

National Union of Mineworkers

BIENNIAL REPORT



1989 Sixth National Congress

National Union of Mineworkers

1989 Biennial Report

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INTRODUCTION

Since the Fifth National Congress in 1987 where our union adopted the Freedom Charter and charted a clear political direction for the NUM, many gallant battles have been waged by the mineworkers on many fronts. 1987 was the year in which our union launched its campaign to effect control of miners working lives. It was a year when mineworkers took control indeed in keeping with the Fifth Congress Slogan -"1987 THE YEAR MINEWORKERS TAKE CONTROL", as many comrades began to take over the hostels, particularly in the Witbank Region which resulted in families moving into the hostels for a period of time.

Although the process remained uneven, the initiative was an important indicator of the willingness of the workers to take action and implement resolutions adopted by our union.

In spite of the existence of the State of Emergency, the dedication, commitment, spirit and enthusiasm of mineworkers remained high. 1987 was also the year in which the NUM made its mark on the mining industry with the historic Great Miners Strike. This action, involving over 340 000 workers was the biggest of its kind in South African Labour History, and also the biggest action by workers of its kind on the African continent.

We challenged some of the fundamental policies of the mining industry, in particular, the concept of poverty wages which has become one of the major battle grounds for our union. Despite mass dismissals of 50 000 workers, our union has remained and continues to mobilise and organise mineworkers against the oppressive and exploitative conditions. 1987 will certainly go down in history as the year of mass action by mineworkers throughout South Africa. It is well known that the strike did affect our organisation in many areas. Actions by management to roll back the gains of our union continued unabated after the strike right through until now.

Despite these conditions, our union continues to consolidate itself and strengthen its leadership and mass organisation on the ground. 1988 was the year in which our union began to rebuild its structures and prepare for battles ahead.

This biennial report examines the socio-economic and socio- political conditions in our country and in particular the mining industry and evaluates achievements of our union over the past two years.

ACKNOWLEDGEMENTS AND OBITUARY

Whilst we assemble to evaluate the vast activities of our union and plan for the future, it is important that we honour and remember those of our comrades who today languish in the racist prison dungeons of the apartheid regime.

We offer our sincere condolences to the relatives and friends of comrades who died during 1987-1899. We extend our heartfelt sympathies to them. We also remember our comrades

who today sit on Death Row, in the Pretoria Central Prison. Comrade Tyelovuyo Mgdedezi and Comrade Lucky Valford Nomnganga. We also remember all those comrades who today are serving terms of imprisonment in support of our union and defence of its policies. We know that whilst they might not be here physically, they are here with us in spirit. We remember in particular comrades Pitso Qoane, Manne Dipico, Tsoenyane Phapang, Owen Mazibuko, Festis Mofokeng, Mpesi Tseane, Potlako Sekulo, Zindisani Mthako, Motlaleu Mafohla, Clement Zulu, Liphapang Makgalemele, Moffat Yedwa, Mziwamadoda Zulu, Christopher Joloza, Harebatho Sekesa, Harmans Nkoko, Bandile Tuswe, Nyathe Matosela, Sphiwe Mbalomdaka and Frans Makhanya.

We salute and honour them and urge them to remain strong and we await their return.

In more general, mineworkers we wish to salute those comrades who today find themselves in prison, detention and in exile for their opposition to apartheid and exploitation. In particular, we remember our Life Honorary President, Comrade Nelson Mandela, all political prisoners and Comrade Oliver Tambo in exile.

NATIONAL EXECUTIVE COMMITTEE

Membership

At the Fifth National Congress held in February 1987, the National Executive Committee comprised of the following members:

President	J Motlatsi
V. President	E Barayi
Treasurer	P Nkuna
General Secretary	C Ramaphosa
Assistant General Sec.	M Golding

Regional Chairmen

Wits	G Nkadimeng
OFS	J Selepe
Westonaria	J Tshukudu
Carletonville	K Molewa
Witbank	A Nzima
N Natal	H Mncitshwa
Rustenburg	J Ntsubane
Lydenburg	S Mameko
Klerksdorp	M Gladile
Kimberley	A Luhlabo
Namaqualand	J Pressley
Phalaborwa	E Ramaila
Secunda	K Manqina

Meetings of the National Executive Committee during 1987/1988

The National Executive Committee met on 20 occasions during the period under review, as



Some of the members of the National Executive Committee after the 1987 Congress



National Office Bearers: (At Back) Treasurer - Paul Nkuna, Assistant General Secretary - Marcel Golding, General Secretary - Cyril Ramaphosa; (At Front) Vice President - Elijah Barayi and President - James Motlatsi

directed by the 1987 Congress, the National Executive Committee managed the affairs of the union in terms of the general policy, specific resolutions adopted at Congress, and the Constitution.

Central Committee

Since 1987 two Central Committee meetings were convened. At the Central Committee meetings all regions were properly represented. The emphasis at Central Committee meetings largely revolved around ways and means of consolidating the union. In addition, after the 1987 strike, a post strike Central Committee meeting was held to assess and to evaluate the effects and consequences of the strike as well as the mass dismissals.

Special Congress

A Special Congress was held during 1988. The principal issues discussed at the Special Congress included:

An interim evaluation of the union's activities. In addition, an extensive discussion on the Labour Relations Amendment Bill, the restrictions of fund raising and the bans placed on the democratic organisations were also thoroughly discussed. A Special Resolution in support of protest action against the Labour Relations Amendment Bill and other government restrictions was taken. Special Congress also adopted a resolution which resulted in the increase of subscription fees for members from R1 to R2. Special Congress also re-affirmed the direction adopted by the union in 1987.

POLITICAL CLIMATE

We assemble for our Sixth National Congress at a very crucial time in the struggle for change and democracy in South Africa. For over three years, since June 1986 when the State of Emergency was imposed, our people have lived under conditions of extreme repression. The objective of the state has been to destroy organisations which have been effective and in the forefront of resistance against apartheid in our country.

The developments that have taken place during the period under review have brought about a new dimension to our struggle on all fronts. As far as the mass struggle is concerned, the contribution by progressive sectors of the communities in the homelands, the courageous battles waged by workers, the fearless actions taken by students, the youth and women and the militant role played by the churches have extended the potential for a new current of opposition to the apartheid regime.

The regime is in deep crisis. And this crisis must also be viewed against the background of the disgraceful defeat in Angola, including other factors which, no doubt, have shifted the balance significantly in our favour.

The state's strategy

The principal thrust of the state's strategy can only be characterised as open terror. Indeed

naked terror is the only option left to the state as it continues to lose the political battle. Having failed to crush the National Democratic Movement through the State of Emergency, the regime is now making use of bannings of organisations such as the UDF, SAYCO and other organisations and conferences like the Anti-Apartheid Conference as well as imposing restrictions on COSATU, released detainees and other comrades.

Through these actions it hopes to defuse our march to freedom and cripple the leadership of the Mass Democratic Movement and to dislocate the struggle.

The legitimisation of the structures of ruling our people and winning over the masses on the basis of petty repressive reforms forms an important aspect of the ruling cliques's strategy. All their political hopes had been pinned on the success of the October 1988 elections which in the end were a crushing and humiliating defeat for the regime.

Major developments in the struggle

The 3 day stay-away was a great victory for workers and our people as a whole. The stayaway has had a lasting political and economic impact not only on the regime but on capital as well. It was the longest and most successful stayaway organised under extremely hostile conditions. Workers and our people's confidence in this effective weapon has been reinforced.

The resolution adopted at the COSATU Special Congress which was held under the most adverse conditions brought to the fore the urgent question of a Broad United Front. The organisation of the Anti-Apartheid Conference, even though it was not held, galvanised many sectors of our people against apartheid in a most significant way. All possibilities of re-convening this conference must be pursued as it holds out our cherished hope of bringing all those opposed to apartheid into a Broad United Front against apartheid.

The protracted strikes by commercial workers, railway workers, postal workers, metal workers and miners under the COSATU umbrella were clearly significant and advanced our struggle to unprecedented heights.

The boycott of the bogus Local Authorities by our people exposed the bankrupt political strategy of the regime in a dramatic way.

The courageous defiance by the churches of unjust laws and bannings have further dealt a death-knell to apartheid's grip on our people.

The revolt by students and the youth was significant in many ways as it has laid the basis for future militant actions not only by students and the youth but by teachers as well.

Within the ruling class the divisions and contradictions continue to widen, reflecting their inability to agree on the political solutions to the problems of our country. For the extreme right wing, the imposition of old style petty apartheid with its "whites only" signs and their calls for partition of South Africa clearly shown their political lunacy. Our people's response to these moves through the crippling boycotts in Boksburg and Carletonville where miners have

taken the lead - have demonstrated an advanced level of consciousness and have distinguished our people as men, women of struggle. On the other hand, increased sections of the white community are looking elsewhere for solutions by visiting the ANC.

If anything, this scenario reflects the cracks within the ruling class, where no coherent orientation exists on the way forward, and where the potential for disintegration exists. But we must not confuse the cracks and divisions within the ruling class as a sign of the imminent collapse of the apartheid system.

This has been exacerbated by the fact that increased international isolation of the government has taken place in the past three years. The inability of the government to secure genuine reform has resulted even in its traditional imperialist allies losing confidence. What these imperialist allies have is their own agenda - namely to secure their economic interests and frustrate the mass struggle.

It is a fact that international pressure has mounted significantly in the past period. Certainly the most visible sign was the forced acceptance of the United Nations Resolution 435 which will herald the independence of Namibia. The huge losses and the humiliating defeat suffered by the government in the war effort in Namibia and Angola resulted in a dramatic shift in the regional balance of power. South Africa has without any doubt been trying to sabotage the implementation of the Resolution 435 in its recent attacks on SWAPO by reactivating its military structures.

The sanctions campaign has also heightened the contradictions facing the regime. They have further narrowed the social base for the regime making it more difficult to deliver the goods to its most loyal supporters. The state's inability to obtain loans and investment has depleted the resources for the state's reform strategy. This largely accounts for its attempts to privatise and decentralise in various areas including the transport sector, energy and even housing.

The narrowing of the industrial base and the accumulation crisis was blamed on sanctions and increased isolation by Barend Du Plessis in his recent budget speech. If anything the government admits and acknowledges that there can be no solution to the economic crisis without a political solution.

The way forward

The clampdown on organisations like the UDF, SAYCO and others and the restrictions imposed on COSATU have clearly created difficulties for the Mass Democratic Movement. Yet the struggle must continue and intensify. The reality of our situation is that the question we face is not about the willingness and readiness of our people to struggle for their freedom; but whether or not we are able as the Mass Democratic Movement to marshall the capacity to organise the people. We are faced with the most urgent task of building and strengthening organisation. We have to respond to the state's repressive machinery in a multipronged way.

What is clear is that the days of apartheid are numbered and the working class must lead the

way in the days, weeks and months to come as we collectively chart our way to a society that is free from oppression and exploitation.

The important and urgent task facing the Mass Democratic Movement is the definition of a terrain where we must engage the enemy more effectively. Having defined the terrain, we must proceed to strengthen our structures through action on the ground in the unions, civics, students, youth, women, church, sport and the cultural formations of the Mass Democratic Movement.

As we pursue this course, the Freedom Charter and the Constitutional Guidelines published for discussion and debate, should be our guiding stars.

As for the illegitimate regime and the capitalist class the only face saving short term way out of the current political impasse is the release of Comrade Nelson Mandela and all political prisoners, the unbanning of the ANC and all other organisations, the termination of the State of Emergency and the scrapping of all apartheid laws.

ECONOMIC CLIMATE

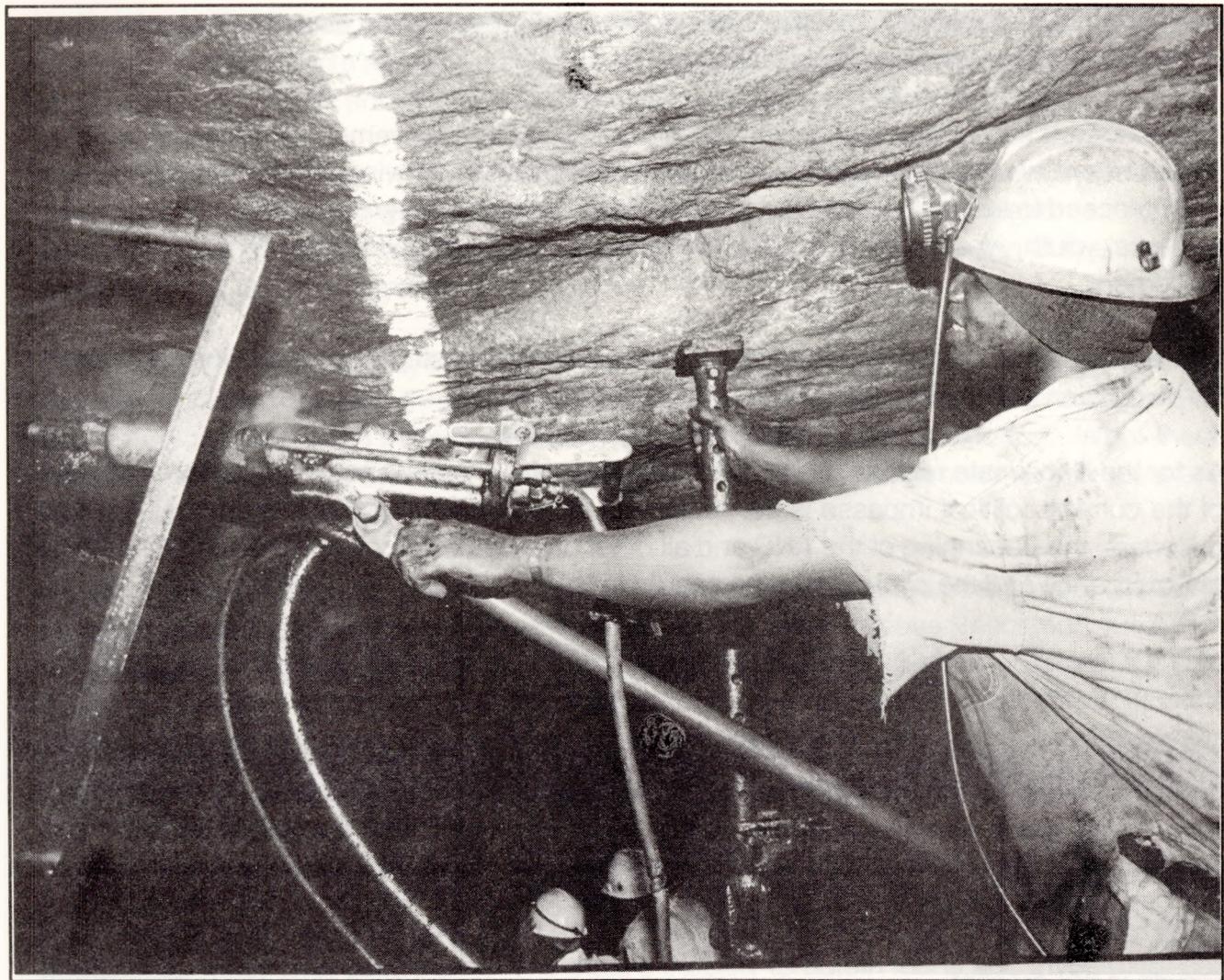
It is generally accepted that South Africa is locked into a structural economic crisis which has dramatic effects on the living and working conditions of the working class. The most visible sign of the crisis was the collapse of the Johannesburg Stock Exchange in 1987, the weakening of the South African Rand, the Balance of Payments blockage and increased unemployment. Whilst the rest of the world's economy recovers, and despite local businessmens increased confidence, the movement away from these obstacles to rapid growth is not present.

