of record in SA's courts is a step closer with the news that the influential Judicial Service Commission is to act on the matter

In another development, it was reliably learnt yesterday that the commission backed Judge Edwin Cameron to fill the vacant Constitutional Court post

According to one source, the commission is to issue a directive to the country's high courts that English should be the only language of record, but that the courts "should encourage people to use any one of the 11 official languages"

The Magistrates' Commission is expected to follow suit. It received a similar

recommendation following a workshop on language policy last year.

The issue came to a head at the Judicial Service Commission this week, the source said, following the grilling of an applicant for a vacancy in the Free State High Court by its Judge President, Ernst Lichtenberg, on whether he was sufficiently conversant in Afrikaans

"That was unacceptable, and will have to change," another source said. "It could have been construed as an insult to non-Afrikaans-speaking people." To continue to have two languages of record could "undermine other languages"

On the issue of the Constitutional Court vacancy, the constitution says the president appoints judges, after consulting the president of the Constitutional

Court and opposition leaders.

However, the commission must submit to the president the names of three nominees more than the number of appointments to be made. As only four were interviewed, all four will be sent to President Nelson Mandela

However, sources said, the majority view in favour of Cameron, who this week disclosed that he had AIDS, "will also be communicated to the president"

Meanwhile, Judge John Hlope was endorsed for the post of Cape deputy judge president. Hlope, currently the acting deputy, was the only candidate

Judge Edward Stafford won the backing as the new deputy judge president of the Transvaal division, above Judge Kees van Dijkhorst.

Strike threatening future of mine, (213) says AngloGold

Christof Maletsky

BD 23/4/99

WINDHOEK — AngloGold has warned that the future of its Navachab gold mine is threatened by losses of R2m since a strike began last week.

Another day of talks between the Navachab mine management and representatives of the Mineworkers' Union of Namibia failed yesterday to resolve a last sticking point whether disciplinary action should be taken against workers who, in the view of management, had gone on an illegal strike.

Despite a Labour Court interdict on Saturday, which ordered 20 striking workers and all other people in the mine's control room to leave that area, strikers were still occupying the control room yesterday.

AngloGold said the strike was "posing a serious threat to the future of the struggling mine" 200km west of Windhoek. "Unless there is a return to work very soon, contractors in the open pit will be unable to continue their mining operations efficiently. A recently-approved pit extension project to increase the life of the mine by 14 years could now be in jeopardy."

AngloGold spokesman James Duncan said operators who collected gold bearing ore from the mine's pit had been able to continue working at the outset of the strike. This had enabled the mine to stockpile ore, in anticipation of restarting the mill.

However, with survey staff also on strike, the areas where surveyed ore could be found would be running out and the paralysis gripping the milling plant would spread to other mining activities. As a result, the talks had become a race against time, Duncan said.

He said considerable progress had been made in reaching agreement on other issues. These included an agreement reached on the appointment of an independent panel to study health conditions at the mine, and an agreement that attention would be given to "the underlying issue of pay for Sunday and holiday work."

The issue of discipline remained, said Duncan. "Management is adamant that there must be penalties exceeding warnings for those whose illegal actions have halted gold production at the struggling mine for five days now."

"The management argument is that mere warnings would not deter striking workers from similar illegal action in the future and would send the wrong signals to those loyal workers who have adhered to agreements and remained at work."

High court rules in favour of 13 miners' bid for bail

(213) MD 7/5/99
Reneé Grawitzky

THE high court ruled in favour yesterday of a bail application by 13 members of the National Union of Mineworkers (NUM) arrested last month for burning down Eskom's conference centre last July.

At the same time talks are continuing between the union and Eskom over its decision to sue for R8m in compensation over damages caused to the head office.

Thousands of workers went on a rampage and burnt down the conference centre at a crucial stage during annual wage negotiations.

Eskom said the matter was still under discussion while legal advice was being sought as to whether to continue with such action.

The SA Police Service arrested the 13 Eskom workers last month on preliminary charges of public violence. Charges will be finalised only when the trial date is set later this month. The workers concerned were arrested after being identified by surveillance cameras.

NUM deputy general secretary Archie Palane said last night the 13 workers had met their bail requirements and were released. Palane said the union had taken this matter on appeal so as to secure the continued employment of those involved. Had the appeal been rejected, there was a high possibility the workers would have lost their jobs for being absent from work for such a long period.

These employees had not faced internal disciplinary action because the company had not instituted its disciplinary procedure in the specific time period.

NUM declares dispute with Amplats

Renée Grawitzk

(213) BD 12/17/99

THE National Union of Mineworkers (NUM) has declared a dispute with Anglo American Platinum Mines (Amplats) in protest against the impending retrenchment of 450 workers from their Lebowa Platinum mine.

The union's deputy general-secretary, Archie Palane, said the retrenchments were not motivated by economic reasons, but were intended to be used as a means to subcontract out various services.

Amplats spokesman Mike Mtakati denied this and said the retrenchments were due to operational requirements and there were no plans to contract out the affected jobs.

He said there were many jobs which could be combined and carried out by one person. Amplats could no longer afford to carry such costs, Mtakati said.

Mtakati said the union had declared a dispute on the basis that there had been insufficient notice of the planned retrenchments and that the names of the affected employees had not been given up front. Amplats said from the outset the company had consulted with the union and it now appeared "strange that the union needed to declare a dispute".

The union also alleged that the company threatened to discuss access arrangements with the rival Mouthpeace Workers' Union as the NUM was being unreasonable. Amplats said it was unaware of such allegations and denied them out of hand.

Meanwhile, wage negotiations between the union and De Beers is set to start later this month with the NUM asking for a 12% increase. The current minimum wage is R1 800 a month.

Other demands relate to the introduction of service increments at all De Beers mines.

NUM regional leader dies after workers attack speakers

Reneé Grawitzky

A SENIOR National Union of Mineworkers (NUM) regional leader died yesterday after being stabbed on Wednesday when workers at West Driefontein mine in Carletonville attacked a group of union leaders during a mass meeting.

Selby Mayise, the NUM's Carletonville regional chairman and an African National Congress councillor, and four other NUM shaft stewards, were attacked when the meeting turned violent. Those attacked at West Driefontein, a Gold Fields Limited mine, were AngloGold employees. The meeting was held to address

workers' concern about changes to the manner in which death benefit payments would be made by the Mineworkers' Provident Fund.

The SA Police Service last night confirmed that the crowd became restless, and shots were fired.

It is not clear who fired the shots. Unconfirmed reports indicated that as the crowd surged towards the leaders, one of the speakers might have become nervous and fired shots into the air, apparently precipitating the attack on Mayise and other union members.

The NUM believes shaft stewards have used concerns about the provident fund

to fuel opposition to the union and to undermine it.

This was similar to a strategy adopted by the Mouthpeace Workers' Union on the platinum mines to muster support in opposition to the NUM.

More than 20 NUM members have died in violent incidents on the platinum mines since the emergence of the Mouthpeace Workers' Union.

Ironically, the emerging black trade unions used pension fund issues to recruit members in the early 1980s.

Industry sources said tension between workers and the union at West Driefontein had risen to the extent that some

employees wanted to stop paying subscriptions and making contributions to the provident fund.

It is understood that at the start of the meeting, some workers refused to sing the national anthem and shouted down union leaders trying to address them.

NUM deputy general secretary Archie Palane said it appeared that some shaft stewards were using the provident fund as a tool against the union and its regional leadership.

The meeting was called to explain to workers the reasons behind changes to the provident fund and to correct misinformation. The Mineworkers' Provident

Fund has proposed a number of changes to the method of paying out death benefits in line with section 37 (c) of the Pension Funds Act. The fund's intention was to create a trust for the beneficiaries of mineworkers. It would stop single lump-sum payments to beneficiaries, who would instead receive smaller lump sums and monthly payments.

The union's national executive committee will discuss Mayise's death when it meets tomorrow.

Mining companies in the area were monitoring developments last night. The situation at West Driefontein was tense, but no further incidents were reported.

at meeting

Top-level probe into lynching of NUM official

Miners turn fury on leader

ARGUS CORRESPONDENT

Johannesburg - A top-level investigation has been launched after a high-ranking National Union of Mineworkers official and prospective MP was beaten and stabbed to death by angry miners in Carletonville, on the West Rand.

Selby Mayise, 37, the Carletonville regional NUM chairman, was apparently trying to persuade workers not to take all their provident fund payments in a lump sum when leaving the mines.

Miners attacked him and four other officials on Wednesday when he told them new legislation would affect their pension-fund payouts.

Mr Mayise was on the African National Congress election list for the National Assembly.

Last night, Gauteng's MEC for safety and security, Paul Mashatile, and Gauteng premiership candidate Mphahama Shilowa were dispatched to Carletonville to investigate the circumstances of Mr Mayise's death and to visit his family.

An NUM statement said Mr Mayise was struck on the head and stabbed with a piece of sharpened metal. The blade entered his abdomen and penetrated his liver. He died later in the mine hospital's intensive-care unit.

Four other officials were injured, including NUM regional secretary Goodman Kawe and vice-secretary Mbuyisele Hibana, both of whom were admitted to hospital overnight.

Police have begun investigating, but the ANC says it is uncertain who took part in the attack.

Joseph Morallana, the NUM's acting regional co-ordinator, claimed the violence had been fomented by supporters of the United Democratic Movement and the

United Workers' Union of SA

This claim was immediately rejected as speculation by UDM president Bantu Holomisa.

Mr Morallana said: "They (UDM and Uwusa) decided to capitalise on the confusion surrounding provident funds. They rallied around and influenced our people to react

"That's how Selby was killed, no one was prepared to listen. We understand the whole thing was initiated and perpetrated by those people. They want to win our members."

But Mr Holomisa said that until it had been proven the attack had been perpetrated by UDM members, it was useless to speculate.

The NUM was now reaping the rewards of stolen fruit. "They've stolen the miners' money - and they must account for those provident funds."

"They musn't accuse other parties. Does he want to tell me that aggrieved NUM members suddenly become UDM members?"

"Let the police investigate the matter - we won't start mud-slinging."

Mine manager Gert Nell said the law governing provident funds had been changed in 1996 so that all the dependants of members of the mines provident fund became beneficiaries, instead of people nominated by the member.

"The aggression was not focused at the mine or mine management. The members decided the union was not supporting them."

Mr Nell said the workers had never been properly informed about the provident fund and that the mine's board of trustees envisaged embarking on a marketing campaign to educate workers about it.

Mr Mayise leaves a widow, Nozuko, and four children.