The Crisis

Retrenchments, unemployment, starvation wages and rising prices - this is how workers experience the economic crisis in South Africa. The mass of people continue to live in poverty despite the great wealth of our land, despite the record harvests and exports of valuable minerals.

The owners of the mines, farms and factories, on the other hand, increase their consumption of luxury goods, send their money to safe havens overseas and speculate on the Stock Exchange. Profits earned from the labour of the workers are not being invested in new factories and in new production. The capital stock of the country has fallen by a quarter since 1982. In fact we can say that the capitalists are on strike.

Since 1982, over 100 000 jobs have been lost in manufacturing industry alone. Retrenchments have been a way of cutting costs and increasing profits. In the mining industry total employment, which held constant in 1986 and 1987, also began to fall. Some 50 000 jobs were lost in gold and coal alone last year. Yet mineral sales rose in 1988. (Gold sales rose by 13%, coal sales rose by 20%).



Mineworkers are the pivot on which turns the entire economy of South Africa

The drive to cut costs

The class of employers are on a major cost-cutting drive that is co-ordinated across the economy. Their aim is to increase profit rates. They have no concern about unemployment. Their only worry about wages is that they are too high - not that they are inadequate to support a family. The drive to increase exploitation is strongly supported by the government through exploitative strategies such as -

Privatisation which is aimed to ensure that workers in government-owned corporations will lose their jobs as they are split up and sold as lean and profitable enterprises. The loss of 3 000 jobs at Eskom in 1988 is a crude manifestation of the privatisation process.

Deregulation which will make standards of health and safety fall and cut minimum wages to save costs. The new Minerals Bill is intended to lower safety standards and ensure less central control over mining.

bankrupt concept of free enterprise is promoted in costly television and newspaper

advertisements.

Mining companies continue to fire workers in certain jobs (such as gardeners, cleaners and catering staff) and get sub-contractors to do the work. The sub-contractors use un-unionised workers at lower wages.

Mining

South Africa is a mining country. Mineworkers are the pivot on which the whole economy turns. 15% of all jobs are in mining, which employs some 650 000 black workers and 100 000 whites. Yet the mining sector produces 40% of exported goods. These are sold overseas to allow South Africa to buy the foreign machines and manufactured goods without which the country could not survive.

Mining is the only area of the economy in which there is **not** a capital strike. Enormous sums of money are being invested in new and expanding mines. The aim is to increase the rate at which the mineral wealth of the country is mined and the rate at which profit flows into the pockets of the mine owners and the government. This rape of the natural resources of the country is achieved under brutal conditions of exploitation. At present, the establishment of some fifteen new gold mines is being considered. This may lead to the employment of 118 000 workers, but the clear intention is to hold wage levels at their present low rates.

Mining Wages

The buying power of the Chamber of Mines minimum wage for underground gold miners is the same today as in 1975, fourteen years ago. The average wage for black mineworkers in gold is still 20% below the average wage in manufacturing industry, the same as fourteen years ago.

The average wage for "unskilled and semiskilled" mineworkers on the Chamber gold mines in 1988 was R624 per month. On the coal mines the average was R661 per month. However over 90% of mineworkers basic wages are well below a living wage. This contrasts with the average monthly wage of R3 000 for skilled workers - virtually all of whom are whites. These are the top-paid workers in the economy. Mining house directors have, on average, the highest directors' fees in the economy. In 1988 the average director's fee in the six big mining houses was R26 500 per month. It takes the average black mineworker three and a half years to earn what a director gets in just one month.

The mines have the wealth and the opportunity to pay all workers a living wage - but they don't. The wages they pay are set by "free enterprise" at starvation levels. The mines take advantage of the enormous unemployment in Southern Africa to press down wages.

Capitalism cannot provide justice

The deep seated problems in the South African economy ensure that capitalism and "free enterprise" can never provide justice for all of South Africa's people.

The economic goal of the union is a living wage for all mineworkers. On the path towards this goal, it is hoped that our union will at this Congress develop a new wage policy that will

have as its main thrust, the principle of a **national minimum wage** for the mining industry. Wages should be determined by the job a worker does - not by the mineral being mined or the company that administers the mine.

At this Congress our union will discuss the formulation of a "Union wage policy for the mining industry". The principles behind the policy have already been discussed and debated in several regional workshops. Its implementation will, of course, only be secured by strong, national organisation and unity.

Mine Taxation

The government, with the support of the mining houses, is changing the tax system on the gold mines. The small changes in the tax formulas for 1989/90 are the first stage in a move that could have serious implications for our members.

Most commentators on the report of the Marais Committee on mining taxation have focused on the positive effects of lower tax rates for encouraging the development of new mines. Lower tax means a higher rate of profit from gold mining and hence a bigger incentive to invest in new mines. No one has analysed the likely effect of the tax proposals on employment levels on existing mines.

New tax system opposed

The union opposes any amendment to the tax legislation which would threaten current employment on the gold mines. It thus opposes the reduction in the paylimit as proposed by The union opposes the reduction in tax payments from the mines as long as the industry refuses to move towards paying a living wage to mineworkers. The lower tax rates that are proposed mean that the government will hand over more than R3 billion to the mines. The richer mines will receive most of this.

MINERAL PRODUCTION

South Africa's strategic importance in the world as a major producer of some of the most important minerals has remained unchanged in the past two years. Although the South African total mineral sales were valued at R28,8 billion in 1987, a slight decrease from R29,5 billion recorded the previous year, they remained a major foreign exchange earner. In general even domestic sales of minerals increased substantially in 1987 compared to 1986. An important reason for this development was the improved demand in the steel and stainless steel industries which contributed to the revival.

In 1987, mining and quarrying contributed some 14% of South Africa's gross domestic product. In employment levels, the mining industry with its associated companies totalled 759 000 which accounted for one in every eight people in active employment in South Africa.

Gold

Gold was again the biggest contributor to mining revenues. The average price of gold during 1987 was US\$444 an ounce compared to US\$366 an ounce in 1988. Expressed in rand terms

this amounted to R17 493 million. The average dollar gold price improved by some 21% when compared to the previous year.

South African production fell from 638 tons in 1986 to 605 tons in 1987. The fall in South African output was the result of two factors:

- the declining grades
- the failure of the industry to continue the increase in the volume of tons milled - the result of the miners' strike during 1987.

Coal Mining

South Africa continues to remain one of the major coal producers despite the surplus on coal on the international market. Although attempts have been made to blame the current decline in the SA share of the world coal market on the sanctions campaign, including the loss of jobs, this cannot be further from the truth.

It is indeed true that coal exports have declined by 6% from 45,5 million tons to 42,4 million tons. But the reasons are primarily the fact that there is an oversupply on the world market. The factor of sanctions and our union's position has become a useful shorthand for employers to justify their rationalisation activities in the coal sector.

The decline in the coal exports were offset by the increase in the domestic sales of the country's largest consumer - Eskom.

Platinum

Platinum remained in demand during 1987 and reached a record high of over 3,3 million ounces. The platinum prices increased dramatically during 1987 and 1988 reaching peak levels.

Despite the exorbitant profits made by platinum producers, wage rates remained amongst the lowest in the mining industry and labour conditions amongst the most repressive. This was the case despite union organisation on the platinum mines. Managements, such as Rustenburg Platinum Mines have been reluctant to recognise the union.

The following table on mineral production shows how the mining industry performed.

COMMODITY	PRODUCTION ['000]	% CHANGE	TOTAL SALES VALUE [R m]		09-Apr-89	
			1987	1988	UNIT VALUE	UNIT VALUE
GOLD	618	KG	2.6%	R19 683	12%	R29 050
COAL	178 215	TN	0.9%	R5 749	20%	R27
COPPER	170	TN	-9.5%	R947	53%	R3 294
IRON ORE	24 676	TN	12.1%	R545	15%	R21
MANGANESE	3 481	TN	20.7%	R337	91%	R61
CHROMITE	3 749	TN	12.2%	R312	60%	R58
NICKEL	NA	TN		R305	189%	NA
ZINC	89	TN	-20.9%	R130	22%	R941
GRANITE	364	TN		R112	51%	R204
ASBESTOS	145	TN		R102	15%	R608
LEAD	91	TN	-2.5%	R88	11%	R843
FLUORSPAR	335	TN	5.9%	R86	36%	R200
SILICA	2 040	TN	5.3%	R46	24%	R19
ANDALUSITE	231	TN	1.9%	R43	11%	R172
VERMICULITE	207	TN	-9.7%	R35	8%	R141
Other				R4 892	13%	
TOTAL				R33 413	16%	

(Source: Minerals Bureau

Energy

South Africa's electricity needs started with the establishment of the mining industry. The development of fully fledged national power system was fashioned around the early 1920's which led to the establishment of the Electricity Supply Commission.

By 1988 Eskom was supplying 97% of the electricity needs of South Africa and today is one of the biggest electricity utilities in the world.

Although employment in Eskom declined during 1987 and 1988 largely the result of retrenchment, over 56,000 workers are employed in the company.

INDUSTRIAL ACTION

Strike action by workers generally reached record levels during 1987, although in 1988 strike action declined significantly. This was particularly true for mineworkers.

Militant strikes over wages occurred at:
Winterveld Chrome Tubatse Ferrochrome
Rietspruit Ergo
Nufcor Consolidated Murchison
Rand Refinery.

1987 continued the tradition of 1986 where the mine bosses were challenged on every front - in the hostel, at the shafts and in the stopes.

The celebration of May Day, which paid holiday was an outstanding victory by our union saw 500 000 workers participating.

Mineworkers participation in the Safety Day action will have to be improved if we are to correctly pay tribute and honour to our comrades that died in the Kinross Gold Mine disaster.

Probably the most important action during the period under review was the massive COSATU co-ordinated stayaway which took place on 6, 7 and 8 June 1988. It was the biggest national stayaway action in South African labour history.

This action, in direct response to the Labour Relations Amendment, proved unequivocally that the trade union movement and the working class generally rejected the new labour law. Our union's participation was limited and very uneven, largely a result of massive membership and leadership losses experienced during 1987 and the intimidation by mine security forces, the army and the SAP.

The residence of a large number of workers in concentration-camp type of compounds was clearly advantageous to mine bosses in unleashing forces that made it impossible for workers who are effectively kept like captive labour in the mines, to take effective action.



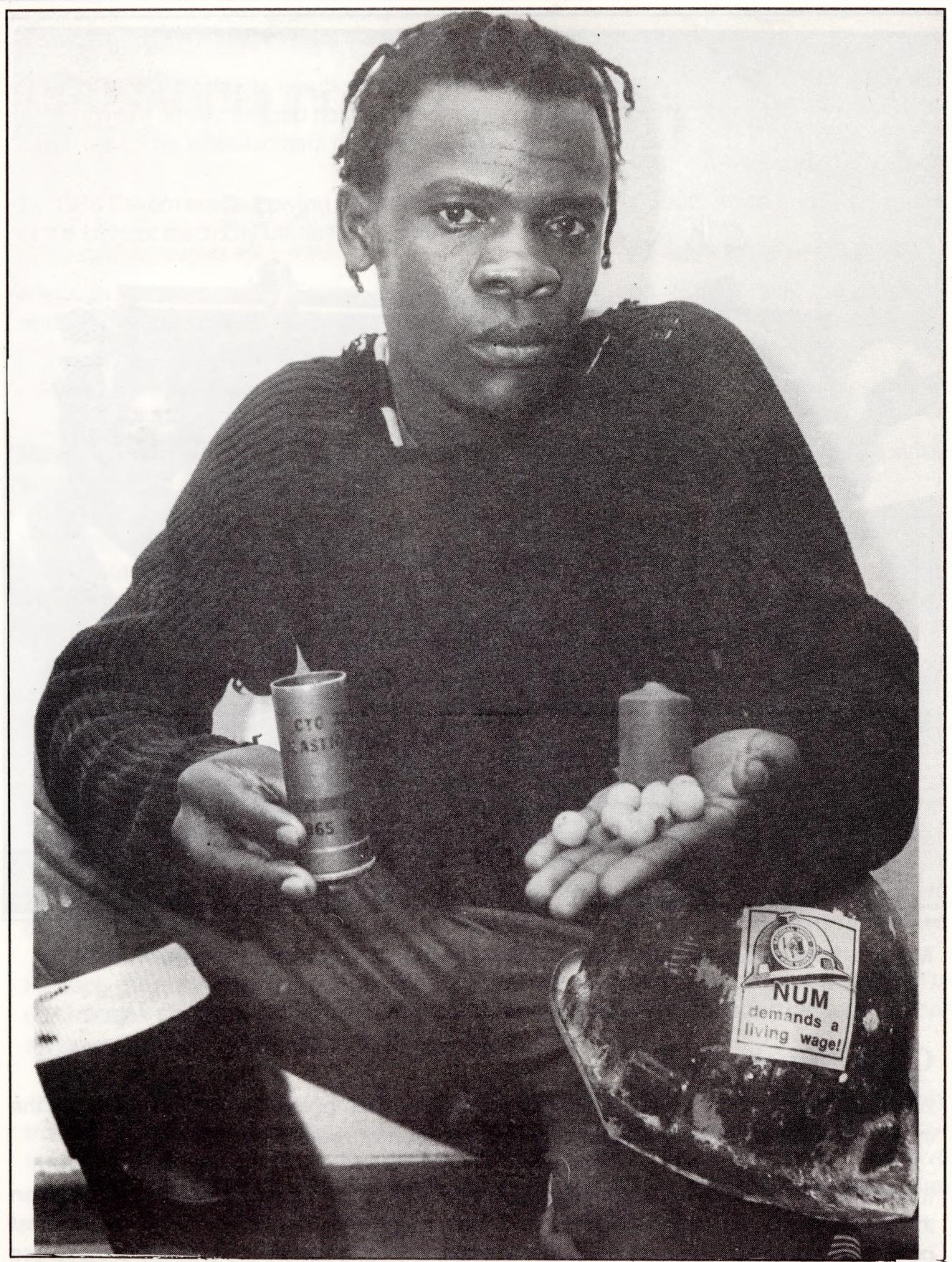
Mineworkers shook the Chamber of Mines in the 21 day strike in August 1987

Great Miners Strike

But it was definitely the 21 day strike that rocked the Chamber of Mines which captured the imagination of the working people not only in our country , but the world over.

It was in this strike that our union - its brave and gallant members,old and young, - took on the combined forces of the Chamber of Mines and the state.This challenge to the most powerful institutions in the country showed clearly to all and sundry the brutality of the forces of repression and exploitation.

It captured in a very clear way the determination of the capitalist mining class and its trusted



The 1987 strike was marked by extreme violence on the part of police and mine bosses - over 600 workers were injured while 11 died. A shaft steward holds up a teargas cannister, rubber bullets and pellets.

ally, the Apartheid regime, in defending the system of poverty wages, migrant labour and general oppression. The strike was a school of struggle, and as a union, members and leadership we have learnt from it. The Chamber of Mines admits that through the strike our union demonstrated its "muscle, organisational capacity, determination and skill"

Our rapid growth on the mines was phenomenal. In under four years we have been able to challenge racism on the mines, ensure rights of representation, improve wages, guarantee health and safety rights as well as provide social security benefits for mineworkers. In a word, the NUM has been able to restore the dignity of mineworkers!

It was this unity, solidarity, common purpose which brought mineworkers from different areas together irrespective of language, religion and cultural persuasion into a formidable force. Through struggle the hard and dangerous life of miners was challenged at the workplace, in the courts and in the cut and thrust of daily struggle.

It was this winning of rights and the growing support of the union amongst the rank and file workers in the industry which became a nightmare for mine management. And it was the NUM that the captains of the industry had dubbed "a monster that had grown too big" that had to be destroyed or at least curbed.

When the wage negotiations deadlocked in July 1987 and a settlement failed at the conciliation board the union conducted a strike ballot amongst its members. Over 98% voted in support of the strike.

The strike commenced with over 340,000 workers on 44 gold and coal mines. The strike was characterised by extensive violence perpetrated by the police, the mine security forces as well as agent provocateurs acting on management instruction to cause divisions amongst workers and fan discontent.

If the violence is to be explained then it must be sought in the migrant labour system and hostel life with its antiquated authority structures - the induna, isibonda and hostel police which system contributed to and exacerbated the climate of physical conflict during the strike. The NUM stated its position clearly on violence prior to the strike. The Chamber refused to join us in setting up systems that would minimise violence. They must therefore ultimately be held accountable for the violence that ensued.

In the course of 21 days over 500 workers were arrested, over 600 injured and 11 workers were killed. To break the power of the striking miners and the support enjoyed by the union, Anglo American Corporation, Gencor, J C I and Gold Fields together, dismissed over 50 000 workers.

This action was the biggest of its kind in South Africa and clearly showed the lengths to which the employers would go to break a legal strike over wages and working conditions. The strike revealed amongst other things:

- the support enjoyed by the union amongst mineworkers

- the union had the organisational capacity to challenge one of the most powerful economic institutions in the country
- despite the brutality of the employers, their security forces and the police, mineworkers remained determined to fight to achieve a living wage.

The strike has been viewed by many as a defeat for the union. This is surely a very simplistic assessment of a very complex process.

In any complex situation of this nature what is important is the way workers finally assessed their strike. To our members and its leadership, the strike was not a defeat. It was a set back. As miners we know very well that the working class has to fulfil its historic mission and the path to winning that objective is fruit with pitfalls. As miners we know it is inevitable that we will go from set-back to set-back and finally total victory. It cannot be disputed that the employers were bent on at least curbing if not destroying our union. But they did not achieve this objective even though 50 000 workers were dismissed.

The employers, took full advantage of the structures, networks and laws of Apartheid to undermine union organisation. This included the use of the migrant labour system, threat of deportation, use of the Internal Security Act to prohibit pickets, interdicts and recourse to the common law which does not recognise any rights of striking workers.

Defeating the bosses aim of destroying the NUM is clearly a resounding victory. The cost of the strike to employers amounted to well over R 250 million. They learnt a few lessons and the lessons did not come cheap. As Comrade James Motlatsi said "The NUM is a phenomenon, an attempt to stop it is akin to trying to stop a river in flood, it washes you away".

The NUM cannot be stopped let alone be destroyed.



NUM has called for an end to the migrant labour system

GOVERNMENT LEGISLATION

In the period under review the repressive regime introduced four pieces of legislation which are aimed at frustrating and suppressing the interests of workers in general and mineworkers in particular.

Labour Relations Act

On 1 September 1988 the government promulgated amendments to the Labour Relations Act. This move was taken in total disregard of the massive opposition demonstrated by over 2 million workers and our people in other sectors of the community on 6, 7 and 8 June 1988. The protest action which was largely steam-rolled by COSATU should have been sufficient to indicate to any self respecting government that its laws were being rejected and thus should be withdrawn. But inspite of the protest action, the regime went ahead to pass the oppressive bill.

The Labour Relations Act has introduced the most repressive provisions in the law dealing with amongst others:

- a ban on sympathy strikes;
- a complicated procedure prior to a legal strike;
- a right by employers to interdict legal strikes;
- the right given to employers to sue trade unions for embarking on illegal strikes;

The Chamber of Mines has given its full unqualified support to the new law and its members keep threatening our union with it.

Some employers have already started using the law against COSATU unions, suing them for millions of rands for lost production.

This law is a death-trap for unions and should be opposed at all costs.

Mines and Works Act

The definition of the scheduled person in the Mines and Works Act was amended to enable mineworkers of all races to perform certain functions which were previously closed to them. When the amendment was effected, it laid down certain requirements for workers to acquire certificates of competency in four occupations in the mining industry.

The introduction of the education requirement was clearly designed by the architects of apartheid laws to keep the majority of black mineworkers out of occupations such as those of miners, shift bosses, mine overseers, engine drivers, and onsetters. It should be noted that the education requirement previously did not exist under the scheduled person definition which enabled many uneducated white mineworkers to have access to the occupations which the apartheid regime is now, in a subtle way, keeping black workers away from.

The scrapping of the scheduled person definition in the Mines and Works Act is a farce as it is becoming clear to our union that the move by the regime to amend the Mines and Works Act is part of their repressive reform programme.

Mines and Works Act Regulations

During September 1988 the GME gazetted new regulations under the Mines and Works Act which provide for the appointment of Safety Officers and representatives in the mines.

This development was clearly aimed at undermining the demands of the NUM that Safety representatives should be elected by workers and not appointed by management. The GME in promulgating such reactionary regulations has done a disservice to the mining industry by introducing an area of conflict between workers and management on an issue which should have been an area of common concern and joint action.

The regulations passed by the GME do not provide for:

- union involvement in Health and Safety. In fact it ignores the fact that unions exist and have an interest in Health and Safety;
- independent inspection rights for workers and their unions;
- rights to information;
- bargaining forums around Health and Safety issues;
- dispute resolution procedures on Safety matters; and
- union representation at accident inspections and enquiries;

The regulations remove Health and Safety from the area of Collective Bargaining. For this reason, the struggle for Health and Safety Agreements is more important than ever before to our union.

The Minerals Bill

The government proposed a New Bill to Parliament called the Minerals Bill, 1989. The Bill was gazetted during the Christmas holidays of 1988 on December 15. All comments and objections had to be submitted by the 17th February 1989. This allowed only eight(8) weeks for responding to a serious challenge to the proper regulation of Health and Safety on the mines. In short the Minerals Bill is aimed at providing less careful regulation of Health and Safety in the mines.

Under the Mines and Works Act, the G M E is responsible for Safety on the mines. Under the Minerals Bill the G M E will be fired and his National Office will be closed. The state will no longer have a central monitoring function over the mines. Instead the mines themselves will regulate safety and police the violations they perpetrate themselves.

Mining must be subject to more strict controls than other industries. This is because mining is so dangerous. With the Minerals Bill, the mines will be less controlled than other industries such as manufacturing, construction etc.

We trust that this Congress will pass a resolution rejecting the proposal that the mining industry should be subjected to less controls and lower standards than other industries and mount a struggle against this Bill.

COSATU

Our union remains the biggest affiliate of Cosatu and with this bears an important responsibility in determining COSATU policy and the effectiveness of its activities. After the adoption of

the Freedom Charter at our 5th National Congress, COSATU also accepted the Freedom Charter as its instrument of political struggle.

This was an important development in setting the political orientation not only for the federation, but the affiliated unions.

Our union's participation in COSATU activities took place at all levels -national, regional and local. But this participation needs to be improved and consolidated.

In the last two years certainly the most important campaigns mounted by Cosatu included :

- Living Wage Campaign
- Hands Off COSATU Campaign
- Labour Bill Campaign
- Workers Summit
- Banned Anti-Apartheid Conference

Living Wage Campaign

This campaign was launched in 1987 with all the affiliates of the federation. Our union played a leading role in the mobilisation and orientation of the struggle for a living wage. Our own struggle around the demand for a living wage culminated in the Great Miners Strike.

Cosatu and the affiliates gave support to our struggle. This campaign played a major politicising role and focused on the right to earn a living wage. It also provided a national focus on demands which included May Day, June 16, paid maternity leave, ban on overtime and 40 hour week.

This campaign needs to be extended beyond COSATU into all other formations of the Mass Democratic Movement. This should be done through a more progressive interpretation of what "Living Wage" means to the mass of our people who suffer under the burden of high rents, rising prices etc. We must get COSATU to make this campaign not only a factory or mine based campaign . It must be a community campaign.

The Labour Relations Bill

This was one of the biggest campaigns seen in the country by trade union organisation. COSATU led this struggle with vigorous opposition to the combined efforts of the state and employers. The federation also initiated talks with Employers bodies such as SACCOLA, but no success was achieved. This was largely because the employers came out in support of the Labour Bill.

Protest action took place throughout the country culminating in the massive 3 day national action. This stayaway was supported by over 2 million workers with employers losing over R500 million in production and over 7 million man days. Our participation in the protest action was minimal and very uneven, but our members did show that despite the effects of the Great Miners Strike which limited that participation of miners, they were willing to continue the struggle.

The struggle against the Labour Relations Act is to continue over the coming months. This gained impetus with the Workers' Summit which included many non-Cosatu unions.

The Workers' Summit

The workers summit was the culmination of intense discussion between COSATU, Nactu and other unions. Although NACTU indicated its support for the Workers' Summit, they reneged on the commitment, raising serious questions concerning their commitment to trade union unity and the unification of the working class movement.

But the historic summit was held on 4 and 5 March 1989 in Johannesburg against the Labour Relations Act. It continued without the official backing of Nactu. However, a number of their affiliates participated in the meeting, together with other unions not party to either federation.

700 delegates from 43 unions were present representing over a million workers. Among the recommendations made at the summit included :

- The formulation of the union movement's own Labour Relations Act which will cover Forestry workers, farm workers, domestic workers and public sector workers.
- Examine ways of not using the Industrial Court.
- Amending and revising recognition agreements to bypass the unacceptable aspects of the legislation.
- Isolate employers who use the provisions of the LRA against unions.

The holding of the Workers' Summit is the first step, we hope, to building unity in action, which will lead to the formation of one union in one industry and one united federation in South Africa. From our experience we know that summits are a means to an end. Intense mobilisation and consolidation must take place to build working class unity in the factories, mines, shops and farms and this must be our task for the coming years.

COSATU must maintain the initiative and lead the process of unity of the trade union movement in our country.

Anti -Apartheid Conference(AAC)

The banning of the Anti-Apartheid Conference in September 1988 was a major set-back for the democratic movement. It confirmed the state's determination to crush all forms of peaceful resistance to apartheid. Whilst the state managed to ban the Conference, COSATU and the democratic allies still remain determined to strengthen the coalition of forces opposed to apartheid and exploitation in South Africa.

The building of alliances and strengthening of unity must continue with vigour in 1989 and the coming years. As always the principles of building unity must remain clear. Our union has repeatedly stated that unity comes from action and organisation; that the successful onslaught against the forces of reaction and oppression cannot be based only on slogans.

Organisations with a proven record of struggle and who are committed to defending the interests of the working class and oppressed people of our country have a home in our movement. The guide to our struggle remains the Freedom Charter as the instrument to conquer oppression and exploitation.

Repression

Repression against COSATU was unabated. The bombing of Cosatu House, the continual raids of offices, detention of officials and the continual harassment made the federation one

of the major targets of attack.

The culmination was the restrictions place on COSATU and the banning of 17 other democratic organisations. These repressive actions against the federation must receive more attention so as to fight the restrictions.

COSATU has achieved magnificent victories. Its very existence represents the resilience of workers developed in affiliates against the devastating odds stacked against it under an apartheid regime.

The NUM's commitment to COSATU, its policies and programmes remains unshakeable as we march to freedom.

INTERNATIONAL AFFAIRS

During the period under review, the union continued to play a major role in international affairs. We have continued to maintain links with several miners' unions and federations throughout the world. This included the Miners International Federation (MIF), the International Miners Organisation (IMO), the African Federation of Miners Trade Unions (AFMTU) as well as our pioneering role in the Southern African Miners Federation (SAMF).

Our union has always been closely associated with the Mineworkers Union of Namibia and joins them in all the challenges and joys that they face as they an integral part the struggle being led by SWAPO towards their independence play.

We are proud to have assisted the MUN in their struggle against the racist illegal occupiers of their country. We trust that our close links with them shall be strengthened.

Miners International Federation

Our position in the international mining community remains pivotal and can be seen by the extensive solidarity and support we receive from various parts of the world. Our union's affiliation to the MIF continues to prove that international solidarity works in practice.