ARG 14/5/99 (213)

Unions react to Amplats job cuts

ET (OR) 14/5/99 (213)

FRANK NXUMALO

LABOUR EDITOR

Johannesburg - Anglo American Platinum (Amplats) had made 438 mineworkers redundant at its Lebowa mine operations in the Northern Province, a spokesman for the company said yesterday

Mike Mthakathi, the company spokesman, said this move was aimed at cutting down operational costs

Seth Marodi, the regional organiser of the National Union of Mineworkers, to which the workers are affiliated, said the union had declared a dispute with Amplats and had referred the matter to the Commission for Conciliation, Mediation and Arbitration (CCMA)

As section 189 of the new Labour Relations Act, which deals with retrenchments for operational reasons, does not force companies to negotiate with trade unions during



DISPUTE Cosatu's Zwelinzima Vavi takes business to task

retrenchments, the CCMA might rule that the retrenchments were procedurally fair

The executive committee of Cosatu, the union federation, believes one of the "key challenges the labour movement will face in the next few years is the transformation of the labour market"

Zwelinzima Vavi, the general secretary of Cosatu, said "Many in business with the able assistance of their political representatives, the IFP, PAC, NP and DP, continue to repeat blindly the dogmatic mantra that labour legislation passed over the last five years has led to rigidities in the labour market

"They cannot be unaware of the existence of two International Labour Organisation reports that found the South African labour market to be highly flexible even when compared to other developing economies"

Lebowa, which produces 80 000 ounces of platinum a year and employs about 2 300 workers, aims to gradually reduce its workforce by some 1 500 to achieve a saving of R1,1 billion by 2002

Amplats shares traded 0,37 percent lower at R106,60 yesterday

Unionist slain in front of 2 000 miners

(213) Star 14/5/99

UDM blamed as ANC poll candidate is attacked by workers

BY MATTHEW BURBIDGE

A high-ranking National Union of Mineworkers official was beaten and then stabbed to death by an angry crowd of miners he was addressing in Carletonville on Wednesday

Selby Mayise (37), the Carletonville regional NUM chairperson, whose name is on the ANC's list for the National Assembly, was apparently trying to persuade nearly 2 000 workers not to take all their provident fund payments in a lump sum when leaving the mines

The miners reacted angrily when Mayise told them that new legislation would affect their pension fund payouts

Gauteng MEC for Safety and Security Paul Mashatile and Gauteng premiership candidate Mbhazima Shilowa were dispatched to Carletonville last night to investigate the circumstances of Mayise's death and to pay respects to his family

An NUM statement said Mayise was struck on the head and stabbed with a piece of sharpened metal. The blade entered his abdomen and pene-

trated his liver. He died later in hospital.

Four other officials were injured, including NUM regional secretary Goodman Kawe and vice-secretary Mbuyisele Habana. They were admitted to hospital overnight

Joseph Morallana, the NUM's acting regional co-ordinator, claimed the violence had been fomented by supporters of the United Democratic Movement and the United Workers' Union of SA

"They decided to capitalise on the confusion surrounding provident funds. They rallied around and influenced our people to react

"That's how Selby was killed, no one was prepared to listen. They came prepared to kill and injure people," he said. "We understand that the whole thing was initiated and perpetrated by those people. They want to win our members"

But UDM president Bantu Holomisa said that until it had been proved that the attack had been perpetrated by UDM members, it was useless to speculate

Holomisa added that the

NUM was now reaping the rewards from stolen fruit

"They've stolen the miners' money - and they must account for those provident funds

"They mustn't accuse other parties. Do they want to tell me that aggrieved NUM members suddenly become UDM members? Let the police investigate the matter - we won't start mudslinging"

Mine manager Gert Nell said the law governing provident funds had been changed in 1996 so that all the dependants of members of the mine's provident fund became beneficiaries, instead of people nominated by the member

Nell said the workers had never been properly informed about the fund and that the mine's board of trustees envisaged embarking on a marketing campaign to educate them

A statement from the ANC said Mayise had dedicated his energies to their party, the SACP and the NUM and, because of his track record in the struggle, had been elected to Carletonville's transitional local council

Mayise leaves his wife Nozuko and four children

Miners thought union wanted to cheat them out of pension benefits

Noble idea led to brutal killing

By RAPULE TABANE

An attempt to provide for the illegitimate children of deceased miners led to the brutal killing of a union official and injury to four of his co-leaders in Carletonville this week.

An angry group of miners misunderstood proposed changes to their benefit payments and stormed their National Union of Mineworkers leaders while the union's officials were trying to explain the amendments to the provident fund at the West Driefontein mine stadium on Wednesday.

In the ensuing battle, Selby Mayise, the NUM's regional chairperson, was beaten and stabbed to death.

Speaking from his hospital bed, injured union leader Mbuyisile Hlhana said the group heckled the speakers and demanded their money back.

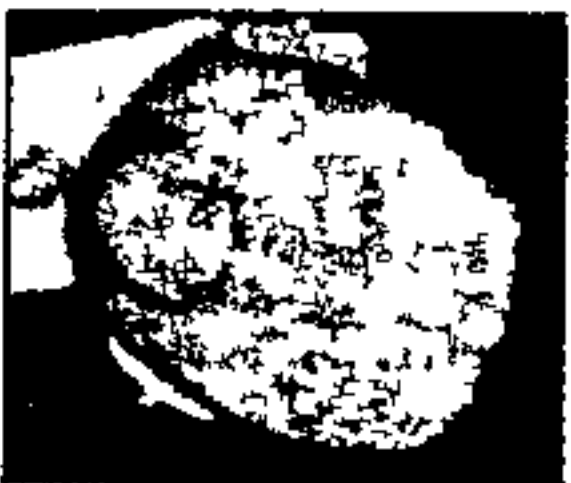
"They want to give our money to the concubines," they screamed.

Hlhana said, "The amendment under discussion was that if a miner were to die while working for the mine, not only would his wife benefit, but any children born as a result of a union with a girlfriend would also be provided for. They

thought that if they fired from the mine, all their money would be taken by their girlfriends," he explained.

"They refused to listen to any explanations. I suspect that incorrect information was given to them before the meeting. That is why they came to the meeting armed and with intentions to kill," said Hlhana, who was left for dead by the attackers.

"They started by slapping and hitting NUM deputy president Senzeni Zokwanang, who was addressing them. When we tried to intervene, they went for all the union leaders. They hit me with sticks, bricks and all sorts of sharpened objects. As I lay on the ground, one said they should leave because they had finished with me."



DEVOTED: Selby Mayise was slain at the hands of those he served

"At that time, NUM regional chairperson Selby Mayise tried to run away like we all were, but he was caught by the mob," Hlhana said.

Mayise died in hospital from his injuries. Mayise's widow, Daphney, yesterday said her husband, who was on the ANC's list for the National Assembly, had been an active union member since 1984. "He did not expect that one day he



SURVIVOR. This National Union of Mineworkers official, who did not want to be identified, was one of the four who escaped within an inch of his life after being attacked by fierce miners in Carletonville

would die because of unionism," she said.

Daphney said she saw her husband in hospital on Wednesday night, three hours after the attack.

"The nurse asked him if he could see me, and he said yes. He told me his neck was hurting. He then said his heart was sore because he knew he was dying. He told me that he was thirsty. I asked him to hold on

because it would get better. I then went to sign papers for an operation. It was performed on him, not knowing that it would be the last time I saw him," she said calmly.

Acting NUM regional co-ordinator Joseph Morallana said supporters of the IFP-linked United Workers Union of South Africa and the United Democratic Movement had sown the seeds for the misunder-

standing.

Morallana said, "The NUM is a trustee with the management of the provident fund. Word spread that the NUM wanted to abuse their funds. That is why we convened the meeting - to explain the true facts."

Hlhana said the attack would not dissuade him from continuing with union work. "I am not bitter. NUM members were misled," he said.



GRIEF STRICKEN, Daphney (right), widow of slain NUM official Selby Mayise, remains dignified in mourning. Photograph by JOHN ROBINSON

Bid to help children led to death of unionist

(213) (#78)

RAPULE TABANE

Johannesburg — An attempt to provide for the illegitimate children of deceased miners led to the brutal killing of a union official and injury to four of his co-leaders in Carletonville this week.

An angry group of miners misunderstood proposed changes to their benefit payments and stormed their National Union of Mineworkers (Num) leaders while Num officials were trying to explain the amendments to the provident fund at the West Driefontein mine stadium on Wednesday.

In the ensuing battle, Selby Mayise, Num's regional chairperson, was beaten and stabbed to death.

Speaking from his hospital bed, injured union leader Mbuyisile Hibana said the group heckled the speakers and demanded their money back. "Bafuna imali yethu idliwe ngamadikazi" (they want to give our money to the concubines), they screamed.

Mr Hibana said "The new change was that if a miner were to die while working for the mine, not only his wife but any children born with a girlfriend would be provided for

"They thought that if they were to get fired from the mine, all their money would be taken by their girlfriends," he explained.

"They refused to listen to any explanations. I suspect that wrong information was given to them before the meeting. That is why they came to the meeting armed and only with an intention to kill," said Mr Hibana, who was left for dead by the attackers.

"They started by slapping and hitting Num deputy president Senzeni Zokwana who was addressing them. When we tried to intervene, they went for all the union leaders.

"They hit me with sticks, bricks and all sorts of sharpened objects. As I lay on the ground, one said they should leave because they were finished with me.

"At that time, Num regional chairperson Selby Mayise tried to run away like we were all doing, but he was caught by the crowd," Mr Hibana said. Mr Mayise later died in hospital from his injuries.

Mr Mayise's wife Daphney said her husband, who was on the ANC's list for the National Assembly, had been an active union member from as far back as 1984.

"He did not expect that one day he would die because of unionism," Mrs Mayise said.

ARG 15/5/99

Mine violence fears rise ahead of polls

Renee Grawitzky

THE killing of National Union of Mineworkers (NUM) leader Selby Mayise at West Driefontein in Carletonville last week could spark violence on mines ahead of elections, mining employers and political organisations warned yesterday.

This warning comes ahead of a march by the Inkatha Freedom Party-aligned United Workers' Union of SA (Uwusa) today at Gold Fields Ltd's East Driefontein mine. Violent clashes at East Driefontein between NUM and Uwusa members in 1996 led to the deaths of 36 miners.

Mayisa's death following an attack at a mass meeting on Thursday was sparked by worker opposition to changes to the Mineworkers' Provident Fund affecting how beneficiaries are paid out. The SA Communist Party's (SACP's) Gauteng leader, Trevor Fowler, said it was out of

character for NUM members to have acted the way they did.

The SACP and the African National Congress (ANC) were concerned that the attack could precipitate violence between different groups on the mines.

Fears of political violence on the West Rand in the runup to elections have been expressed by police and political leaders.

There has been speculation that Mayisa's killing and subsequent worker opposition to the NUM has been spurred by unions aligned to opposition parties

Industry sources said that in such an unstable environment, various forces — political or otherwise — could take advantage of the situation for their own benefit and gain a stronghold.

Unions such as Uwusa, the National Allied and Domestic Workers' Union and the Mouthpeace Workers' Union, which has a loose affiliation to the United Demo-

cratic Movement, have a presence on the mine.

Industry sources said insufficient consultation had led to worker suspicion over the fund's changes, with some demanding to know how anyone could decide for them who would get their money

NUM general secretary Gwede Mantashe said at the weekend that the union's national executive committee had acknowledged that there was a gap in communication. However, the union was intent on implementing the changes

West Driefontein human resource manager Victor Raison said Gold Fields was concerned about the situation on the mine, and was in close contact with the NUM. He said: "We believe the solution lies in suspending the implementation of rule changes to give management and the NUM time to educate workers sufficiently about the effects of the rule changes."