The MIF and its affiliates, especially Swedish, German and USA miners gave substantial support to our union during the Great Miners Strike. Other assistance included education, health and safety. This help confirms the practical solidarity which exists amongst miners around the world.

Miners World Congress

The NUM was represented by 34 comrades in the recent 46th Miners International Federation (MIF) Congress in Harare from 7 to 9 March.

There were 19 countries representing 20 organisations and a total of 111 delegates who all collectively carried 38 votes.

The countries attending included: United States, Federal Republic of Germany, India, Belgium, Phillipines, Turkey, Guyana, Austria, France, Sweden, Sri Lanka, Portugal, Norway, Zimbabwe, Swaziland and Spain. There were also observers from Zambia, Botswana, Peru

Colombia and Namibia.

The following people were elected as office bearers: President - Anders Stendalen (Sweden), First Vice President - Kante Mehta (India), Second Vice President - Heinz-Werner Meyer, Third Vice President - James Motlatsi (South Africa), General Secretary (Peter Michalzik (Germany).

Comrade James Motlatsi received the highest number of votes over and above all the people who were nominated which showed that the NUM even though it is a young union, is able to hold its own in international forums.

Congress resolutions on the situation in South Africa were:

- endorsement of a boycott of the Royal/Dutch Shell group until it disinvested from South Africa;
- condemnation of the Migrant Labour System as a "crime against humanity";
- South Africa had the highest rate of mine disasters in the world and called for improvements in health and safety.
- Reaffirmed its full support to the NUM in its struggle to improve conditions and end apartheid.

International Solidarity

The NUM of South Africa and the United Mineworkers of America proposed that the MIF merge with another International Trade Secretariat to build a more effective federation. The MIF Executive Committee was authorised to call for an extra-ordinary congress to finalise such a merger.

Resolutions were passed on the violation of human rights in Colombia, Guiana and Peru.

The most significant decision at the congress was the resolution on health and safety which calls for the convening of a Health and Safety Congress to which all miners unions affiliated to the MIF, IMF and IMO as well as the ILO will be invited to draft a Miners Health and Safety Charter and discuss other important matters facing the mining community.

International Miners Organisation

Our union's continued links with the IMO and its affiliates strengthened through meetings and attendance at conferences organised by the IMO. Assistance especially from the British NUM to our union during the Great Miners Strike was helpful.

The President and Assistant General Secretary attended an IMO conference on Peace and Disarmament in Australia in 1987 where militant positions were adopted against the apartheid regime.

We find the division that exist between International Miners' Federations regrettable and not serving the interests of miners world wide as it weakens miners in many different ways.

The African Federation of Miners Trade Unions

The AFMTU is the sole organisation that brings together miners' unions on the African Continent. Our union is the largest affiliate of AFMTU and holds the position of the Second Vice President.

Our union has not been sufficiently active in the federation as contact with the Head Office in Algiers is difficult to make. However, a meeting planned in May in Algeria should go a long way to strengthen our links with AFMTU and other African miners unions especially those North of the Equator and from African French speaking countries.

South African Miners Federation (SAMF)

The SAMF was established in 1985 to unite and co-ordinate the struggle of miners in the region. In this our union played a leading role and continues to see the crucial purpose of the SAMF in ending exploitation in the region.

The SAMF has six affiliates - Botswana, Zambia, Zimbabwe, Namibia, Swaziland and South Africa.

The membership of the SAMF is around 400 000 although the potential is still very great.

Comrade James Motlatsi has been President of the SAMF since the inception, and was confirmed at the Inaugural Congress in 1988.

Co-operation in the areas of health and safety, education and collective bargaining seminars has taken place. New initiatives on the establishment of Company Shaft Stewards Councils and more extensive educational visits between national unions will be emphasised in the coming period.

INDUSTRIAL RELATIONS

In the period under review, relations with the mining industry reached an all time low. It confirmed the view of our union that the principal concern of the employers remains profit and production, and that the well-being of mineworkers and their families is not a priority.

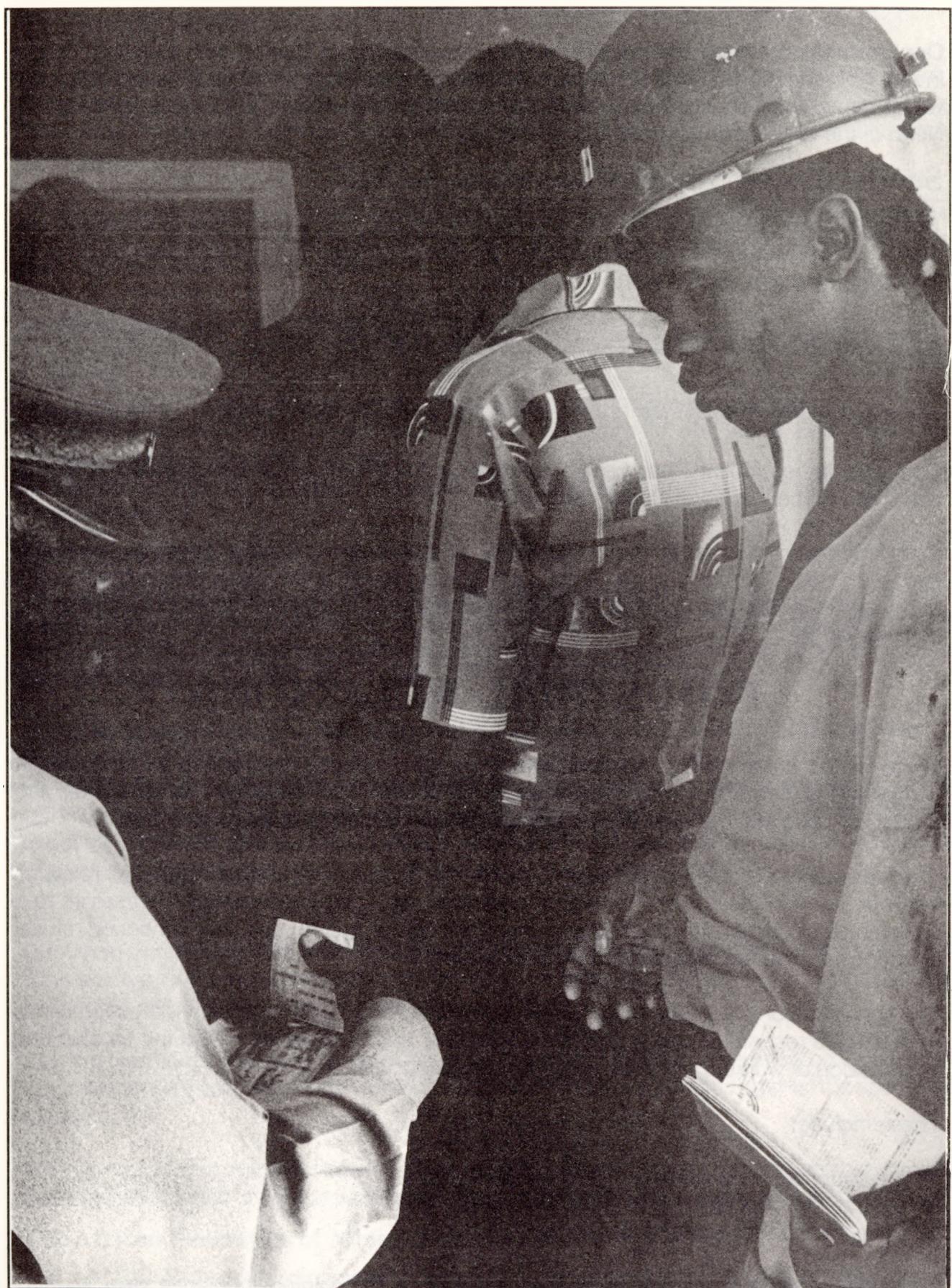
This was reflected in the way the Chamber of Mines and its affiliates conducted their relations with our union in the course of wage negotiations, their refusal to commit themselves to a programme of dismantling the hostel and migrant labour system and their continued refusal to negotiate on safety and other negotiable issues.

The conditions on the mines since the Great Miners Strike have been extremely repressive. In a detailed research study on industrial relations practices on the mines the erosion and suppression of workers' rights by employers was exposed.

These include:

- the suppression of workers' basic human rights;
- the denial of workers' rights in the work place; and
- the elimination of workers civil rights.

This new repressive climate on the mines reflects the mining industry's own state of emergency. We will not accept this and will mount effective resistance against repressive this industry has ever seen, unless it declares that the situation is to change.



State of Emergency on the mines: Racial discrimination and authoritarian control are the daily experience of mineworkers

The Right to Strike

The unfettered right to strike is fundamental to the collective bargaining process. The support given by the mining industry to the Labour Relations Amendment Act is evidence that the employers do not believe in the right of workers to strike. They have suggested they workers should have the "freedom" to strike. This means that this right can and must be curtailed. For the trade unions this is an untenable situation and will be continually challenged.

A related aspect is the employers continued reliance on the method of mass dismissal, victimisation and blacklisting to deal with striking workers. Our union wishes to state unequivocally that if this continues the entire collective bargaining process is in jeopardy. In addition the continued failure of the Industrial Court to give adequate protection to legal strikers, who have complied with the statutory procedures in disputes, will be a contributory factor to the collapse of institutionalised and regulated conflict. It is only where our union and the trade union movement have the freedom to organise, bargain and use economic sanctions without interference from the state and repressive employers that industrial relations can be improved.

Violence on the mines

It is a recognised fact that the NUM is the undisputed voice of mineworkers in the mining industry. Our union has vigorously pursued the objective of improving not only the wages and working conditions of our members, but also the living conditions of workers. To this end we have repeatedly called for the dismantling of migrant labour, hostel and induna systems. The employer have only paid lip-service to removing these antiquated systems and structures.

Repeated calls and initiatives by our union to set a time table to destroy these structures have been met with fierce resistance by the employers.

If the employers are serious about dealing with mine violence then a commitment and programme must be accepted of how to deal with those institutional structures which generate violence. We reiterate that our union does not support violence and wants to address the substantive causes of violence in the mining industry.

The migrant labour system and its attendant institutions have not only given rise to violence, but has resulted in the suppression of workers fundamental human rights. These systems have also resulted in the authoritarian control of workers - managerial dictatorship, paternalistic attitudes, a crude form of racial discrimination and all social rights.

After the strike, the Chamber made persistent calls to our union to commence negotiations on a Code of Conduct as a means of ending violence on the mines. Even as we realised that the Chamber's approach to this problem was hopelessly parochial, our union agreed to commence negotiations. We however also made it clear that the problems of ending violence could not be looked at in isolation from the overall, repressive and hideous compound system.

No sooner had we agreed to commence such negotiations than the Chamber in its typical devious way retreated from the negotiating table arguing that a Code of Conduct could no longer be negotiated at industry level. The leadership of our union now has serious doubts about the Chamber's sincerity on the eradication of violence on the mines.

We have no doubt that the Chamber's refusal to continue with negotiations on the Code of

Conduct is clear evidence that the Chamber is bent on keeping the mine compounds as places where they can maintain their authoritarian control.

The Chamber's retreat from negotiations that stood a good chance of eradicating violence in the industry confirms our suspicions that the Chamber has a sinister double agenda directed at mineworkers - that of reaping maximum profits from poorly paid worker and of setting conducive conditions in motion to eliminate the union.

For mineworkers, this cowardly turn-about by the Chamber means that the Chamber cannot be trusted, and as workers we must never let our guard down. After this refusal, a new contradiction manifested itself in the Chamber monolith when Anglo distanced itself from this position and commenced negotiations with our union on the Code of Conduct.

We have indicated our sincerity on the issue and gave a detailed proposal to AAC. Negotiations are proceeding.

We wish to state again the employers cannot have labour peace and harmonious industrial relations, if they do not remove the source of conflict. They cannot expect peace when the structures which cause hardship are still intact. Negotiations must resume in order to set a clear timetable for the removal of the hostel and migrant labour system.

ESOPS

Last year companies owned by Anglo American and De Beers gave away shares to about 150 000 employees in 120 companies. This was part of the De Beers and Anglo American "Shareholders Scheme." De Beers wanted its employees to own their very own shares so that they would feel more loyalty to their company - and to the so-called "free enterprise system".

Workers "shareholders" got only R4.50 in November last year as their dividend. In May 1989, they will get a "final dividend" for 1988 of R1.55 per share. This means that workers who are already participating will get R31. Those who join now for the first time will get R15.50.

Anglo gives the shares free to workers - but it has to pay for them. The cost of 10 shares is now R590. The shares are kept by Anglo for four years before workers can sell them.

Anglo uses these shares to try and weaken our members solidarity. They introduced them just after the Great Miners Strike in 1987 on the gold and coal mines. They deliberately did not consult the union. They said that workers must decide on participation "individually".

Our suggestion in promoting the individual's choice is that Anglo should pay their employees R590 (or the cost of the give-away shares) in the May pay month. They can set up a stockbroker's booth at the mines and workers who want to buy shares with their money can do so. Those who want to spend the money on other things instead of shares will have the freedom to do so as well.

Workers need more money. They need a fair share of the wealth they create. But Anglo itself says: "The share scheme was never intended to alter the pattern of ownership of Anglo".

These shares are cheap bribes to divert workers from our struggle for a living wage. This is

clearly the most degenerate tokenism by a company.

Congress has a responsibility to give guidance and direction to our members on this issue.

REPORT ON UNION ACTIVITIES

Administration

The Administration department remains a mainstay of all the union's activities. With time it has become more efficient and professional and has proved to be the engine room of the union.

We are pleased to report that all regions but one now have administrative staff and they are distributed as follows:

Head Office

Merriam Mashaba	National Administrator
Nomsa Nkwanca	Assistant National Administrator
Funeka Siyongwana	Computer Operator
Sbongile Mahlangu	Computer Operator
Rozanna Naidoo	Telex Operator
Zelda Makhetha	Switchboard Operator
Dineo Nkoti	Membership Statistics
Benjamin Maqolo	Membership Statistics
Ntsiki Ndawonde	Case Assessment Officer
Godfrey Ntlakana	Messenger
Hendrieta Rantikana	Cleaner

Regional Staff

Cape Town	Carletonville
Jean Schoeman	Annah Rabotapi
Felanto Mazinywana	
Empangeni	Kimberley
Cynthia Mahlangu	Jean Itumeleng
Klerksdorp	Namaqualand
Boniwe Dikane	Esme Cloete
Nelspruit	Northern Natal
Violet Nkosi	Lettie Mhlongo
Orange Free State	Phalaborwa
Zanele Gwele	Patrick Lebeya
Alinah Naale	
Mzwandile Hleko	
Rustenburg	Secunda

Salamina Mothupi

Constance Mkhabela

Westonaria

Witbank

Barnadette Komani

Nomsa Mathaba

Wits

Maggie Khambule

Raymond Machechoane

The principal function of the Administration department is to render support on administrative matters to all the departments of the union, committee structures at all levels and to ensure that the membership of our union is well serviced.

Accounts and Finance

A very important department in the union is without any doubt the Accounts Department, whose principal task is to ensure that the union's money is well spent and properly accounted for.

The staff of the Accounts department are:

Obed Molekwa

Bookeeper

Mapule Makwela

Accounts Officer

Nomalanga Mabuza

Accounts Officer

The Accounts department during the period under review succeeded [in co-operating with the National Treasurer and our Auditors in setting up proper accounting systems, monitoring the union's income and expenditure, inspecting the financial books at a number of regional offices, and running seminars for administrators in our union and in Zambia and Namibia.

Problems regarding the union's finances

The major single problem our union encountered with its finances was in the area of investment of union funds.

During 1987 the union had a substantial balance of funds in the Relief Account which the NEC decided should be invested. An amount of R2 million was invested in Eurobank at high interest returns.

In November 1988 we received news that Eurobank was being investigated by the Reserve Bank and as a result had been placed under liquidation. We immediately instructed our lawyers to ensure the safety of our funds. The liquidation of the bank is being processed and what remains is the sorting out of all claims. Eurobank owes to a number of creditors. We hope that our funds or part of them will be recovered.

Another problematic development regarding finances related to unsatisfactory accounting systems and practices at some regional offices. These practices have led to a loss of some funds through the activities of officials and some members. These problems are being attended to and remedied.

The detailed audited financial statements will be dealt with by the National treasurer.

Education And Culture

The work of the Education and Culture Department has since inception in 1984 had five principal objectives:

- Ensuring that effective and meaningful education is offered to comrades in all the levels of leadership in the NUM structures on basic trade unionism;
- Ensuring that education is utilised as a mobilising and conscientising tool in our struggle against oppression and exploitation;
- Strengthening union structures at shaft, branch, regional and national level through education activities;
- Broadening access to effective education to the mass of our membership; and
- Ensuring that education becomes an instrument of changing the oppressive and exploitative situation that mineworkers find themselves in

In pursuance of these principal objectives, the education and culture department during the period 87-89 managed to increase the effectiveness of its educational work inspite of the crippling difficulties that the education officers experienced under the State of Emergency which was applied with more vigorous viciousness by all organs of state power more especially the magistrates, army and police.

The Staff of the Education and Culture Department

In keeping with the 5th National Congress decision on the decentralisation of Education activities, the work of the Education and Culture department was decentralised with the basing of Education Instructors at the regions.

The Education department continues to experience a shortage of manpower resources, but inspite of all this, the following comrades were able to advance the work of Education and Culture in the union with commitment and dedication:

Kgalema Motlanthe	Co-ordinator	Head Office
Jeff Magida	Instructor	Klerksdorp
Vusi Mjila	Instructor	Witwatersrand
Buyisile Jonas	Instructor	Kimberly & OFS
George Mahlangu	Instructor	Witbank
Patrick Hamnca	Instructor	Westonaria

Programme of work

In ensuring that its principal objectives are achieved, the department developed a programme of work which revolved around the following activities:

- Basic shaft stewards courses;
- Regional leadership courses;
- National leadership advanced courses;
- International courses;
- Co-operative seminars;
- Study circles courses;
- Education conferences; and
- Cultural events

An unprecedented number of 17 845 union activists and members participated in all the above activities, which figure is far in excess of the previous year when only 998 comrades participated in activities organised by the department.

Basic shaft steward courses

The department organised basic shaft steward courses at 25 branches in which 562 shaft stewards participated in the basic training that our union offers to all newly elected shaft stewards on issues ranging from the union's constitution, recognition agreements, how to represent workers at disciplinary hearings, how to conduct negotiations with management, Cosatu constitution and policies and the Labour Relations Act.

These courses were conducted in various branches in 10 regions of our union and in some regions, more than two of such courses were held.

Regional leadership development courses

During the period under review, 896 regional leaders participated in regional development courses that were held in the following regions:

Witbank 173	Secunda 70
Wits 89	Rustenburg 64
Namaqualand 77	Kimberly 97
Northern Natal 67	Westonaria 20
Klerksdorp 91	Lydenburg 53
Carletonville 24	

Through the regional leadership development courses, shaft stewards who are part of the regional leadership were drawn from virtually all the branches in each region to participate in these courses. Through these courses, the department was able to further deepen the consciousness of union activists in a number of fields of work. The courses dealt with a variety of issues including the political and economic crisis in the country and how best the working class can play its historic role of bringing about changes.

A number of significant gains were made through these courses and the living evidence of the work done by the department in this regard is that all the union's regional leadership structures are active in virtually all regions and are advancing the struggle for better working conditions and a more just society.

National Leadership Courses

Two National Leadership courses were held during the period under review with 85 national leaders participating in both courses. The courses dealt with our union's and COSATU's political policy as well as the political economy of South Africa including the situation of trade unions in Namibia.

Study Circle Courses

The department managed to organise one Study Circle course in Namaqualand with 29 shaft stewards participating where the manual on the Study Circle produced by the department was dealt with in great detail. The intention of the Study Circle course was to train and equip the participants to return to their various mines and form Study Circles through which the education programme of our union could be advanced at a mass level.

Courses on Co-operatives

Two courses on Co-operatives were organised by the department with 100 participants from Lesotho, Transkei and Phalaborwa co-operatives.

The courses dealt with the politics of co-operatives, the lessons of capitalism for co-operatives ventures, how to keep proper books of account, how to generate surplus value, how to market the products of a co-operative.

These courses proved to be extremely valuable for the comrades who are currently active in co-operatives that were launched under the auspices of the NUM.

Regional education conferences

Three regional education conferences in Carletonville, Wits and Kimberley regions. In total 249 delegates from various branches seized the opportunity of dealing with the union's education policy in great depth and detailed.

COSATU Education Conference

40 delegates from the NUM participated in the COSATU Education Conference in 1987 where together with delegates from other COSATU unions, the problems confronting the education programme of COSATU were discussed and progressive resolutions passed. Comrade Chris Seopesengoe of our Wits region was elected as chairman of the COSATU National Education Committee.

Courses initiated by regional education structures

The OFS and Carletonville regions were the only regions that succeeded in organising their own courses at regional level where the education instructors were invited to participate. The courses organised in the Orange Free State drew in a total of 770 participants from virtually all the branches in that region. The courses in Carletonville drew in 185 participants from the branches.

The success of these regionally initiated courses is that they were conducted on a mass basis and dealt with the political policy of the NUM and Cosatu, migrant labour system, the duties of block committees and new technology.

This is clearly a new development in the activities of our union and if this can be put into practice in other regions many more members of our union will have access to the education opportunities that are offered by the union through its programmes.

Education structures

Our union has always believed that in order that the education programme of the union could be carried forward more effectively, it has to be well grounded amongst the members through education structures at shaft, branch, regional and national level. To this end the 5th Congress of our union in 1987 passed a resolution which enabled these structures to have a constitutional existence at all levels of the union structures.

In the wake of the 1987 Great Miners Strike, many of these structures collapsed. The branches and regions and have taken some time to rebuild since then. We are, however, pleased to report that several branches and regions have revived the shaft, branch and regional education sub-committees, which committees have helped to sustain union organisation in



Each region should have a structure to encourage culture and sports
a more effective manner.

The functions of these committees are to deepen the consciousness of workers as a whole and to heighten the consciousness of our union's leadership at all levels. The experience of the OFS and Carletonville regional education structures has to be extended to other regions as it has clearly shown that once education structures are established comrades waste no time in performing urgent functions that are at hand.

Cultural activities

The department succeeded in organising a cultural rally that was attended by 15 000 workers in Johannesburg in 1987. The rally was a culmination of all the efforts by the education department in the preservation of the rich cultural traditions of our members.

The cultural activities of the day ranged from music, theatre, poetry reading and dancing. The dances in which virtually all the 15 000 miners participated in were clearly the highlight of the cultural rally where each miner, including the national leadership made all attempts to exhibit their hidden talents.

Education publications

The Education and Culture department succeeded in preparing and publishing a Study Circle

manual which is currently being utilised in a number of regions in the development of the study circles which are beginning to take off the ground.

These study circle manuals have become so popular that the Miners International Federation has through its education department exported them to a number of countries in Africa, Latin America and South East Asia.

Staff training

The department organised a workshop for the NUM's staff which was attended by 95 people where plans for 1989 were discussed.

International work

The Education and Culture department on two occasions sent instructors to Namibia to assist the Mineworkers Union of Namibia in their education programme.

Conditions in the mines after the 1987 strike are now similar to pre-union days. Clearly management is trying to roll the clock backwards. Whilst the task of educating union activists needs conducive conditions, the work of the department has to continue even in adverse conditions.

Legal activities

The Legal Department continued to play the role of supporting and defending the interests of our members in the face of the harshest and vicious attacks by the bosses and their trusted allies, the apartheid regime. During the period under review, the labour movement witnessed the most unprecedented employer and state efforts to roll back the gains won by workers in long and bitter struggles.

Disenfranchised workers were subjected to mass dismissals, detention without trial, long jail sentences in apartheid prisons, death sentences, erosion of their rights, amongst others: the right to strike, the right to join unions, the right to freedom of movement, the right of assembly, the right to freedom of expression and the right to work. In the face of all these vicious attacks on workers' human rights, our union had to primarily rely on the strength of our organisation, but also had to resort to the courts to defend those rights. Reliance on the law and the courts in an apartheid environment usually amounts to choosing a dead-end. Our experience of the legal process confirmed the view that the courts are part of the apartheid machinery created to uphold the interests of the ruling class. In short, not much justice, if any, emanated from the courts for mineworkers.

The Legal Department at the best of times found itself fighting a losing battle despite the few victories it won on behalf of our members.

At the time of the 5th National Congress, the department had 5 staff members, four of those staff members have since departed from the union and were only replaced by two new staff members.

All the department's staff members are based in Head Office they being:

Kenny Mosime Acting Co-ordinator
Queendy Kotsokoane Legal Officer

Sero Segatle Legal Officer

Programme of work

In spite of this drawback, the department succeeded in its formidable task of servicing members. It was, however, not possible, given the constraints the department had to operate under to give satisfactory service to all workers, especially some of those workers who were dismissed from work.

The department's programme of work was supposed to revolve around:

- taking legal action to defend the interests of union members;
- providing legal advice to union structures through legal opinions and memoranda;
- publishing material on legal matters;
- devising strategies in opposing government repressive legislation;
- providing legal education to shaft stewards and organisers;

Legal action to defend miners interest

The single most demanding and trying task that descended upon the department was the mass dismissals involving over 50 000 workers that occurred after the 1987 Great Miners Strike.

Anglo American, JCI, Gencor and Goldfields once again showed their true colours and confirmed once and for all that they are cowardly oppressors and exploiters of the working class whose main objective is the maximisation of their profits and the suffering of workers.

The mass dismissals perpetrated by these mining giants have now been written in the annals of our struggle in workers' blood and have to be accounted for.

Anglo American dismissals

AAC dismissed a total of 42 000 workers 23 000 of whom were reinstated soon thereafter through the participation of the department. The case of 19 000 workers who remained dismissed was the most difficult and challenging to deal with. The Legal department, our lawyers, and the union's senior leadership got into top gear in dealing with this unprecedented legal challenge.

During March 1988 AAC and NUM signed an agreement whereby AAC agreed to re-employ and pay compensation to 19 000 workers who had not been re-employed with an offer of re-employment to 10 000 workers. This settlement cost AAC some R60 million and is regarded as the biggest settlement in the world ever negotiated by a union in cases of this nature. The unsatisfactory aspect of the settlement was that the mass dismissals led to 9 000 workers losing their jobs. The reason given by the AAC for the loss of these jobs was that they had had to rationalise their operations because the strike had made a number of working areas unworkable after the strike.

The settlement also provided that the case of workers dismissed at the No 3 shaft of Western Deep Levels for so-called misconduct at 66 level should be presented to an arbitrator separately for the arbitrator to decide whether the workers had committed any act of misconduct. In the event the arbitrator ruled that the 2500 workers had committed acts



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amounting to misconduct and had been fairly dismissed and thus should not qualify for any form of compensation.

A further clause of the settlement agreement required the NUM and AAC to commence negotiations on an arbitration agreement for individual dismissals and a Code of Conduct. Those negotiations are in progress.

The JCI strike dismissals

JCI dismissed well over 7 000 workers at Randfontein Estates and Western Areas during and after the strike. At the end of the strike the Legal Department and the national leaders of the union held negotiations with JCI for the re-instatement of the dismissed workers. JCI capitulated and agreed to reinstate dismissed workers to their previous jobs at conditions of

employment no less favourable than those they enjoyed before their dismissal. The deadline date fixed for the return of workers to work proved too short as communication with workers through TEBA proved to be unworkable. As a result many workers missed the deadline for a variety of reasons. JCI refused to allow late comers to return to work which resulted in the legal department having to launch an Industrial Court case to win their reinstatement. JCI in the end preferred to settle the case out of court.

A number of shaft stewards upon return to the mine were charged with misconduct and dismissed. Their case was unsuccessful in the Industrial Court.

Gencor strike dismissals

Gencor dismissed 312 workers at their mines for participating in the strike and refused to commence negotiations for the re- reinstatement. Applications for their re-instatement were not successful.

Gold Fields strike dismissals

Despite the weakness of the strike at Gold Fields mines, over 100 workers were dismissed for being absent from work for more than six days without permission. Attempts to have the workers reinstated were successful for some, but unfortunately not for all.

Assesment of legal cases

During the period under review the NUM instituted litigation against the mine bosses in 700 cases in the Industrial Court and Supreme Court wherein well over 26 000 workers were involved. The prosecution of these cases resulted in the union having to pay legal fees amounting to R1.6 million.

Much as we have depended on our members' strength and determination to defend their rights through organisation and unity it is clear that there has been excessive reliance on lawyers and the law in prosecuting our struggle against the mine bosses. This Congress needs to give serious consideration to a change of strategy on this issue.