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More questions than answers after murder

(213)

BD 20/5/99

ANY questions remain unanswered in the aftermath of the slaying of the National Union of Mineworkers' (NUM's) Carletonville regional chairman, Selby Mayise, at the hands of disgruntled union members. And many of the answers are to be found far from the mine compounds in the country's union bureaucracies.

Mayise's death after an incident at Gold Fields' West Driekontein gold mine in Carletonville last Thursday — essentially related to a bread and butter issue — has been manipulated by all parties for their political agendas ahead of the elections.

If we are to believe claims by the Congress of SA Trade Unions (Cosatu), the incident was triggered by miners being "infiltrated by counter-revolutionary elements hell-bent on undermining the NUM".

The counterclaim by United Democratic Movement (UDM) leader Bantu Holomisa is that the union had been stealing miners' money. And while Holomisa's statement is opportunistic and irresponsible, given rising tension on the mines, it should serve as a warning to those who wish to use mineworkers as their cash cow.

In this context there is the danger of mineworkers being led to believe that the changes to the Mineworkers' Provident Fund rules meant that the union could take their money away from them.

Mayise died after he was attacked at a mass meeting on the changes to the fund. As Chamber of Mines CEO Mzoli Dilliza says, amendments to the Pension Fund Act in 1996 placed additional duties on trustees of all SA

mine killing reveals there are underlying problems that could demobilise labour. René Grawitzky reports

pension and provident funds with regard to the payment of dependants of members.

The amendment grants trustees a discretion on how to pay out the death benefits to the dependants of deceased mineworkers.

Instead of widows receiving a lump sum payment, the fund introduced a new system whereby 10% of the death benefit is given to the widow and 90% is put into a trust which is left for the children.

The interest from the trust is paid out to the widow monthly. This change followed two court cases where the children of miners demanded death benefits which had already been paid out to the widow.

Nevertheless, there is something sinister behind the killing. There could well be a case for the argument put forward by Cosatu and the union that there is a process under way by the UDM, or whoever is behind the Mouthpeace Workers' Union, to destabilise the NUM in a number of regions. This may be borne out by the fact that workers came armed to the meeting and were not prepared to listen to the reasons behind the changes.

Alternatively, in an unstable environment where union members have festering grievances against the union, various forces — political or otherwise — could take advantage of the situation for their own benefit.

To accept this as the only cause of the uncharacteristic action of workers turning on their own leader would be an injustice to the memory of Mayise. His violent death should serve as a reminder to both manage-

ment and unions of the high price all parties could pay in the event of a return to the turbulent industrial relations environment of the late 1970s and 1980s.

For unions the challenge is to examine whether they are providing an effective service to members and, more importantly, to ensure a balance between accountability and effective leadership.

In this incident all indications are that there was insufficient consultation on the changes to the rules of the fund and ineffective communication.

The failure to communicate cannot only be laid at the door of the union, which appears to have been lax in this regard, but at management's too.

The Mineworkers' Provident Fund, with assets of about R4bn, is jointly controlled by the union and mining employers. Responsibility for communicating changes was supposed to be taken up by regional advisory committees, consisting of union and management representatives, who were supposed to report back to the mine workers.

Management could have fallen into the trap of absolving itself of its responsibility and left the communication to the union, which currently is facing battles on all fronts.

Mayise was killed one week ago, but to date Gold Fields has not issued one media release on his death or the events taking place on its mines.

Recent developments on the mines point to the formation of splinter or small break-

away unions which have the potential of destabilising the industry. This was clearly illustrated after the emergence of the "five madoda" on the Anglo American Platinum Mines and thereafter the formation of the Mouthpeace Workers' Union.

This trend is not limited to the mines. It is taking place in a number of sectors where there were once strong Cosatu affiliates.

Fragmentation of unions could be the result of a number of factors such as poor servicing or internal power struggles. There could also be a case for management, by their actions, unwittingly fostering splinter unions in the hope of controlling them.

Sociologists warned last year that such a trend in the unions was a recipe for violence, divisiveness and complicated collective bargaining if "competing power bases were developing which did not have significant or sustainable organisations".

Durban-based labour consultant Pat Stone says new unions are marketing themselves as not being "in bed with government" and promising to get something more for their members than established unions.

The reality, however, is that these unions will find it difficult to deliver to their members on real benefits. This is especially so in the context of severe economic decline such as in the mining industry, where the NUM has had to deal with mass retrenchments for the past decade.

A former unionist warns that splinter unions or disaffected workers are easy prey

for political organisations.

He says the fragmentation of unions could either lead to more responsive leadership, in which case they might be less political, or it could result in bread and butter issues becoming politicised.

Sociology for Work Unit researcher associate Sakhela Buhlungu says the threat of fragmentation is greater in the current environment with the move towards national decision-making and negotiations.

This could lead to the emergence of a bureaucracy at the top whose primary concern becomes efficiency and making deals.

The old Cosatu tradition of accountability and making sure its officials report back to its members is losing its strength.

In larger unions accountability and communication become far more complex and time-consuming, he says.

The move towards "super or mega-unions" could exacerbate such problems. Increasingly, unions have become reactive as they face a loss of membership to retrenchments, while the pressure to deliver on bread and butter issues, such as wages and social benefits, is far greater than its erstwhile political role.

Traditionally, violence by union members has been directed at so-called sell-outs, informers or scabs.

The Mayise murder points to the huge pressure unions face and to a failure to address underlying problems which have the potential to demobilise organised labour.

Situation at mines 'tense'

Nomavenda Mathiane

POLICE were on standby at the Rustenburg Platinum Mines last night as tension rose between members of the African National Congress (ANC)-aligned union, the National Union of Mineworkers (the NUM) and those of Mouthpeace, the United Democratic Movement (UDM)-aligned union.

This follows yesterday morning's shootout at Nkaneng squatter camp, where six people died and about 13 were injured. The situation was tense.

There are conflicting stories about the shootings.

Mouthpeace spokesman Pogiso Bothomane said NUM members attacked them during a meeting outside Mouthpeace offices at Nkaneng squatter camp. He said rumours of an attack had been

(217)
circulating since last Friday, as his union was seen to be active.

He said Mouthpeace had successfully negotiated an accord for a payout of a percentage of the provident fund to mineworkers employed before 1980 and 1996. They got the accumulated surplus profit. Bothomane said this agreement upset the NUM as it proved that their union was effective.

NUM member Zenzele Nsingalala, in hospital because of three gunshot wounds, said Mouthpeace members attacked them at a shebeen in the squatter camp. He did not know why they were attacked.

A special Mouthpeace meeting is to be held to seek a solution to the conflict, Bothomane said.

Sapa reports that the NUM alleged in a statement yesterday that its members were shot at by both Mouthpeace members and police.

With her husband

Five miners die, 13 injured in shootout

Source: 18/6/99 (213)

By Mzwakhe Hlangani

FIVE miners were killed and 13 injured in a shootout reportedly ensuing from rivalry between members of the National Union of Mineworkers and the Mouthpeace Workers' Union at the Kanene informal settlement near Rustenburg Platinum Mines on Wednesday

Rustenburg police spokeswoman Sergeant Erika Roos said the shootout started after an abortive meeting convened by the Amampondo clan to discuss a curfew that had been declared by the Amabomvana group in the informal settlement

Roos said a leader of another faction, Mr Phillip Sekane, was taken in by police for questioning at Tlhabane Police Station about the meeting. She said the public vio-

lence started in the afternoon after the Amampondo group had reconvened and the shooting continued until police were called again

When police arrived on the scene, five people had already been shot dead and 13 were seriously injured and admitted at the Rustenburg Hospital, Roos said.

Amplats public affairs manager Mr Mike Mtakathi said all "hell broke loose" after a mass meeting between two groups in a squatter camp

Mtakathi said they were still investigating the incident though it took place outside the Bleskop mine. He confirmed that those involved were employees at the mine, but was not sure if they were members of the rival trade union

The NUM alleged in a statement yesterday that its members were

shot at by both Mouthpeace members and the police

Network Radio News reported that NUM spokesman Mr Archie Palane said the details and cause of the incident were still unclear

Mouthpeace spokesman Mr Pogiso Bottoman claimed that members of his union were attacked while they were watching the proceedings of the presidential inauguration on television in their local office in the squatter camp outside the mine property

Bottoman said Mouthpeace members retaliated by firing shots at the group who returned fire. He was later told that six people were killed and 13 injured

He said the union would investigate the cause of the shootout because he was not aware of the cause of the infighting

Economist

Swazi govt lashes out after calls for sanctions

(213)
James Hall

BD 11/7/99

MBABANE — The Swazi parliament has reacted angrily to renewed sanctions threats and political pressure from foreign and internal labour organisations following the return of a tripartite delegation from the 87th session of the International Labour Organisation (ILO) in Geneva.

Enterprise and Employment Minister Lutfo Dlamini, who represented the government in Geneva, reported to the House of Assembly that the ILO took a mild stance on Swaziland. It had repeated its calls to repeal the 1973 king's decree abrogating statutory civil rights and banning political parties and to repeal the 1963 Public Order Act. The latter, imposed by British colonial authorities to discipline labour unions, was recently employed by the government towards the same ends.

However, Ned Fishman, representing the US labour federation AFL-CIO in Geneva, said his organisation would renew pressure on the US government to remove Swaziland from the General System of Preferences because of alleged labour and human rights violations. The system of preferences allows Swazi goods, including its key sugar exports, to enter the US markets duty-free. "At last year's conference, the Swaziland government gave us assurances that by now a new labour law would be in place but this has not been done," said Fishman.

In response to "threats and outside interference", MPs called for the elimination of a section of the long-delayed Industrial Relations Bill which will allow labour unions to discuss matters of "public policy". Other MPs renewed calls for a law to confine public discussion of Swazi politics to "true Swazis". The thinly veiled reference is to the Swaziland Federation of Trade Unions' secretary general, Jan Sithole, who has a Swazi mother and a Mozambican father.

Over 5 000 NUM members to strike at Oryx gold mine

(213) CT(BR) 15/7/99

FRANK NXUMALO

LABOUR EDITOR

Johannesburg - More than 5 000 mineworkers allied to the National Union of Mineworkers (NUM) would embark on a strike at the Oryx gold mine in the Free State today after talks over retrenchments broke down, the union said yesterday.

The NUM said management was prepared to merely consult as opposed to negotiate Section 189 of the new Labour Relations Act, which deals with retrenchments for operational reasons, does not compel management to negotiate with labour on retrenchments.

Oryx was one of the six marginal or severe loss-making gold mines that

applied to the Gold Crisis Committee for permission to retrench about 28 000 mineworkers. The other mines were ERPM, Libanon, Randfontein Estates, Buffelsfontein and Durban Roodepoort Deep.

Cosatu, the country's largest union federation, believed that the 28 000 workers would be on the streets within the next two months.