Criminal cases

Our union has during the period under review experienced an unprecedented increase in the number of criminal charges brought against our members. Criminal charges were largely preferred against our members at the instigation of mine managements with clear motives of annihilating union leaders. In some cases representatives of management took on the role of policemen thus proving that when it comes to black workers, they are no different from the oppressive machinery that keeps our people in subjugation.

The most notable criminal cases are State V Mgedezi and others, State V Nomnganga and others, and State V Qoane and others. Comrade Mgedezi, and Nongwati are now on death row.

The campaign to stop the legalised murder that is about to be perpetrated against Comrades Mgedezi, Nomnganga and other patriots has to be intensified if we want the lives of these comrades to be preserved.

The campaign against the death sentence being pioneered by the Save the Patriots Campaign Committee must be strengthened by all of us to save the lives of all comrades who

face apartheid's hangman.

The Labour Relations Bill

Our union played an active role in the campaign against the enactment of the union bashing bill.

The Legal department took the responsibility of co-ordinating the campaign against the bill through the structures of our union. A T-Shirt and pamphlets were distributed to members. This process was accompanied by numerous meetings in the regions at which the staff of the department took the opportunity of explaining the effects of the law to members.

Legal Education

The department succeeded during the period under review to run seminars in six regions. 540 shaft stewards participated in these seminars which dealt with issues such as unfair labour practices, how to represent workers in disciplinary cases, statement taking etc. All these seminars were organised during 1987 and none were held in 1988 due to staff shortages.

Legal Publications

The publication of the "Labour Law For Shaft Stewards" was not followed up after only two publications appeared in 1987. This was also due to a shortage of staff.

In conclusion, the department did as much as it could, given the constraints it operated under. We hope that 1989-1990 will be a much more productive year.

Organising

The Organising department officially came into existence after the 5th National Congress, where the position of National Organiser was created.

The decision of Congress to establish a fully fledged Organising Department was timely as it injected some life and vigour into our organising activities, more particularly at a time of great crisis which arose during and after the 1987 Great Miners Strike. The formation of the Organising department confirmed that the activity of organising is the lifeblood of our union.

The Organising department is the only department in the union which has staff members in all sixteen - but one - region.

Staff members in the organising department are distributed as follows throughout the union's regions:

Carletonville Empangeni
Tenki Sekonya Vincent Mkhonza
Hlubi Biyana

Klerksdorp Kimberly
Jessie Maluleke Manne Dipico
Howard Yawa Arthur Mohale
Mbulelo Ngamlana
Solomon Rasmeni

Lydenburg Namaqualand

(Organiser left union) Martin Buzuidenhout

Nelspruit Orange Free State
 Joe Shabangu Frans Baleni

Phalaborwa Rustenburg
 E.Mlondobozi Titi Mthenjane
 Mlungisi Nelani

Secunda Westonaria
 Eric Vala Tshediso Mothupi
 Bohlale Citha Daniel Makhubu

Vryheid Witwatersrand
 Siphiwe Mzolo Simphiwe Nanise
 Phumlani Mdletshe Richmond Mdange

Witbank
 Archie Palane
 Piet Sandleni
 Meshack Masumpa

Our Organising department still suffers from a chronic shortage of organisers as the ratio of members to organisers is dangerously imbalanced. Our union requires extremely skilled organisers who will be able to service our members in an effective way and help workers engage the bosses on a continuous basis

The programme of the Organising department

The given programme of the organisers is to:

- Organise workers into the union;
- Consolidate workers who have already been organised;
- Conscientise workers on issues affecting their lives and our struggle against oppression and exploitation;
- Mobilise workers for action, initiate campaigns which will activate workers to take action;
- Ensure that member's general meetings are held monthly at every branch;
- Ensure that shaft stewards councils at shaft, branch and regional level are established and hold meetings every month;
- Ensure that branch and regional committee meetings are held every month; and
- Ensuring that our members and shaft stewards participate in Cosatu activities at local and regional level.

Membership growth

In the wake of the 1987 Great Miners Strike Anglo American, JCI, Gencor and Goldfields dismissed approximately 50 000 workers on the 5 strike-hit regions. This led to a loss of membership which we are in the process of regaining. Although up to 10 000 workers have permanently lost their jobs after the strike, many workers who were re-employed demonstrated their undying commitment and loyalty to the union by re-joining the union once re-employed thus swelling up the membership of our union.

Our paid up membership is on the increase in many regions especially in Eskom and on the Platinum mines in the Rustenburg region. The organising of Eskom workers has not been without problems, the most significant being NUMSA's refusal to abide by the COSATU resolution that electricity workers should be organised under the mining sector. Despite the several meetings that have been held with NUMSA officials and office bearers, NUMSA continues to claim that its Eskom members refuse to be transferred to the NUM. COSATU's intervention has not been helpful in resolving this problem.

The Eastern Cape, Far Northern Transvaal and Pietersburg are proving to be new areas for possible expansion where a total workforce of 20 000 miners can be drawn into our union.

The signing of the new stop order form which has increased the subscription from R1 to R2, has formed the basis of a new recruitment campaign through which our membership should reach 400 000 paid up members by the end of 1990. There are clear signs that this campaign has taken off the ground in earnest and that old and new members are swelling the ranks of the union as they sign the new stop order form.

National Campaigns

The Organising department has been co-ordinating three national campaigns in all the regions around issues which are of great concern to our members.

The Living Wage Campaign

The Living Wage Campaign reached its highest point during the 1987 Great Miners Strike and was well co-ordinated through the strike committees in the strike-hit regions, but those structures soon collapsed after the strike. This campaign was at its lowest point in 1988 but comrades have now realised that this is a permanent campaign which must be strengthened on an ongoing basis.

Anti-repression campaign

Following the research conducted by the Media and Research department into repression in Anglo mines, an Anti-repression campaign was launched in February 1989 at a rally attended by 4000 workers.



Mineworkers at a rally in February vowed to support the anti-repression campaign and defend the union against attacks from the state and bosses

Save the Patriots campaign

This campaign was properly co-ordinated for the first time this year with the formation of sub-committees in various regions. These sub-committees proved to be extremely effective with the signing of the petition for the application of clemency to the State President for Tyelevuyo Mgedezi, resulting in 40 000 signatures being attached to the petitions. We are hoping that this campaign will prove to be even more effective for the campaign against the death sentence imposed against comrade Lucky Valford Nomnganga.

Labour Relations Amendment Bill campaign

Our union's performance in this campaign has proved to be extremely ineffective. This weakness become even more evident through the limited participation of miners during the protest action against the Bill.

The various actions building up the protest action started late and the absence of structures in several branches and regions was a draw back.

This Congress has the duty of injecting life into this campaign as the struggle against the Act is far from over.

Compensation, Health And Safety

The Compensation, Health and Safety Department(COSH) was established in the wake of the Hlobane disaster in 1983. Since then it has waged a relentless struggle to combat the high incidence of accidents in the mining industry. The COSH department has taken upon itself the compelling objective of eradicating the continuous slaughter and maiming of mineworkers by a profit greedy industry. Accidents in the mining industry not only endanger our members' lives but cause untold human suffering to miners' families and the community as a whole.

Through the COSH department, we see the struggle for Health and Safety on the mines as part of our union's broader struggle to win control over our own lives in the workplace and logically in broader society.

The Staff of the COSH department

Pursuant to the decision of the 5th National Congress in 1987 to decentralise the union's activities, the COSH department took the lead in ensuring that more Safety Officers were employed by the union and were placed at regional level. The employment of a qualified Engineer as head of the COSH department has certainly been the greatest advantage for our union in as far as our Health and Safety programme is concerned.

The following comrades have had the responsibility of ensuring that the lives of our members are preserved as they toil in the most dangerous industry in the country:

Mavis Hermanus	Co-ordinator-Head Office
Hazzy Sibanyoni	Nelspruit, Lydenburg, Secunda and N.Natal
Blackie Mtshotshisa	Kimberly & Namaqualand
Sazi Jonas	Carletonville
Zola Sontonga	Westonaria
Strongman Mpangane	Witbank
Percy Jonas	Kimberly

Osborne Ratladi Rusternburg
Shadrack Bungane OFS

The programme of the COSH department

During the period under review, the COSH department set the following programme and made all attempts to see that it was fulfilled.

- Building the Health and Safety structures at Shaft, Branch, Regional and National level.
- Conducting negotiations for Safety Agreements with the various mines;
- Organising and running seminars on Health and Safety matters;
- The investigation of accidents;
- Conducting research into hazardous substances;
- Development of training materials;
- Preparation of campaign material around safety issues;
- Assisting our members with their compensation claims;
- Instituting legal action;
- Organising commemorative days such as a Health and Safety Day;
- Issuing and publishing a Health and Safety newsletter.
- Representing the union on Safety Committees:

Health and Safety structures

The development of Health and Safety structures throughout our union has been uneven, with some regions, branches and shafts taking the establishment of these structures more seriously than others. Our experience is that where effective structures have been established, workers' consciousness regarding health and safety matters has been heightened to unprecedented levels. There is no doubt that the 1987 Great Miners Strike had a disruptive effect on the Health and Safety structures that had been established prior to the strike. However, a number of regions have struggled to restore Health and Safety structures and some regions are making remarkable progress.

There are four regions that have established regional Health and Safety committees and 23 branches that have reconstituted branch Health and Safety committees and have taken up the work of prosecuting our Health and Safety programme.

Negotiations of Health and Safety Agreements

We are pleased to report that a lot of progress has been achieved in compelling several companies to finally agree that Health and Safety is a negotiable issue which must be negotiated between our union and management. The Chamber of Mines has been the most stubborn in its persistent refusal to negotiate a Health and Safety Agreement.

The Chamber's stubborn intransigence on this issue has finally led our union to declare a dispute with the Chamber and we'll need the guidance of this Congress on whether this dispute should be prosecuted through to strike action or not.

Our union's Health and Safety Draft Agreement forms an important means of closing the gap between what exists in the law and what our members demand to stay alive. The agreement contains positive clauses which give workers rights which the law does not uphold. In our Safety Agreement, the right to refuse dangerous work, the right to information and the right to elect Safety Stewards are enshrined. The Agreement is also meant to serve as a monitoring measure against management's violation of internationally accepted Health and Safety

standards in mines.

Health and Safety Agreements have been signed with the following companies: Phalaborwa Mining Company; Western Holdings; Vaal Reefs South; Vaal Reefs West; and Buffelsbank.

These agreements are a milestone and a tremendous breakthrough for our union in that more and more companies now accept that Health and Safety is a negotiable issue.

Health and Safety Day(Kinross commemorations)

The Kinross Disaster brought to the fore the need to address Health and Safety issues not only in the NUM but in other COSATU affiliates and this had the effect of introducing Health and Safety as an agenda item on COSATU's programme of work. The NUM is in the forefront of the struggle for better Safety and Health in the workplace.

At the October 1988 safety day commemoration services attended by 12 000 workers two strong calls were made by the union's leadership and overwhelmingly accepted by workers that October 1 be negotiated and recognised by the mining industry as a Health and Safety Day on which all workers will take a paid holiday to remember all workers who have died in mining accidents and that all mineworkers should consider stopping work every time a worker dies on the mines in order to mourn and to demonstrate their anger at management's neglect of life.

The COSH department hopes that this Congress will debate these two calls with a view of arriving at a common position by the whole union.

Industrial action regarding Health and Safety issues

The most significant strike took place at Bank Colliery in March 1989 where workers demanded that management should take steps to rectify a number of dangerous working areas on the mine. Workers made it clear that they would only go back to work when management had made the workplace safe. Management was forced to deal with the workers' demands and to consider negotiating a Safety Agreement.

The Bank strike is the most significant action over safety as we believe it sets the pace for other branches.

Training courses

Training courses were held in different regions of the union on Health and Safety matters where a number of topics were dealt with. 1 200 workers attended seminars in the OFS, Klerksdorp, Witbank and Phalaborwa. The seminars dealt with compensation, accident enquiries and the duties of a Health and Safety Steward.

A National Health and Safety seminar took place in November 1988. Except for the Lydenburg region, two delegates from all the NUM regions attended. The seminar ran over six(6) days and covered issues such as Health and Safety organisation, Compensation, Accident inquiries, Occupational diseases and Hazards in the mining industry. Following the seminar, a series of regional report back meetings run by delegates who attended the seminar

took place in Klerksdorp, O F S, Witbank and Carletonville.

Accidents

The mining industry continues to be a dangerous working environment which continues to slaughter mineworkers. Everyday mineworkers are faced with the hazards of rockbursts, explosions, fires, dust, gas explosions, noise, vibration, heat, stress unsafe work processes.

1987 and 1988 were no exception to the practice that workers continue refusing to accept. The figures for these two years are as follows:

Industry	Chamber			
Deaths	Injuries		Deaths	Injuries
1987 753	11 473		662	10 651
1988 674	11 240			

Hazardous substances on the mines

The NUM's campaign which called for the banning of Polyurethane foam from underground use has been successful. This is a major victory for our union. Under pressure from the union, the Government Mining Engineer(GME) finally agreed to notify the mines in November 1988 that Polyurethane foam could no longer be used underground. The reason he gave was than Polyurethane fires have caused too many deaths. The mines have been ordered by the GME to remove Polyurethane as soon as possible.

It has taken strong action from our union to force the GME to ban Polyurethane. This has however happened at great human cost. The statistics on deaths caused by Polyurethane are shocking:

1977 - Buffelsfontein mine	2 workers died
1982 - Buffelsfontein mine	12 workers died
1983 - Vaal Reefs mine	10 workers died
1986- Kinross mine 177 workers died	
1988 - Western Deep Levels mine	7 workers died

The Miners Manual

The Miners Manual is still being drafted and will form the backbone of our union's training around Health and Safety matters for safety stewards and members. It will be an important tool in the struggle for safe working conditions. One booklet, on accidents and inquiries has been completed and is now available in three languages namely: English, Xhosa and Sotho.

Accident Prevention Campaign

Log Books were successfully used in the prevention of accidents campaign which helped to pressurise management into negotiating safety in the Klerksdorp region.

The Safety Stewards started using log books in 1988 and entered complaints about management violations of the Mines and Works Act regulations. General safety problems were also recorded. Supervisors were given a copy of the complaints written in the log book

so that they could attend to same. Unresolved issues were raised at the shaft stewards-management meetings.

As a result of accident prevention campaign, the Klerksdorp region can pride itself on the two safety agreements signed at Vaal Reefs West and South and two agreements in the process of negotiation at Stilfontein and Vaal Reefs East.

Court cases

Arising out of the GME's refusal to allow our union to cross-examine witnesses at the Kinross disaster inquiry, we took the matter to the Supreme Court to try and overturn the GME's decision. The case is still to be heard by the court. The court has been asked to review the decision that was taken by the inspector in refusing the NUM to participate in the inquiry after he stated that no NUM member could have been found to blame for the accident in accordance with the Mines and Works Act. The NUM was successful in ensuring that the Ermelo mine and four(4) of its officials were found guilty after the accident which killed 35 workers in April 1987. Claims for additional compensation have been filed with the Rand Mutual. A number of other cases have still not been heard by the courts. Some of these are St Helena, Western Deep Levels and Randfontein Estates.

Collective Bargaining

The Collective Bargaining Department was established in July 1988 when Martin Nicol was employed as head of the department. Prior to this, Collective Bargaining was co-ordinated through the Research, Information and Publicity Department. Irene Barendilla and Manoko Nchwe were the main officials responsible for the functions of collective bargaining and both have now become part of the Collective Bargaining Department.

The Collective Bargaining Department's programme of work

The programme of work of the department during the period under review was:

- conducting research on issues affecting conditions of employment;
- preparing for all wage and conditions of employment negotiations;
- participating in wage and conditions of employment negotiations;
- running training seminars on collective bargaining issues and negotiations skills;
- publishing a newsletter.

Research and analysis of socio-economic trends

The department conducted research into job grading systems utilized in the industry, even though this research was partially completed it has been able to arm workers in some companies with good arguments to effect changes to the discriminatory grading systems that have been imposed upon workers.

Pursuant to the research, successful grading negotiations were concluded with Rand Mutual and Nufcor.

Wage negotiations

The bulk of the department's time is spent on preparing and participating in wage negotiations. The staff of the department was involved in negotiations on:

Wages, other conditions of employment, Provident Funds, housing, retrenchments, job

grading, dismissals, recognition agreements and shop stewards agreements.

The union participated in more than 32 sets of wage negotiations. These include national negotiations for various sectors, national company negotiations, as well as individual company negotiations. This is an increase of 7 companies over the two years.

The major negotiations include the Chamber of Mines for Gold and Coal, De Beers for Diamond miners and the Eskom negotiations for energy workers.

Gold

Employment: 450 000 Membership: 160 000

In 1987, wage increases negotiated with the Chamber of Mines ranged from 17% for the top grade to 23% at the bottom grade. All increases were thus above the annual inflation rate of 16,1%. In 1988, the percentage increases were lower, between 13% and 16,5%, but they were just above the annual inflation rate which stood at 12,8% for the year. The minimum wage for underground miners is now set at R306 per month. The highest minimum is paid by mines administered by Anglo American. It stands at R385 per month.

Higher minimum wages were negotiated at the non-Chamber Ergo and RM3 plants. The Ergo minimum wage rose to R694 per month and that at RM3 to R575. Both increases simply kept pace with inflation.

Coal

Employment: 75 000 Membership: 23 000

Wage negotiations with the Chamber of Mines led to a 15% wage increase in 1987, slightly below the annual inflation rate. In 1988, the same settlement was achieved in coal as in gold. The minimum rate for underground miners on coal mines administered by Chamber members is now R278 per month. The highest minimum is paid by Rand Mines' Douglas Colliery. It stands at R437 per month, but workers have to pay R96 for food coupons. The highest minimum including food and accommodation is paid by Amcoal where it is set at R370 per month.

At the non-Chamber Duvha and Rietspruit opencast coal mines, the minimum wages stand at R578 and R519 respectively, after 12% wage increases in 1988.

Diamonds

Employment: 12 000 Membership: 9 000

De Beers wage increases were on or just above the rate of inflation in both 1987 and 1988. Increases between 16% and 17,9% were negotiated in 1987 and a 15% increase was accepted in 1988. The minimum rate at De Beers was set at R553 per month. The buying power of De Beers wages has fallen badly compared to 1980. Wage increases between 25% and 33% are needed to restore buying power to its 1980 level.

At the small Trans Hex diamond mines in Namaqualand, a minimum wage of R700 was

negotiated from March 1989. Wage increases above 25% in each of the past three years have ensured a steady real increase in the minimum wage.

Eskom

Employment: 57 000 Membership: 6 000

Since 1987, the Eskom minimum wage has risen from R386 per month to R654. This move was accompanied by a removal of wage differentials based on race, region and gender. Many workers have received substantial real wage increases as a result of this restructuring which was negotiated with the NUM and other unions. In 1988, the NUM combined with NUMSA and EWU to challenge the below-inflation wage increase offered by Eskom in a successful arbitration hearing.

Other

Employment: 115 000 Membership: 37 000

In general, wage negotiations at the twenty seven other bargaining units not included above, resulted in settlements above the inflation rate. The highest percentage increase was achieved in the 1988 negotiations with Cullinan Minerals. But the 73% increase brought the minimum wage only to R404 per month.

The highest minimum wage negotiated was R690 per month (Gencor Head Office) and the lowest R269 (African Chrysotile Asbestos).

Overall, mineworkers remain amongst the lowest paid workers in industry while the mining industry produces enormous profits. It is only through a strong union that workers can hope to gain a fair share of the wealth they create.

The wage settlement for gold and coal sectors ranged between 13,0% to 16,5%. The most significant feature, for only the second time in the union's history, was that the Chamber (Gold and Coal) did not go to a conciliation board. Wage settlements in 1988 largely the historic resulted from winning of a Provident Fund agreement for mineworkers.

For the mineworkers this is an important achievement, and our union played major role in this process. It will be the first time that mineworkers and their representatives will be running one of the biggest Provident Funds in South Africa.

The Provident Fund

The 1988 agreement on the Provident Fund which will cover 500 000 workers is a milestone for our union and members as it is the first time in 100 years that black mineworkers will be entitled to retirement benefits. This is a victory worth celebrating!

The Provident Fund is scheduled to commence on 1 May 1989 with contributions by the Chamber and workers starting at 1,5% increasing to 3% from 1 July 1989, increasing to 5% on 1 July 1990.

The negotiations on the Fund with the Chamber were fraught with disputes on several issues

which finally had to be submitted to an arbitrator who gave an unsatisfactory and biased award on most of the issues.

The main aspects of the Provident Fund are:

-the NUM and the Chamber will in the first year of the Fund's existence appoint 5 trustees each to run the Fund. However in the following years, the trustees representing worker Fund members will be determined by the NUM's membership.

Benefits:

1. Retirement benefits;
2. Death benefits;
3. Disability benefits (at a later stage)
4. Funeral benefits for family members as well (once problems related to the present Fatal and Illness Insurance Scheme have been resolved);
5. Benefits on dismissal and retrenchment
6. Housing loans (at a later stage);
7. Interests on contributions;
8. Sharing Profit returns.

An important feature of the scheme is that workers will be able to participate in the running of the Fund through Regional Advisory Committees.

Eskom

Between 1987 and 1988 most of the department's time was devoted to the annual negotiations around wages and general conditions of employment. Wage agreements in the 1988/89 period cover 213 000 members and eventually benefit 400 000 other workers. Since we commenced wage negotiations in 1986, important gains in the overall conditions of employment were clearly noticeable. A detailed account of the present wages at all mines and percentage increases achieved in 1988/89 is given in Table 1 below.

Seminars

The department organised a national workshop involving 40 national leaders in December 1988 on the wage policy of the union. This was followed by regional workshops at 6 regions where 450 regional leaders were involved.

A seminar on negotiating skills was held where 20 comrades participated.

Housing

During the period under review, the union brought the chronic shortage of family housing to the attention of mine management. The union also commissioned research by PLANACT into the housing needs of mineworkers, in the light of the unilateral announcements made by employers that they intend to undertake family housing on a massive scale.

Particular consideration was given to De Beers Diamond Mines and Eskom where research reports were tabled to the employers. Together with these initiatives, the union started negotiations on the dismantling of the hostel system and the development of democratic authority and administration structures. This was temporarily halted when the Great Miners Strike started. In the coming months, the union will have to pay attention to hostel

administration with a view of creating the conditions for the dismantling of the hostel and migrant labour system.

It is hoped that a unified union policy on housing will be discussed and decided upon at this Congress.

Retrenchment in the Mining and Energy sectors

Retrenchment constitutes one of the biggest problems faced by our union. This is the case in both mining and the energy sector. In the period under review, over 50 000 workers have and are being threatened with retrenchment.

The reasons provided by the employers remain suspicious in many instances. Where retrenchments were necessary, mine employers still remain unwilling to seriously examine alternatives to minimise. In addition, employers still remain unwilling to pay retrenchedes a fair severance benefit.

The employers are using the present economic climate to rationalise the workforce. In many instances employers have used retrenchment as an occasion to get rid of active union members. They have been aided by the legislation in using other criteria besides LIFO to decide on the workers they wish to retrench.

The union has fought all retrenchments, forcing employers to justify the retrenchment of every worker. This has included a full disclosure of information and the negotiation of a retrenchment agreement. The union has also proposed many alternatives including:

- shorter working hours;
- extended home stay time;
- retraining and transfer to other vacancies with income security
- alternative training and employer support for income generating projects.

The following mines and other undertakings were faced with retrenchment in the past two years:

Western Areas, Randfontein Estates, Bracken, Stilfontein, Leslie Gold Mine, Grootvlei, West Rand Cons, Premier, Nufcor, Eskom, New Largo, S.A Coal Estates, Cornelia, Springfield and ERPM.

Creative initiatives are being examined by the union to minimise or avoid retrenchment, and alternatives are being sought to assist the retrenched workers. However, organisational strategies need to be developed to deal with this unacceptable situation.

Projects

The Projects Department was established after the 1987 Great Miners Strike. Kate Phillip is at present the only staff member co-ordinating the activities of the department.

Since the last Congress, NUM has become involved in a new sphere of action - the development of co-operative projects. This began with the request for support from a group of dismissed workers from Foskor in Phalaborwa, who have since set up the Phalaborwa Workers T-shirt Co-op, (PAWCO). Then, after the strike, it was decided to set up co-ops to assist workers in the areas hardest hit by the dismissals - Lesotho and the Transkei.

Co-op development is part of our strategy for breaking down the migrant labour system. The migrant labour system thrives on the poverty in the dumping grounds of the South African economy. That poverty is no coincidence - it is the direct result of the long history of colonialism and apartheid. The land was stolen from the people, forcing them to seek work in the mines and factories to survive.

Until people from these areas have economic alternatives, they will continue to be forced to migrate to the economic centres in South Africa. By building co-ops there, we will be contributing to the economic development that is a necessary part of any long term strategy against the migrant labour system.

These are some of the reasons why the NEC and Central Committee decided that NUM should move beyond the normal framework of trade union activity, and involve itself in co-op development. In September 1988, a Projects Department was set up to assist in this process.

The work of the Projects Department

The department's main area of work is:

- assisting workers to conduct feasibility studies into the economic viability of projects;
- assists in organising the purchase of machinery and equipment;
- organises practical and political programmes for members;
- provides on-going supportive assistance in Co-op development.

At present, NUM is involved in co-op development in Phalaborwa, Lesotho, and the Transkei. Comrades from Swaziland are also starting to organise themselves, with the aim of setting up agricultural projects.

The Phalaborwa Workers Co-operative (PAWCO):

PAWCO started to print T-shirts in May 1988, with fifty workers working on half-time, to share the jobs between as many people as possible. Workers had no experience of democratic control of production, and had to learn many new skills. For the first few months, the co-op made a loss, and workers went without wages for months at a time.

It was a tough time for the project, but the membership did not give up, and through their initiative and commitment, they built the co-op to the point where they can now pay wages every month, and produce a small surplus.

This process has been assisted by a series of education workshops, which clarified why the project was making a loss, and how it could make a surplus. Since then, training for the finance, marketing, design and co-ordinating committees have helped to build effective and democratic management in the project. In addition, the membership have restructured their committees to make them more effective.

Lesotho:

The Basotho Mineworkers Labour Co-operative

During the 1987 strike, workers who returned home to Lesotho organised themselves into strike committees. NUM sent a delegation to Lesotho to organise against scabbing, and to keep striking workers informed. After the strike, this delegation was mandated to investigate

the establishment of co-operative projects for the dismissed workers in Lesotho, and to assist in the establishment of district structures through which these co-ops could be organised. An interim committee was elected.

At this stage, it became clear that the NUM delegation in Lesotho were misusing NUM funds, and corruption was exposed. They then set up an organisation called the Miners and Dependents Welfare Association (MDWA), and have been on an active campaign to discredit NUM in Lesotho, and are attempting to set up a Basotho Mineworkers Union in opposition to NUM. They were expelled from NUM in June 1988.

BMLC members proposed that the first projects to be set up should produce cement blocks. Feasability studies showed that such projects had an excellent chance of success, as well as serving the need for low-cost building materials in the community.

Quthing

The first project was set up in Quthing. In November 1988, forty members were chosen for this project. In December, site preparations were done, and education courses in production skills, the role of co-ops, democratic management and the roles of committees, and financial management were held. The project started production in January 1989.

At this stage, the project is almost self-sufficient; production is well organised, and the project is producing high-quality blocks - which are already in big demand from schools, churches, and the community. The district committee and the members have used a high degree of initiative to solve the many practical problems they have faced. They are nearly meeting their production target of 1 500 a day, and are producing enough blocks to be able to start paying wages from their own production.

With the assistance of NUM, the BMLC has managed to sustain and build organisation at a district level, and to start the process of co-op development on a solid foundation - despite the many difficulties they have faced. The members are determined to develop the Lesotho economy, and to continue in the reduction of dependence on South Africa, on terms that build democratic practices in every district in their Lesotho's country. BMLC is now investigating the possibility of starting agricultural and stone cutting co-ops.

Transkei:

The Transkei Mineworkers Co-operative Project

The Transkei Mineworkers Co-operative Project was also set up after the 1987 strike. It has 28 district committees, 8 branch committees, planning committees for the East and West, and a Regional Executive Committee.

The TMCP motivated for the establishment of block-producing projects, and feasability studies were done for projects in Umtata and Flagstaff. Sites were allocated to the project in both these places.

In the Transkei, it was decided to set up the two projects jointly. The membership of each project was drawn from the different districts and branches on a proportional basis.

The Flagstaff Project:

Production started at the Flagstaff project in January 1989. However, the project has faced many problems.

In addition, the structures of the co-operative have not been co-ordinating effectively, and the relationship between the overall structures of the TMCP and the committees elected in the project has not always been very clear in practise. There have also been different levels of understanding of co-ops amongst the members in the project. All these factors contributed to a tense situation.