Labour analyst Gavin Brown said the problem facing the nation had been coming for some time. The mining industry was always going to be hostage to the gold price, and public sector unions to fiscal discipline.

Brown said strikes were not unusual at this time of the year, but the closure of marginal mines like ERPM took everyone by surprise.

Strike by 4 000 workers is on

(213)

DD 16/7/99

Eleventh-hour bid fails to halt Oryx gold mine action

Reneé Grawitzky

THE strike by more than 4 000 workers at Oryx gold mine in the Free State went ahead last night despite eleventh hour attempts to resolve the dispute on retrenchment packages for 900 workers

At the same time the Labour Court granted Columbus Stainless an interim interdict ordering members of the National Union of Metalworkers of SA (Numsa) not to embark on any unlawful demonstrations or action during its strike which enters its fifth day today. More importantly the interdict prohibited any authorised or unauthorised picketing by workers at the company's premises.

Numsa said the judgment was unjust. The labour court, by giving such a biased ruling, was attempting to limit the constitutional right to picket and the corresponding right to strike, the union said.

The company applied for an interdict after several workers were arrested for attempting to blockade entrances. The company said there were incidents of intimidation and violence.

The union is demanding a 9,7% pay increase, while the company has offered 7,1% plus 0,6% linked to performance. The company said it made a loss of R323m last year and was still under financial pressure due to very low international stainless steel prices.

The threatened strike at Highveld Steel has been called off after parties resolved

their wage dispute yesterday. The union has withdrawn notices of a secondary strike relating to the Columbus Stainless strike.

Meanwhile, Gold Fields management said the National Union of Mineworkers (NUM) terminated yesterday afternoon discussions aimed at resolving the dispute over retrenchment packages.

Oryx is one of six mines in the process of retrenching workers.

The union's branch committee at Oryx has demanded that retrenched workers receive four months pay for every year of a worker's service. The company has offered two weeks pay.

Oryx MD Brendan Walker said "Oryx is struggling to for the first time in its history reach the break-even point. The aim is to get the company out of the red so as to secure the vast majority of jobs into the future. The retrenchment demands of the NUM will achieve exactly the opposite."

Oryx produced about 500kg of gold a month. The mine was originally designed and staffed to mine 120 000 tons of ore a month. However, due to geological conditions, the mine could mine only 90 000 tons of ore a month.

For the mine to break even and survive, it needed to be restructured.

Meanwhile, the Airports Company of SA has reached agreement on a 7,4% wage increase and a minimum wage of R2 035 with its unions.

Negotiations on retrenchment fail

Strike at Oryx mine closer as talks falter

ET (MR) 16/7/99(213)

FRANK NXUMALO

LABOUR EDITOR

Johannesburg - Efforts to avert a strike by 5 000 mine workers allied to the National Union of Mineworkers (NUM) at Gold Fields' owned Oryx gold mine in the Free State failed after negotiations over retrenchment packages "terminated without agreement", the company said yesterday.

"We are disappointed that the (NUM) branch leadership saw fit to discontinue negotiations despite the fact that there was substantial common ground.

"Management believes a viable solution can still be found," Brendan Walker, the managing director of Oryx, said.

Walker said although management was available for further negotiations, it was prepared for a "possible strike action tonight" (last night).

The company would not be drawn out on details of its contingency operational plans to deal with the strike.

Up to 900 NUM members face retrenchments as part of Oryx's restructuring plans, aimed at getting the company out of the red.

"While the proposed retrenchments at Oryx were not precipitated by the recent fall in the gold price, current price levels dramatically underscore the urgent

need for the company to rationalise its operations in order to survive," he said.

"Unfortunately the harsh reality is that we are forced to sacrifice a potential 900 jobs in order to save 3 700. We aim to do this in a manner that is fair and reasonable to affected employees and will secure the future of the mine," Walker said.

The NUM is demanding retrenchment packages of four months' pay for every year of service. Oryx is offering two weeks for every year of service, twice that required by the new Labour Relations Act.

"Oryx is struggling - for the first time in its history - to reach breakeven point. The aim is to get the company out of the red so as to secure the vast majority of jobs in the future.

"The retrenchment demands of the NUM will achieve exactly the opposite," Walker said.

In a separate development, the Labour Court ruled against the National Union of Metalworkers of South Africa's strike action at Columbus steel and ordered the union to pay costs.

The court ordered the union to stop its members from picketing closer than 55 metres from company premises and from engaging in unlawful conduct during their legal strike, which entered its fourth day yesterday.

Union, management to resume Oryx talks

Business Day Reporters

NEGOTIATIONS to resolve the strike by members of the National Union of Mineworkers (NUM) at the Oryx Mine in the Free State will resume today after parties failed to reach agreement last week.

Production at Oryx ground to a halt last Friday when 4 000 workers downed tools after the NUM and mine management failed to reach an agreement on the retrenchment packages of about 900 workers that the mine intended to lay off.

The workers are demanding four months' severance pay for each year of service as well as six months' notice of pending retrenchment. Man-

agement has offered two weeks' pay for each year of service and notice of six weeks.

Oryx MD Brendan Walker said the strike was ill-timed, especially as the mine was approaching a break even point for the first time in its history. However, talks with the union would continue as there was "sufficient common ground for an agreement to be reached", he said.

The wage strike by National Union of Metalworkers, of SA members at Columbus Steel, Middelburg, is in its second week today.

The union, which plans to embark on a sympathy strike to put pressure on Columbus Steel, faced tough opposition from Samancor and High-

veld Steel which would be affected.

Numsa spokesman Steven Nhlapho said Samancor was threatening to get an interdict to prevent its workers from going on strike, while the agreement over conditions of employment reached with Highveld Steel last week could be nullified if workers go on strike.

Nhlapho said the union would meet today to decide when the sympathy strike would begin and what form it would take.

Meanwhile, the 5 000 East Rand Property Mines (ERPMD) employees facing retrenchment were thrown a temporary lifeline at the weekend when Mineral and Energy Minister Phumzile Mlambo-Ngcuka an-

nounced government would go on subsidising the bankrupt mine.

Mlambo-Ngcuka said her department would subsidise ERPMD to the tune of R1,5m a month, so as to avert its imminent closure. Government would subsidise the mine until a suitable investor was found.

The total amount spent on ERPMD through government subsidies was more than R450m to date. The NUM has welcomed the decision on ERPMD. However, the Congress of SA

Trade Union's mass action campaign against current and threatened retrenchments continues, with a series of protests and pickets by the federation's affiliates being planned for the next two weeks.

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PD 19/7/99

(213)

Court favours Gold Fields strikers

DARREN SCHUETTLER

Johannesburg — Gold Fields, the world's second largest gold producer, yesterday lost a court bid to have a strike by more than 4 000 miners at its Oryx gold mine declared illegal.

Gold Fields petitioned the Labour Court for an interdict "because we were of the view that the National Union of Mineworkers (NUM) had failed to comply with the requirements of the Labour Relations Act".

Brendan Walker, the managing director of Oryx, said "We are disappointed that the court saw fit to deny our request and are considering an appeal". More than 4 000 NUM mem-

bers showed tools at the mine last Thursday in a dispute over compensation for workers to be retrained in the face of record low gold prices.

If the court had ruled in favour of Gold Fields, the company could have taken action against the strikers for embarking on an "unprotected" strike under the South African labour laws.

Gold Fields originally applied to the Gold Crisis Committee to lay off up to 900 workers. But that figure was reduced to 600 after talks with the union.

The dispute now centres on a proposed retraining agreement under which the laid-off workers would receive two

weeks' pay for each year of service.

The NUM is demanding retrained employees receive four months' pay for every year of service as well as six months' notice of any lay-offs. Gold Fields is prepared to give six weeks' notice.

"The NUM's demands are unaffordable and inconsistent with a concern for the future of the mine and the job security of the majority of employees," Walker said.

A NUM spokesman declined to comment on the Labour Court ruling, but said the union was willing to resume negotiations.

"We are prepared to continue with the discussions if the

company is willing to do so," said Stoffie Bheke, a NUM official.

Oryx is a developing mine which reported an operating loss of R24.5 million in the first quarter of the year. It contributes 200 000 ounces of the 4 million ounces that Gold Fields' mines produce annually.

The Oryx mine is one of six gold mines which plan to lay off more than 11 000 workers after the UK auction of 25 tons of gold on July 6 sent world bullion prices tumbling to 20-year lows.

Gold slipped to a fresh 20-year low yesterday of \$253.15 an ounce in London yesterday.

Shares in Gold Fields closed 10c lower at R17.35 on the JSE, yesterday — Reuters.

(213) ET (PR) 20/7/99

Threat of sympathy strike at Gold Fields

BO 22/7/99 (213)

Reneé Grawitzky

GOLD Fields mines faces a possible sympathy strike by workers in support of their counterparts who have been on a week-long strike over retrenchments at Oryx mine in the Free State

The National Union of Mineworkers (NUM) has given Gold Fields seven days' notice of intended sympathy action at Beatrix mine in the Free State

The union also said such an action could be expected to extend to other Gold Fields mines

At the same time companies in Middelburg, Mpumalanga, could also be hit by sympathy action in support of members of the National Union of Metalworkers of SA (Numsa) who are on a wage strike at Columbus Stainless

Samancor's Middelburg Ferrochrome said yesterday that workers did not come to work in the afternoon

The company said it was unclear whether workers voluntarily stayed away in sympathy with workers at Columbus Stainless or whether they were prevented from going to work

However, if workers fail to arrive at work today they will be in contravention of a labour court interdict prevent-

ing workers from participating in sympathy action

Columbus Stainless said yesterday that the 10-day strike had not affected production

Meanwhile, Gold Fields said last night that it regretted that no breakthrough had been reached during talks with the NUM on the dispute over retrenchment packages

The company will continue efforts to break the deadlock

NUM general-secretary Gwede Mantashe said the union would call off the strike if the company suspended retrenchments in the short term so that talks could be held without pressure or fear of retrenchments hanging over workers' heads

Mantashe said that the various parties needed time to consider alternatives to retrenchments

Sympathy strikes on a number of other mines are expected

Gold Fields said it would attempt to explore ways of preventing the Oryx strike from spreading to other mines. The company said protracted strike action served only to increase the risk of more job losses, particularly with the gold price at a new 22-year low

NUM unable to end Oryx strike

Simphiwe Xako

(213)
BD 26 17 1999
DESPITE recommendations by the National Union of Mineworkers (NUM) that its Free State-based Oryx gold mine employees suspend their strike over 900 retrenchments at the mine, the industrial action is set to continue today

Sam Mashinini, a spokesman for the workers, said "The ball is in management's hands. We are contemplating solidarity strikes and are in a process of contacting mines in other affected regions."

Mashinini said although the three-week strike was exhausting, miners had no alternative but to continue with the action.

He said that negotiations so far were taking place between unions and management and the union did not foresee any action by organisations such as the Commission for Conciliation, Mediation and Arbitration.

Oryx and NUM reached an in-principle agreement last week that the company would place a one-month moratorium on retrenchments as a way of resolving the dispute.

Following the agreement, NUM head office recommended to its Free State region that Oryx workers return to work.

Meanwhile, Lang Geldenhuys of Columbus Stainless Steel in Middelburg, Mpumalanga, said employees at the company were still on strike.

He said the company was seriously affected.

Reneé Grawitzky

Mine wage dispute talks ⁽²¹³⁾ continue

CONCILIATION aimed at ending the wage dispute in the mining industry continues today under the auspices of the Commission for Conciliation, Mediation and Arbitration.

At the same time, the 11-day-old strike over retrenchments, at Gold Fields's Oryx gold mine continues with indications that a settlement could be in the offing. The company said last night the parties had drafted proposals which

would be presented to the respective constituencies today for approval.

This follows an in-principle agreement between Gold Fields MD Tom Dale and National Union of Mineworkers (NUM) president James Mollatsi late last week. They agreed to postpone retrenchments for a "reasonable period", while the union would call off the strike. The wage dispute between the

Chamber of Mines and NUM was referred to conciliation yesterday. Indications were that little progress was made, but talks will continue.

The union is demanding a 12% wage increase, while employers on gold mines have offered increases ranging between 8% and 9%. Workers on marginal mines were offered increases ranging between 0% and 7%. Increases

for workers on collieries range from 6.5% to 7%. Other problems relate to exemptions to the Basic Conditions of Employment Act and demands relating to sub-contracting.

Meanwhile, the strike by members of the National Union of Metalworkers of SA (Numsa) at Columbus Stainless in Middelburg, Mpumalanga, enters its third week. The company said yesterday, it had revised its offer of 7.1% plus 0.6% to a flat 7.3%. Numsa demanded 7.7%, down from 9.7%.

DD 27/7/99

Strike at Oryx suspended

THE National Union of Mineworkers and Gold Fields drafted proposals to end an 11-day NUM strike yesterday at the Oryx gold mine in Free State

Gold Fields said the proposals resulted from discussions between them and the union "These proposals will be presented to the respective constituencies on Tuesday (today)," it said

NUM members at Oryx downed tools two weeks ago when the union disagreed with the management on proposed retrenchment packages for hundreds of workers

Last week the management and unions agreed to postpone the retrenchments for a month for more discussion

Following the moratorium on retrenchments, the strike by 4 000

NUM members was suspended, as was a sympathy strike by about 5 000 miners at the neighbouring Beatrix mine. The two mines employ some 11 000 workers

Meanwhile, Columbus Stainless, yesterday revised its wage offer to the National Union of Metalworkers of SA to 7,3 percent in a bid to end a strike by the union which has entered its third week, the mine said

About 500 Numsa members went on strike on July 12 at the mine's premises in Middelburg, Mpumalanga, after a wage dispute in which Columbus Stainless offered 7,1 percent while Numsa demanded 7,7 percent.

Since the beginning of the strike 158 strikers have been arrested for

failing to adhere to picketing rules and a Labour Court interdict banning them from picketing on the mine premises

A meeting between the two parties to resolve the strike fell through last week after Numsa representatives allegedly failed to show up

Representatives of Columbus Stainless and Numsa met yesterday at the offices of the Commission for Conciliation, Mediation and Arbitration in Witbank. Numsa repeated its demand for a 7,7 percent increase

Columbus Stainless said in addition to the increased wage offer, it would also agree to a full-time shop steward at the mine provided that Numsa could increase its membership to 600 within the bargaining unit - Sapa

~~(152)~~ (213)

Sowetan 27/7/99

Asbestosis victims lose bid for UK suit

at (PR) 2/8/99 (213) (131)

RONNIE MORRIS

Cape Town - The hopes of 2 000 South African asbestosis victims were dashed on Friday when the London High Court granted Cape, an asbestos producer, a stay of proceedings in a multimillion pound damages action

Asbestosis, a debilitating lung disease, along with mesothelioma, a painful asbestos-related cancer, occurs when workers breathe in tiny asbestos particles

Justice Buckley found the cases ought to be dealt with in South African courts because of the practical difficulties in dealing with claims in the UK and that an injustice would be caused to Cape

Richard Meeran, the attorney for the claimants, said he was "naturally disappointed" by the decision but the case was "always going to be appealed whatever the outcome had been"

He was still optimistic about the claimants' prospects of ultimately being able to proceed with cases in England and vowed to "fight on until the end"

Meeran said commercial interests had prevailed over justice for the victims

"The judge's reference to public policy was deeply offensive," Meeran said "A British company that goes to South Africa and relies on the system of apartheid to exploit black workers - including

young children - should properly be held accountable in England"

The company owned huge asbestos mines and mills in the Northern Cape and Northern Province, amosite asbestos mines in the North West and Northern Province, and factories at Benoni.

Cape disinvested from South Africa in 1979, leaving thousands of asbestosis victims penniless and uninsured. Contaminated mines were abandoned.

The judge acknowledged that several of the 2 000 claimants had died since the court action began in January and that their next of kin had therefore lost their right to compensation under South African law. The claimants had

chosen to sue Cape in the UK rather than South Africa and had only themselves to blame for this loss, he said

In January last year the London High Court granted Cape a stay of proceedings brought by the five on the grounds that the case could be heard in South Africa. The court of appeal, however, overturned the decision and ruled that the five claimants - two of whom have subsequently died - could sue Cape in England.

The House of Lords subsequently refused Cape leave to appeal and thus cleared the way for 1 700 South African victims, since increased to 2 000, to sue Cape in the London High Court

Northam's price skids as 4 000 miners go on strike

FROM REUTERS

(213) CT(BR) 4/8/99

Johannesburg - A strike by more than 4 000 miners at Northam Platinum sent the firm's share price skidding yesterday and lifted world platinum prices on fears of a disruption to supplies.

The dispute, centred on the company's pension and medical schemes, knocked the share price down 3 percent to 510c on fears of a prolonged strike.

World platinum prices gained \$3 to \$351.50 an ounce on the threat to precious group metals supplies from South Africa, the world's main platinum producer.

"Negotiations are in progress with the unions aimed at ending the stoppage. The effect on production cannot be quantified at present," Northam said yesterday.

"A major portion of the unskilled and semi-skilled workforce has embarked on a work stoppage following a dispute regarding their provident fund benefits," Northam said.

George Molebatsi, a spokesman for the National Union of Mineworkers, said the union's members had gone on strike after Northam announced a choice of new medical schemes without consulting workers.

Strike halts Northam Platinum

(213)
FROM DOW JONES

CT (BR) 5/8/99
Johannesburg - Northam Platinum, one of the country's smaller producers, said yesterday that underground production and much of its processing facilities were halted because of a strike.

The stoppage began on Tuesday after more than 4 200 unskilled and semiskilled workers demanded a refund of their contributions to the company's provident fund. The company employs more than 5 600 people. "There's no underground mining happening and there's nothing going through the mill. But the smelter is partially working," said Derek Wolftenholme, the company secretary.

Northam Platinum said negotiations were being held with unions to end the stoppage.

Wolftenholme said he thought the strike would end soon, although workers had not arrived for yesterday's morning shift.

Northam is one of the few remaining assets left in Gold Fields, the diminished mining house.

Administration of the miners' provident fund has been passed to another company since Gold Fields closed its head office in Johannesburg and effectively closed the company.

Deadlocked mine wage deals go to mediation today

FRANK NXUMALO

LABOUR EDITOR

Johannesburg - Gold and coal mines that had failed to reach a wage agreement with the National Union of Mineworkers (NUM) would meet the union tomorrow under the auspices of an independent mediator, the Chamber of Mines said yesterday.

On Friday, AngloGold and the NUM settled on a wage increase of 9 percent plus an option to workers of a lunchpack or a cash allowance in place of the pack.

Certificates of deadlock were issued by the CCMA in regard to the rest of the mining houses, including Gold Fields, Anglovaal, the Placer Dome-Western Areas joint venture and Harmony.

These had tabled final offers ranging from 8 percent to 9 percent, with further adjustments in

some cases for the lowest category of underground workers.

At such marginal mines as Blyvooruitzicht, Randfontein Estates, Durban Roodpoort Deep and Buffelsfontein offers ranged from zero to 7 percent.

The chamber said the offers were inclusive of a premium of between 1 and 2 percent for continuation of an exemption from the meal interval provision in the Basic Conditions of Employment Act.

The NUM had revised its offer from 12 percent to 9 percent plus a meal allowance.

A two-year wage deal had been proposed, with the wage offer for the second year being the same as this year. But the chamber said it reserved the right to withdraw the offer should it not produce a settlement.

The mining institution said it regarded its offer as "exceptional-

ly good", considering the following. "The levels of wage settlement in the rest of the country are generally lower, the gold mining industry is facing pressing economic problems as a result of a gold price which is the lowest in 20 years (against) a relatively firm rand exchange rate.

"A number of gold mines are subject to considerable viability pressures, (and) in most cases the wage offers entail a substantial increase with the inflation rate in the region of 7 percent and expected to decline sharply in the next few months," said Frans Barker, the deputy human relations manager for the chamber.

Barker said collieries had offered wage increases of 7 percent, but indicated they would be willing to increase this to 7,5 percent if it would bring about a settlement.

ET(BA)11/8/99

(213)

Northam pays out R40m to workers

Reneé Grawitzky

NORTHAM Platinum mines has been forced to pay out about R40m in employees' provident fund money as a result of worker demands and a three-day strike last week.

This is the third time since 1996 that platinum mines in the Rustenburg area have been forced to pay out provident fund money to workers.

The development at Northam has raised concern in the industry that if workers on other mines hear about the payout it could lead to further demands and strikes. Industry sources said some unions were using the issue to mobilise support.

Northam applied to liquidate its portion of the Gold Fields Provident Fund

to meet the workers' demands.

The Financial Services Board has expressed its concern about the pending liquidation of the fund and has advised Northam that, in terms of the Pension Fund Act, the fund can be liquidated only if money is either transferred to another fund or if there is an amalgamation of funds.

So far workers at Northam have refused to transfer their money to another fund.

Northam MD Jan Watson said he was disappointed that the company was forced to pay out the money, but workers refused to return to work until they received it. He said workers did not understand the full implications of having a provident fund.

National Union of Mineworkers

(NUM) representative Elias Ndamambi

said the problem at Northam arose when the company told workers that they could either remain in the current provident fund or transfer their contributions to another fund after the recent unbundling of Gold Fields SA.

He said workers became concerned and suspicious about where their money was and whether it was safe and, as a result, demanded to be paid out.

Ndamambi said the NUM leadership was opposed to the payout and said the company should not have liquidated the fund.

NUM Carletonville regional chairman Selby Mayise was killed in May by workers, who were angry about changes to their provident fund at the West Driefontein gold mine.

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NUM plans national strike on Tuesday

FRANK NXUMALO

LABOUR EDITOR

Johannesburg - The National Union of Mineworkers (NUM) yesterday served 48 hours' notice on the gold and coal members of the Chamber of Mines for a national strike by more than 150 000 members on Tuesday

NUM served the notice after rejecting wage offers by mining houses ranging from 8 percent to 9 percent and offers from marginal mines of 0 to 4 percent at an independently mediated meeting. NUM demanded an average of 10 percent across the board in addition to allowances for meals or meal intervals.

Gwede Mantashe, the general secretary of NUM, said the strike would affect all collieries and

gold mines, excluding AngloGold and Duker Collieries

Labour analysts did not believe the NUM threats made any strategic sense, especially when the industry was faced with the prospect of thousands of retrenchments and AngloGold's international campaign to save it.

A national strike in the mining industry had not happened since 1987 and though possible now, labour analyst Gavin Brown said times were different then in terms of political, economic and social conditions. "It won't be the same," he said.

Mantashe said talks with Goldfields had entered a "settlement zone" and, after an offer of 9 percent, the two sides were separated by the company's desire to be exempt from a meal interval as

provided for in the Basic Conditions of Employment Act.

But the chamber said it had not received the strike notice and accused the union of negotiating through the media.

"I find it very disappointing seeing that we are still in negotiations and the parties have agreed to meet on Monday," said Frans Barker, the deputy industrial relations manager for the chamber.

Barker said the action taken by the NUM was unfortunate because attitudes could harden and jeopardise the negotiations. However, "talks are open on Monday and we will go there with a view to finding a settlement".

Mantashe said NUM was committed to further negotiation because this would be in the interest of unions and employers.

Mines face national strike — first in years

Telkom facing its first strike by all employees in its history

Reneé Grawitzky, Farouk Chothia, Pramarashni Pillay and Simphiwe Xako

THE mining industry faces its first national wage strike since 1987 after the National Union of Mineworkers (Num) said it would give notice of a strike starting on Tuesday if no agreement was reached.

The parties will meet on Monday in a final bid to avert the strike which will exclude AngloGold mines and Duker collieries which have already reached agreement.

The union said it was close to settling with Gold Fields which had offered 9% (including on Oryx and Libanon where retrenchments are being considered) in exchange for an exemption from the Basic Conditions of Employment Act in relation to meal intervals.

Other mining groups such as Avgold, Harmony and Western Areas have offered between 8% and 8,5% while the union is demanding 9%. The union is also demanding 9% for coal mines while employers

have offered 7% but said they were prepared to settle on 7,5%.

Industry sources said attitudes among coal employers were hardening, especially in light of the coal price which had dropped 42% since 1994 to \$20 a ton.

NUM general secretary Gwede Mantashe said the union was still willing to reach a settlement.

Chamber of Mines negotiator Frans Barker said he found the union's negotiating manner strange since they issued a strike notice while still negotiating.

Meanwhile, government told public service unions yesterday of its intention to implement its final wage offer of R3,28bn which would ensure an average increase of 6,3%, and 7% for teachers and lowest paid workers. The unions said they would pursue plans for mass action on August 24.

The unions said they would not be bound by an earlier commitment to draft a new wage policy if government implemented the new wages without agreement.

Public Service and Administra-

tion Minister Geraldine Fraser-Moleketi said there was no possibility of an agreement and the no-work no-pay principle would apply if the unions went on strike.

The increases would be backdated to July, and were being implemented to avert "unnecessary hardship" for public servants.

Teachers protesting the wage offer disrupted schooling in Bosmont Johannesburg and allegedly harassed teachers who were not protesting.

Teaching in parts of Gauteng was disrupted as the SA Democratic Teachers Union picketed.

Meanwhile, The Alliance of Telkom Unions (ATU) said yesterday another 20 000 workers could join next week's strike — leading to about 80% of the company's staff complement downing tools.

The Mineworkers Union, one of three ATU unions, said preliminary results of a poll indicated a 96% support for a national strike.

It would be the first time in Telkom's history the company faced a strike by all its employees.

Chamber, union in last-minute bid to stop strike

BD 17/8/99

(2/3)

Reneé Grawitzky
and Sapa

THE Chamber of Mines and the National Union of Mineworkers were locked in talks until late last night in a bid to head off today's strike on gold and coal mines where agreement had not yet been reached.

At the time of going to press, there were indications agreements might be struck on a number of gold mines. It was therefore uncertain whether the strike would go ahead on mines excluding AngloGold and Duiker collieries.

Meanwhile, the Police and Prisons Civil Rights Union (Popcru) said its members would join the public service one-day strike on August 24.

The one-day action forms part of the joint programme of action adopted by all 12 public service unions aimed at putting pressure on government to change its final wage offer of R3,28bn. This would provide for a 6,3% increase for the majority of workers while teachers and those on the lowest grade would get 7%.

Popcru resolved at national executive committee meeting yesterday to participate in the action even though its members formed part of an essential service. The union claimed its members could participate in strike action. The Labour Relations Act, the union said, "is on our side because it gives us the right to strike when necessary".

However, the act does not provide for such workers to go on strike except where minimum service agreements have been reached. Where no such arrangements have been agreed upon police cannot participate in protests.

The union implied its members would not return to work until their demands had been met.

The SA Police Service (SAPS) warned the constitution regarded police as members of an essential service. They were strictly forbidden, in terms of police regulations, from taking part in work stoppages. SAPS members who took part in the strike would be disciplined, said senior supt Strim Govender, a SAPS resource management department spokesman.

The National Education, Health and Allied Workers' Union was expected to meet until late last night to consider possible further action in light of government's decision to implement its final wage offer.

Strikes at most gold mines called off

CT(MR) 17/8/99

(213)

FRANK NXUMALO AND REUTERS

Johannesburg – South Africa's National Union of Mineworkers and the Chamber of Mines said last night they had reached a wage agreement covering about two-thirds of gold miners and averting most strikes planned for today

"It was very difficult, but we've done it," said Frans Barker, the head of industrial relations at the Chamber of Mines

~~"Together with the Anglo-~~ Gold agreement, this covers about 70 percent of employees on the Chamber of Mines' gold mines"

Barker said the deal, which fixed pay increases at 9 percent for the next two years, covered three companies – Gold Fields,

Placer Dome and Lorraine

George Molebatsi, a spokesman for the National Union of Mineworkers (the NUM), welcomed the agreement calling it "a landmark for transformation"

However, while most industrial action had been avoided, Molebatsi said that strikes would go ahead from last night at those gold mines that had not reached agreement with the chamber and at coal mines which remained in dispute with management

Before yesterday's agreement about 150 000 members of the NUM had planned to down tools today if talks with the chamber failed

Union leaders and management were locked in negotiations from 12pm yesterday on the deal,

which replaces a two year agreement that expired on July 1

The talks took place against the background of the potential loss of thousands of jobs and the possible closure of marginal mines, triggered by a falling gold price that is hovering in a 20-year low band of between \$250 to \$260 an ounce

The major gold mining houses, including Gold Fields, Anglovaal, Harmony and the Placer Dome joint venture, had tabled offers ranging from 8 percent to 9 percent and wanted to be considered for exemptions from the meal provisions of the Basic Conditions of Employment Act

The marginal mines, including Randfontein Estates, Buffelsfontein and Durban Roodepoort Deep, were offering from as little

as 0 percent to 4 percent, the NUM said. The marginal gold and coal mines were likely to be the main triggers of the national strike today

Coal mines had offered wage increases of 7,5 percent, a figure far distant from the NUM demands of an average 9 percent increase for both gold and coal miners, plus meal allowances

AngloGold, the largest gold producer, broke ranks and signed a two-year agreement with the NUM last week for a 10 percent increase for lower worker categories and 9 percent for skilled workers. The Anglo gold increases were in addition to meal allowances

□ **Business Watch, Page 2**
Telkom strikers, Page 5

Miners expected back at work after ruling

But Telkom, Post Office strike will continue as talks deadlock

Reneé Grawitzky and Simphiwe Xako

MOST of the 25 000 miners who went on strike yesterday are expected to return to work today after the Labour Court ruled that the National Union of Mineworkers (NUM) strike was unprotected

The Chamber of Mines applied for an urgent interdict, claiming the action was unprotected because the union's notice of intention to go on strike did not indicate where and when the strike action would start

Harmony's Free State operations, sections of Durban Roodepoort Deep and its newly acquired Hartebeestfontein and Buffelsfontein mines were affected

Disruptions on coal mines were minimal despite deadlock between the NUM and Ingwe and Anglocoal

A further agreement was struck last night between the union and Randfontein Estates, which upped its offer from 7,5% to 9%

Agreements are still outstand-

ing for the Harmony mines, which have offered 9%, and Durban Deep but there were indications that Harmony and the union were close to settlement Most of the other mining houses have settled on 9%, coupled with the implementation of meal intervals in line with the Basic Conditions of Employment Act

Anglocoal said only one of its operations was affected but it expected the strike to spread to other operations today

Meanwhile, wage talks between the Communication Workers Union (CWU), Telkom and the SA Post Office deadlocked last night, with the union threatening to embark on a total stayaway today

CWU acting general secretary Mike Seroba blamed management for the deadlock, saying they had entered the talks with the intention of "breaking the strike"

Telkom spokesman Amanda Singleton denied this, saying management wanted to end the dispute "more than anything"

Seroba said management's half

percent increase in its offer was an insult to workers He said the talks, conducted by the Commission for Conciliation, Mediation and Arbitration ended with management marching out

Seroba said there would be a total stayaway today by all 40 000 CWU members About 21 000 CWU members took part in the second day of the strike yesterday, with Telkom and the post office forced to take steps to ensure operations were not significantly affected

The post office's communications GM Sandile Madolo said 4 200 of 26 000 employees did not report for work yesterday compared to 5 400 on Monday

Singleton said about 17 000 of Telkom's 59 000 workers joined the CWU strike

Meanwhile, Sapa reports that 77 Mpumalanga miners were retrenched from Khutala colliery, 55km west of Witbank This follows a restructuring programme based on an agreement with the NUM and other unions

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11 000 (213)

NUM coal miners to down tools

CT (MR) 24/8/99
FRANK NXUMALO

LABOUR EDITOR

Johannesburg - About 11 000 mineworkers allied to the National Union of Mineworkers (NUM) at four Ingwe and eight Anglo Coal collieries, the country's two biggest coal corporations, would down tools today over wage demands, NUM said yesterday

NUM said it was demanding a wage increase of 9 percent across the board and had rejected the companies' offer of a 7 percent increase

Gwede Mantashe, the general secretary of the NUM, said the union's deadlock with Amcoal was such that "not even informal talks" were planned with that company

However, he said the union was scheduled to meet Ingwe last night in an effort to reach an amicable solution. The negotiations were not about wages only but also about building labour relations

Mantashe said about 9 000 Hartbeestfontein (Harties) mineworkers fired on Friday for embarking on unprotected strike had been reinstated. Harties is a gold mine owned by Durban Roodepoort Deep in the North West province

"The workers will not only retain the conditions of employment as they were under Avgold, they will also receive the 9 percent across-the-board wage increase with effect from July 1 and a further 9 percent with effect from July 2000, the chamber agreement, in respect of Harmony will also apply," said Mantashe

Strikes end at Ingwe and Telkom

Simpfihwe Xako (312) (218) (122) PD 25/8/99

ABOUT 4 000 Ingwe Coal Corporation miners in Mpumalanga are expected to return to work today after management agreed to offer them an 8% increase.

The National Union of Mineworkers (NUM) had demanded a 9% increase against management's 7.5% offer. Another 7 000 coal miners in the province however, are continuing their strike to demand a 9% increase while their employer Anglocoal continues to offer 7%. NUM secretary-general Gwede Mphahlele said management had asked to meet the union this afternoon.

NUM and Ingwe agreed that the two-year deal would be backdated to July.

They also agreed on a 1% increase in line with the consumer index price for two years.

Meanwhile, Telkom's employees who had been striking last week returned to work yesterday, said Telkom spokesman Amanda Singleton.

This follows a week-long pay strike by about 40 000 members of the Communication Workers Union (CWU). They returned to work but continued with their go-slow, work-to-rule and an overtime ban to put pressure on management. Singleton said management

could meet the CWU next Monday to continue discussions after the company tabled a 9.1% offer to the union. She said the CWU would consult with its members regarding the offer.

CWU acting general-secretary, Mike Seroba said the union was also scheduled to meet the Post Office tomorrow.

He said that although the union still demanded 14% against the post office's 7% offer the union was still willing to engage.

8% wage offer ends

Ingwe strike ends

(313) of (M) 21/8/99

FROM REUTERS

Johannesburg - Ingwe the coal producer, said yesterday operations were returning to normal after the company reached an agreement with the National Union of Mineworkers (NUM) to end a four-day strike.

"The strike is tentatively over. They are trickling back to work," said Sol Morathu, Ingwe's spokesman.

About 3 500 NUM members downed tools on Friday at Ingwe, a subsidiary of London based Billiton. Ingwe employs 13 000 workers at 10 coal operations and produces about 67 million tons of coal annually.

After marathon negotiations on Monday, management and the union agreed to an 8 percent wage increase in each year of a two-year agreement.

The company had originally offered 7.5 percent against the union's demand for a 9 percent wage increase.

Morathu said the strike did not have a strong impact on production because the company had "plenty of stockpiles".

Meanwhile a strike by 9 000 miners at Anglo Coal entered its second day yesterday with no settlement in sight. An Anglo Coal spokesman said no new talks were scheduled with NUM.

Anglo Coal, a subsidiary of Anglo American plc, has nine operations. It is offering increases of up to 7.5 percent in a two-year deal but the union is demanding a 9 percent increment in each year.

Dutker, another coal miner, settled with the union earlier this month.

Coal and gold miners settle wage dispute

(219)
FROM AFP AND SAPA

ARG 28/8/99
Johannesburg - About 10 000 coal and gold miners were all due back at work yesterday after wage settlements were reached to end a week-long strike, the Chamber of Mines said.

The miners stopped work last Friday at the country's two main coal producers and a handful of minor gold mines after a stalemate in wage talks.

The National Union of Mineworkers (NUM) and Anglo Coal, which owns nine mines, settled on an 8 percent wage increase on Thursday, said the chamber.

More than 4 000 workers from the four collieries owned by Ingwe were due back at work on Thursday after reaching a similar settlement earlier in the week.

Agreements with the other mines had also been concluded, the chamber said.

NUM had initially demanded a 9 percent raise for its members and rejected management's 7,5 percent offer.

In terms of the settlement, next year's wage increases will be 1 percent above this year's inflation rate.

Figures were not available for the effect of the strike, the chamber said.

South Africa is the world's sixth-largest coal producer and exports of the fuel are one of the country's top export earners.

Meanwhile, public service labour unions yesterday agreed to give the government one last shot at talks to resolve the pay dispute between the two parties.

This meeting should take place before the end of next week, they decided after a joint caucus in Pretoria.

"Meanwhile, we will consult and mobilise our members for possible indefinite strike action," said Padda Padayachee, the unions' spokesman. "Everything hinges on the outcome of the talks we are calling for," he said.

NUM takes Western Areas investor to court today to save the jobs of 3 000 mineworkers

Placer squares off with labour

JONATHAN ROSENTHAL

COMMODITIES EDITOR

Johannesburg - Placer Dome, the largest foreign investor in the South African gold industry, today faces its first significant court battle with organised labour since taking control of the Western Areas gold mine in April.

The National Union of Mineworkers said at the weekend it would bring an urgent application to the labour court today to prevent Placer Dome from retrenching nearly 3 000 mineworkers. It warned that the issue might sour its relations with the new investor.

The union has accused Placer

Dome of sidestepping attempts by the Gold Crisis Committee (GCC) to find alternatives to the retrenchments.

In turn, Placer Dome has accused the union of failing to engage with or consult on the retrenchments.

It said it had complied fully with both the letter and spirit of the committee's process and the Labour Relations Act.

Meanwhile the government, which is a member of the committee, said it appeared that Placer Dome was flouting the spirit of the committee through its failure to give the committee time to conduct further investigations into alternatives to retrenchment.

Archie Phalane, the union's deputy general secretary, said the retrenchments were likely to negatively affect the union's relations with Placer Dome.

"Now we are beginning to see their real colours," he said.

Molefe Molefe, the head of the union's legal department, said the committee's verification team had visited the mines and recommended that further investigations be conducted as it appeared there was sufficient face available to maintain employment levels.

Patrick Evans, a Placer spokesman, said the mine had studied the verification committee's report and found that it did

not contain any recommendations that could save any jobs.

He said the proposal that a second technical team visit the mine was not accepted by the committee and thus it remained no more than a proposal.

Evans said Placer's process of consultation was exhaustive and transparent. It had reached agreement with three of its four unions after a week of negotiations, but the National Union of Mineworkers had failed to attend meetings or engage in meaningful consultation.

"We feel very confident that we will have a ruling in our favour," Evans said.

He said the committee's time

frame of six weeks had expired on Thursday, ending its involvement in the issue.

Jan Bredell, a deputy director general in the department of minerals and energy, said that as far as the government was concerned the matter was still in the hands of the committee.

He said the next meeting, scheduled to take place today, would most likely discuss the Placer retrenchments.

"My feeling would be that the spirit of the GCC is to continue negotiations until there is consensus," he said.

"For the party to unilaterally end the process is obviously not in the spirit of the GCC."

Swazi sugar out of doldrums

DD 22/9/99

(213)

James Hall

MBABANE — One of Swaziland's largest employers, the Royal Swaziland Sugar Corporation, is projecting that its production of processed sugar this year will be the highest on record

This comes at a time when the Swaziland Sugar Association has been reporting that the country's key agricultural product, which makes up 24% of gross national product, is consistently failing to fill lucrative sugar quotas offered by European and US markets

Prince Mabandla Dlamini, a former prime minister who is now chairman of the Royal Swaziland Sugar Corporation, says the 1998 financial year saw sugar production at the company's estates fall to 133 237 tons, the lowest since 1988, due to bad weather. However, revenues were still 15% up over the previous year because prices rose

due to the devaluation of the Swazi currency, the lilangeni, which is linked to the SA rand

At the end of the cropping season in 2000, production is expected to be a record 200 000 tons, up from an expected 160 000 tons this cropping season, with the conclusion of a three-year expansion programme in factory capacity and cane irrigation systems

Growth in the sugar industry has been greatest in the central Malkerns Valley which, until the first crop was harvested last year was used for pineapple cultivation to meet the needs of the canning industry located there

King Mswati is keen on sugar, and has turned 1 000ha of Swazi National Land over to small-scale farmers for sugar cultivation

Such expansion may raise sugar cultivation out of the doldrums that have seen nationwide production hover just below the 500 000

ton mark for 10 years

Up until now guaranteed quotas from European and American markets have not increased output

The Swaziland Sugar Association reports that the local market is increasingly absorbing Swazi sugar to use in value-added products like soft drinks and sweets manufactured at Matsapha. About 270 000 tons, over half of production, was consumed locally last year, says the association, compared to 1990 when only one tenth of production, 50 000 tons, was sold locally

The association, whose mandate is to promote and market Swazi sugar and related products, like alcohol distilled from cane, also warns that the agricultural sector's expanding reliance on sugar makes it vulnerable to price fluctuations. The sugar corporation's Prince Dlamini agrees, saying "The steady rise in the sugar price is unlikely to be sustained."

Miners dismissed over sit-in

(213) sowetan 27/9/99

Sowetan Reporter

AT least 130 protesting miners at Douglas Colliery outside Witbank were dismissed yesterday after ignoring an ultimatum from management to end their underground sit-in

Yesterday Ingwe Coal Corporations corporate communication manager Mr Sol Morathi confirmed that the 130 miners who had remained underground after the ultimatum "have been technically dismissed"

Morathi said initially 570 miners had staged the sit-in but by yesterday afternoon 440 of them had come to the surface

The sit-in started last Tuesday after mine management suspended local union committee member Joseph Matunjwa following an alleged fight between him and a mine foreman, who was also suspended

Prior to this, management said they had been in talks with Matunjwa because the company could not recognise his election to the local union committee since it had not been ratified by the National Union of Mineworkers

Num regional secretary Paris Mashego said Matunjwa's election was invalid as he had earlier been suspended from the union.

Morathi explained that management

was bound to stand by the Num decision because of recognition agreements that management and the union have made

Morathi explained yesterday that management presented the strikers with a labour court interdict on Wednesday indicating that their action amounted to an unprotected strike

However, the miners ignored the interdict

According to Morathi management then held a series of meetings with the striking workers between Thursday and yesterday but to no avail

Management then gave the miners an ultimatum to stop their sit-in by 4pm yesterday

Police seek a peaceful end to sit-in at colliery ^(2/2)



Ingwe Coal Corporation MD Eddie Scholtz, left, and Douglas Colliery GM Peter Terrett at a news briefing in Witbank yesterday on the situation at the Douglas Colliery in Mpumalanga

Picture ROBERT BOTHA

Simphwe Xako

THE SA Police Service warned last night it could take up to two days to organise a safe way of forcibly removing 150 miners who have been staging an underground sit-in for a week at Ingwe's Douglas Colliery in Mpumalanga

The warning comes as mine management continued to engage with miners to ensure they voluntarily agreed to come to the surface

Management said about 150 000 tons of coal production had been lost because of the sit-in. Initially embarked upon by close to 500 workers, it has its origins in an internal dispute within the National Union of Mineworkers (NUM), which subsequently distanced itself from the current action

Workers embarked on a sit-in underground, demanding that the company

recognise Joseph Matunjwa as a legitimate shop steward and a member of the local union committee

Management said it was bound to stand by the NUM decision because of a recognition agreement between the company and the union. The union said Matunjwa's election to the committee had been invalid as he had earlier been suspended after he made false allegations against a NUM regional chairman

After Matunjwa allegedly made it impossible for the union to hold an inquiry into his conduct, the NUM leadership decided to expel him on September 13. The union said prior to this action, this group of workers tried to hold Witbank regional office officials hostage

The police said yesterday management wanted workers to come up to the surface voluntarily. Talks to try to resolve the dispute were continuing

BB 28/9/99

Amplats miners begin strike after wage negotiations fail

Simphiwe Xak (213)

BD 29/9/99

MORE than 700 Anglo American Platinum Corporation (Amplats) miners embarked on a strike yesterday following a wage dispute with management

Amplats spokesman Mike Mtakati disputed the numbers saying only 300 workers were on strike at the mine. The miners, members of the National Employees' Trade Union (Netu), embarked on industrial action after reaching a deadlock with management.

Workers demanded a 9% wage increase — down from their initial demand of 10% to 11% — against management's final offer of 8%.

Mtakati said production was

not affected as Netu was "a tiny union at the mine representing just 800 of Amplats' 38 000 workers". However, Netu spokesman, Geoff Phillipson, was confident the mine had lost production. Mtakati said the two parties had resumed talks.

Meanwhile, all 150 Douglas Colliery miners who had embarked on a week-long underground sit-in ended their strike yesterday.

Douglas spokesman Gary Gilbert said the dismissed workers could appeal to the mine's disciplinary committee. Work at the mine would resume as soon as an inspection had been completed.

The parties agreed that no criminal charges would be laid against the workers.

Wage dispute leads to workers' lockout

Sowetan 1/10/99 (213)

By Joshua Raboroko and Sapa

ABOUT 900 workers at X-Trata chrome mine at Kroondal in North West have been locked out from the company's premises after a wage dispute with management

Spokesman for the workers Mr Victor Loleka said yesterday they had rejected the 6,3 percent wage increase offered by their employers. The workers are demanding a 12 percent across-the-board increase.

Loleka said they would not resume any mining operations until management agreed to their demands.

The strike by the workers entered its fourth day today.

National Union of Mineworkers shopsteward Mr Mike Sithole said

the workers were determined to pursue their demand until management changed its stance.

He said the lowest paid worker (Grade A1) earned R1 247 a month while the (B5) employees on the upper scale earned R2 350 a month. The workers also receive R90 as a travel allowance.

Sithole said their opening demand was 25 percent, but they showed their *bona fides* by coming down to 10 percent. However, management would not improve its offer, resulting in the union declaring a dispute.

He said that R90 was insufficient, considering that the workers paid on average R300 to commute by taxi each month.

The mine's management was involved in a series of meetings yesterday and was not available to talk

to Sowetan

● Meanwhile, a strong contingent of policemen with dogs watched the situation at Albany Bakery in Randfontein where about 207 drivers were locked out of the company premises after a dispute over wages.

The SA Food and Allied Workers Union members at the plant are contesting management's retrenchment procedures as well as plans to privatise the transport department.

Company spokesman Mr Steve Van Wyk would not comment on the matter yesterday.

● The National Union of Metalworkers of South Africa (Numsa) said yesterday it would fight what is said were plans to retrench 600 workers from Highveld Steel in Mpumalanga.

Western Areas dispute spreads to Canada

FRANK NXUMALO

Johannesburg - A high-powered National Union of Mineworkers (NUM) delegation left for Canada last night on a mission to isolate Placer Dome, the Canadian mining company.

Placer Dome said last week it would go ahead with the axing of 2 895 NUM members at Western Areas gold mines despite a Labour Court order that it explore alternatives with the union.

Gwede Mantashe, the NUM

secretary-general and head of the delegation, said the union was particularly angry because the retrenchments were effected against the background of a dramatic rise in the gold price, which smashed through the \$300 an ounce barrier last week.

At the same time, the NUM would bring an urgent interdict against the company in the Labour Court today to halt the retrenchments.

Mantashe said Placer Dome was renounced for acting against

the interests of working people by putting profits ahead of basic worker interests.

He said the company had shut down projects in Venezuela and the US after disagreements with unions following incidents similar to the one at Western Areas outside Johannesburg.

The company said consultations with the NUM on alternatives had failed to produce an agreement.

It would thus go ahead with the retrenchments in terms of

section 189 of the Labour Relations Act, and "universally accepted industrial relations practices".

The company also believed it was too soon to make a decision based on the latest performance of gold on world markets.

"While the increase in the gold price is welcomed and certainly contributes to the job security of the remaining 5 000 employees, it has yet to prove to be sustainable," said Patrick Evans, the company spokesman.

STANDARD 4/11/99

Placer Dome/Western Areas have resumed retrenchments

Labour court rules against NUM

JONATHAN ROSENTHAL

COMMODITIES EDITOR

Johannesburg — The labour court yesterday dismissed with costs an application by the National Union of Mineworkers (NUM) for an urgent interdict against the retrenchment of 2 895 mineworkers at the Placer Dome Western Areas joint venture.

The judgment follows one in September in which the court ordered the joint venture to halt its retrenchments for two weeks to allow time for proper consultation with the NUM.

Molefe Molefe, the head of the NUM's

legal department, said consultation had been taken place but that the union had been unable to conduct a full audit into the state of the mine ahead of the deadline for an end to the talks at the end of the month.

He said the company had only provided information that the union required for meaningful talks on September 27, three days ahead of the date on which retrenchments were due to resume.

The joint venture said the labour court found that the company had respected the rights of the NUM's members and had fulfilled the requirements of the Labour Relations Act and the Gold

Crisis Committee. It said the retrenchments had resumed on October 1 and would be completed within the next two weeks.

These retrenchments, which are part of a broad ranging restructuring process at the joint venture, have been necessitated by a number of factors, including the loss of full-calender operations at the end of June and continuing poor productivity performance," the company said.

It was confident that the restructuring would allow it to reach a cash production cost of \$200 an ounce by the end of the year without sacrificing either

safety or production. It said it had put in place a social plan with a goal of making 70 percent of the retrenched employees economically active within 24 months.

Molefe said the NUM's consultants had produced a report with preliminary findings into the state of the mine. It would study these before deciding whether to proceed with further dispute resolution mechanisms.

Molefe said the union was considering taking the matter to the Council for Conciliation, Mediation and Arbitration. If that failed the council could refer the matter to the labour court for a full trial.

(213) CT (MR) 6/10/99

Union to picket Placer Dome

(213) 00 22/10/99

The NUM is also pushing for sector meetings decided on at the jobs summit

Reneé Grawitzky

CANADIAN gold producer Placer Dome faces an international campaign by trade unions in protest against the retrenchment of nearly 3 000 mine workers at its SA joint venture with Western Areas

The National Union of Mineworkers (NUM) plans to table this resolution at the World Gold Forum in Durban next week and at the world congress of the International Federation of Chemical, Energy, Mine and General Workers' Union (ICEM) also to be held in SA during the first week in November

Plans are under way to hold

pickets outside the offices of all Placer Dome operations as well as a mass rally at Western Areas on October 31 to be addressed by the international leadership of the ICEM

The intention of this campaign is to put pressure on Placer Dome to re-employ those workers who they retrenched recently

NUM general secretary Gwede Mantashe said the company was trying to marginalise the union in its operations in SA

Continuing retrenchments in the mining industry formed the basis of some discussion at a meeting of the gold crisis committee earlier this week

Mineral and Energy Minister

Phumzile Mlambo-Ngcuka urged employers to consider alternatives to retrenchments

At the same meeting a preliminary agenda, which would focus primarily on strategies to extend and broaden the life of the industry for next year's sector forum, was agreed to

Four working groups have been set up to focus on the cyclical behaviour of commodity prices, the depletion of ore reserves, to promote the industry and view the industry as an integral part of the economy

A preforum workshop will be held next month

Mantashe said the intention was to develop a common vision for the industry

Mlambo-Ngcuka also called on labour and business to participate in a meeting in line with a resolution adopted at the SA presidential jobs summit last year, at which parties committed themselves to holding sectoral meetings

The minister initially proposed that the meeting take place this month, but cabinet resolved that strategy meetings had to be held before sector meetings could take place. The sector forum is now scheduled to take place in February

The minister's spokesman, Kanyo Gqulu, said discussion in the build-up to the forum would also focus on the role of the gold crisis committee

NUM gets global backing

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FRANK NXUMALO

LABOUR EDITOR

Johannesburg - The 20 million-strong Brussels-based International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM) last week challenged Placer Dome, the world's third biggest gold miner, over its retrenchment of 2 895 members of the National Union of Mineworkers (NUM) in Western Areas outside Johannesburg.

"The ICEM has considerable experience of co-ordinating global campaigns against irresponsible multinationals," said Vic Thorpe, the ICEM general secretary. "We shall not hesitate to use that expertise in the case of Placer Dome if needed."

Ian Graham, the ICEM spokesman, said Placer Dome originally had argued that the retrenchments were necessary because of the low gold price.

"Since the recent massive recovery in the price of gold, the multinational has changed its story and is now blaming the retrenchments on the NUM's refusal to accept the introduction of full calendar operations (Fulco) on the company's own terms," Graham said.

"Job losses on this scale are a potentially explosive issue in South Africa, which has an unemployment rate of over 30 percent."

But Patrick Evans, the Placer Dome spokesman, maintained that the NUM's refusal to agree to a new Fulco agreement on the company's premium offer of 7,5 percent at the end of June had forced the company to operate at 30 percent below normal production capacity, which meant it was



WORKER POWER Ian Graham says the job losses at Western Areas is a potentially explosive issue because of the country's unemployment rate

PHOTO: JOHN WOODROOF

now employing 30 percent more people than it needed.

Graham said the NUM had received pledges of support from unions in other countries where Placer Dome operated. These included picketing in Australia to

coincide with a NUM rally in Western Areas on October 31.

Gwede Mantashe, the general secretary of the NUM, said Placer Dome was a transnational company and "we can win only if we campaign globally."

Numsa and Billiton in stand-off

(213) CT (BR) 25/10/99

FRANK NXUMALO

LABOUR EDITOR

Johannesburg - The National Union of Metalworkers of South Africa (Numsa) and Alusaf, Billiton's aluminium company in Richards Bay, will engage in a legal stand-off at the Durban Labour Court today after the company applied last week for an interdict seeking to block about 1 000 Numsa workers from striking on Wednesday.

Last week Numsa served the company with a notice for the industrial action in support of wage demands. But Michael Campbell, Billiton's spokesman, said the company had been "surprised" by the union's notice because both parties had agreed to go for arbitration following the deadlock.

Campbell said the dispute revolved around the company's skills-based pay system.

Numsa argued that the company had changed its wage policy without consulting workers appointed in 1996, as was required in terms of the new Labour Relations Act.

The union said that as a direct result, workers engaged that year had been prejudiced to the tune of R10 000 a year, compared with those employed in 1995.

"The management's failure to consult timeously with workers will steer the company in the direction where it will lay the basis for serious tensions," said Dumisa Ntuli, the Numsa spokesman.

"We want transparency to prevail in the company,"

Ntuli said the union "was not worried" about the Labour Court battle because "major legal and organisational victories have already been fought and won".

Alusaf, which has a production capacity of about 500 000 tons a year, has already drafted plans to try and limit the effects of the strike.

"The contingency plans are in place to keep production going," Campbell said.