The co-op is still failing to produce to its targets, and there are many organisational problems. In the process, the members are suffering.

Umtata:

The Umtata project has been hampered by a range of bureaucratic requirements. The Umtata site is in an industrial zone, which means that we have to submit building plans for approval to a number of government departments. We were told this would take three weeks, but it has taken over three months, and the plans have still not been finally approved.

In the meantime, the members of the Umtata project have been extremely frustrated. Most of them are waiting at their homes for news that production can start, while the branch and planning committees try to speed up the process in Umtata.

Further plans for Co-op development

NUM is faced with further retrenchments at a number of mines. Included in the negotiations around these is the demand for finances to assist in the integration of these retrenched workers in the existing projects in Lesotho and the Transkei, as well as a more long-term proposal for the establishment of building co-ops in SA's urban centres. We see such co-ops as playing a role in alleviating the desperate shortage of low-cost housing. At the same time, part of our demands are for such projects to be given at least part of the contracts for the construction of housing on the mines, as part of the move away from hostel accommodation.

Co-op development is a new area in NUM, and we have not even begun to realise its potential. There is a lot of work still to be done, but NUM is breaking new ground, and we are in a position to make an important impact on the development of a co-op sector in the Southern African economy.

Media and research

The media and research department was established in November 1988 with the following objectives:

- publicising activities and policy of the union;
- projection of viewpoints of the union and its leadership to the world community;
- dissemination of information about NUM to the general public;
- dissemination of information and news about our struggle in South Africa and those of other countries;
- collection and analysis of data for purposes of dissemination through union publications;
- publication of the NUM newspaper and other occasional union publications;
- translation of union publications;
- establishment of workers library/resource centre.

The staff of the Media and Research Department are:

Jerry Majatladi	Co-ordinator and Press Officer
Melanie Cullum	Media Officer
Zamangwane Bhengu	Research Officer

Thomas Ketsise Translator
Tate Moko Translator

Tasks of the department

To realise the objectives outlined above the department carries out definite tasks under the broad headings as set below:

Publicity
Print and Media Publications
Resource Centre/Material
Training
Research
Audio-Visual media communications

Publications

The department through the Press Officer constantly disseminates information to the mass media, i.e newspapers and radio, about anything newsworthy pertaining to the union and its view on major issues of our country and the world.

Methods generally used are press releases/statements; and the organising of press conferences.

Print Media and Communication

The department is responsible for the publication of the union newspaper, NUM News and all occasional publications, pamphlets, poster and stickers.

The production of NUM News in three languages is a real advance in our work of conscientizing workers. NUM News will be published 8 times per year. Occasional publications, pamphlets, posters and stickers are produced whenever a need arises for their publication. Weekly NUM press clippings are compiled for distribution to all the regions of the union.

A monthly News Bulletin of the union is published specifically to cater for union new stories, directed at the union's leadership.

Research

We conduct research in various fields for the enrichment of the union's wealth of information and knowledge.

Research reports are published and released for public consumption. A recent research report released deal with the state of collective bargaining at Anglo Mines after the Great Miners Strike in 1987.

Resource Centre, Translations and Training

Valuable data in form of print material e.g books, magazines, research reports is well documented in the union's resource centre. The resource centre serves as the union's library. Data is kept in the resource centre for the benefit of workers and other people.

The department is responsible for translations of union publications.

We conduct training of workers in media skills. Basic skills of making press releases, drafting pamphlets, story writing layout and design are spread. The department intends establishing audio-visual unit subject to provision of the necessary equipment e.g video cameras.

CONCLUSION

In the past two years we have achieved many successes that we can be proud of. We have also had many problems and weaknesses. We must build on our achievements and correct any weaknesses without delay as our tasks are urgent and compelling.

Our 5th National Congress slogan "1987 the year mineworkers take control" was not a hollow and meaningless slogan because soon after the Congress mineworkers put the slogan into practise. Our 6th National Congress slogan is "Defend and Consolidate the NUM" - this slogan too must be put into practise. We have the strength and the capacity to defend the union and take on the mining bosses and the regime.

1989 is the year in which miners must once again take their stand in the forefront of the struggle as we did in 1987. We must build structures where there are none, and consolidate and advance our existing organisation. Our strongest weapon - our unity under the banner of the NUM and the democratic movement - must not only be defended at all costs but wielded at every opportunity. As mineworkers, we must present a rock-hard front to the bosses and to the state and not present the slightest gap for them to take advantage of us

Our struggle against oppression and exploitation must become our burning obsession. Let us advance together towards an industry under workers' control and a South Africa free of exploitation and oppression.

Table 1: REPORT ON MINIMUM WAGES AND PERCENTAGE INCREASES

Company	Date	Minimum	% rise	Sector	Members
AFR. CHRYSOTILE ASBESTOS SURF.	Jul-88	R269	24.0%	Asbestos	131
AFR. CHRYSOTILE ASBESTOS UND.	Jul-88	R300	21.5%	Asbestos	879
AMCOAL SURFACE	Jul-88	R338	16.5%	Coal	1257
AMCOAL UNDERGROUND	Jul-88	R370	16.5%	Coal	8409
AMGOLD SURFACE	Jul-88	R337	16.5%	Gold	11700
AMGOLD UNDERGROUND	Jul-88	R384	16.5%	Gold	78297
CON MURCHISON (SURFACE)	Jul-88	R317	12.0%	Antimony	192
CON MURCHISON (UNDERGROUND)	Jul-88	R365	12.0%	Antimony	1282
CONSOLIDATED METALLURGICAL IND	Jul-88	R679	16.0%	Chrome	372
CROMORE - MONTROSE CHROME SUR.	Jul-88	R335	27.9%	Chrome	228
CROMORE - MONTROSE CHROME UND.	Jul-88	R367	22.7%	Chrome	1528
CULLINAN MINERALS	Jul-88	R404	72.8%	Sands	518
DE BEERS	May-88	R553	15.0%	Diamonds	8308
DOUGLAS COLLIERY (SURFACE)	Jul-88	R408	12.5%	Coal	402
DOUGLAS COLLIERY (UNDERGROUND)	Jul-88	R439	12.5%	Coal	2690
DUVHA OPENCAST	Jun-88	R578	12.0%	Coal	312
ERGO	Jul-88	R694	13.0%	Gold	845
ESKOM GROUP 1 (not W. Cape)	Jan-89	R653	21.4%	Electricity	13543
ESKOM GROUP 1 (W. Cape)	Jan-89	R653	17.5%	Electricity	0
GENCOR COAL (SURFACE)	Jul-88	R274	16.5%	Coal	640
GENCOR COAL (UNDERGROUND)	Jul-88	R297	16.5%	Coal	4280
GENCOR GOLD SURFACE (DAILY)	Jul-88	R294	16.5%	Gold	4017
GENCOR GOLD (UNDERGROUND)	Jul-88	R349	16.5%	Gold	26885
GENCOR HEAD OFFICE	Jan-88	R690	17.0%		200
GOLD FIELD LABORATORIES	Jan-89	R638	13.0%	Research	26
GOLD FIELDS COAL (SURFACE)	Jul-88	R264	16.5%	Coal	135
GOLD FIELDS COAL (UNDERGROUND)	Jul-88	R278	16.5%	Coal	907
GOLD FIELDS GOLD (SURFACE)	Jul-88	R280	16.5%	Gold	3673
GOLD FIELDS GOLD (UNDERGROUND)	Jul-88	R329	16.5%	Gold	24578
HENRY GOULD & MILLSELL SURFACE	Jul-88	R314	14.2%	Chrome	95
HENRY GOULD & MILLSELL UNDERR.	Jul-88	R414	14.0%	Chrome	634
IMPALA PLATINUM REFINERS	Jan-89	R352	19.0%	Platinum	470
JCI GOLD (SURFACE)	Jul-88	R337	16.5%	Gold	417
JCI GOLD (UNDERGROUND)	Jul-88	R384	16.5%	Gold	2792
LAVINO S.A. (CHROME)	Jul-88	R365	16.2%	Chrome	236

MINTEK	Jul-88	R600	71.9%	Research	206
NUFCOR	Jul-88	R336	16.5%	Uranium	105
PALABORWA MINING CO	Jan-88	R650	30.0%	Copper	2390
PERING MINE	Jul-88	R589	21.9%	Lead	101
RAND MINES GOLD (SURFACE)	Jul-88	R331	16.5%	Gold	272
RAND MINES GOLD (UNDERGRND)	Jul-88	R384	16.5%	Gold	1822
RAND MINES MILLING & MINING	Jul-88	R575	12.5%	Gold	483
RAND MUTUAL HOSPITAL	Jul-88	R489	12.0%	COM	566
RAND REFINERY	Jun-88	R658	16.0%	COM	167
RIETSPRUIT COAL (OPENCAST)	Jun-88	R519	12.0%	Coal	668
RUSTENBURG REFINERS	Jan-89	R689	14.6%	Platinum	800
SAMANCOR MANGANESE (SURFACE)	Jul-88	R290	22.9%	Manganese	122
SAMANCOR MANGANESE (UNDERGRND)	Jul-88	R373	19.9%	Manganese	814
SILICON SMELTERS	Jul-88	R469	21.0%	Silicon	389
TEBA JHB & WELKOM DEPOTS	Jul-88	R325	16.9%	COM	369
TRANSHEX GROUP	Apr-88	R542	25.2%	Diamonds	379
TUBATSE FERROCHROME	Jul-88	R645	16.0%	Chrome	536
VERREF MINING (HAVERCROFT)	Jul-88	R405	16.5%	Clay	105
WINTERVELD CHROME (SURFACE)	Jun-88	R373	14.1%	Chrome	153
WINTERVELD CHROME (UNDERGRND)	Jun-88	R448	14.0%	Chrome	1
ZINC CORPORATION SA	Sep-88	R404	12.0%	Zinc	633

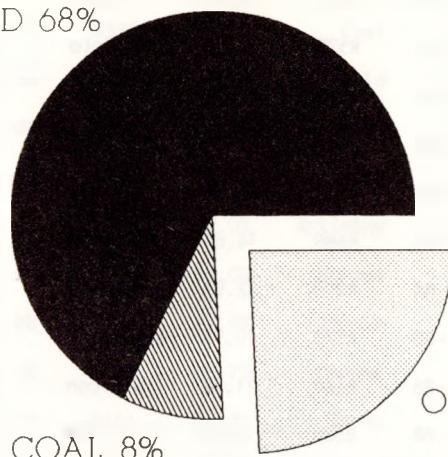
WHERE ARE OUR MEMBERS?

Three quarters are in the
Chamber negotiations

CHAMBER GOLD 68%
160000

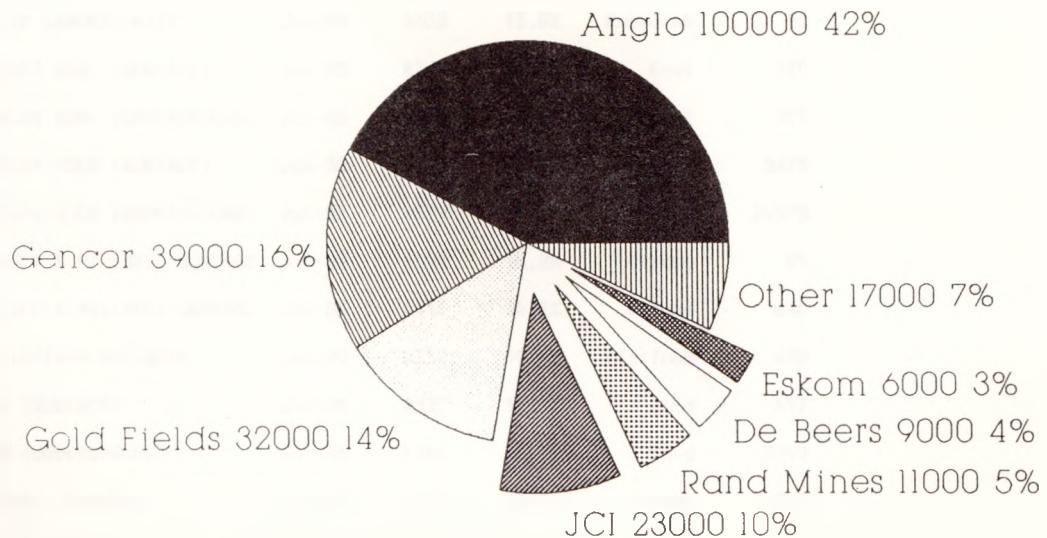
CHAMBER COAL 8%
19000

OTHERS 24%
57000



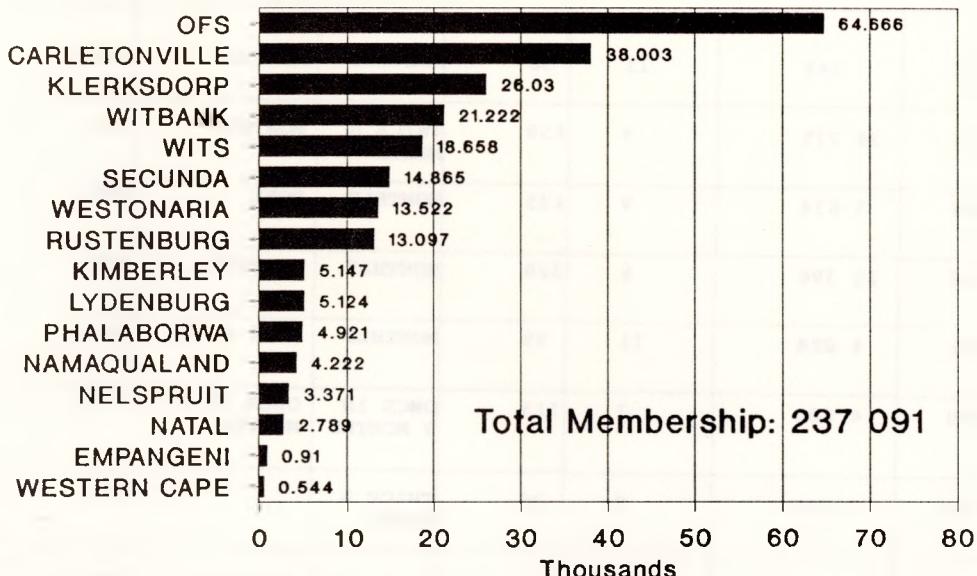
WHERE ARE OUR MEMBERS?

Which Groups do they
work for?



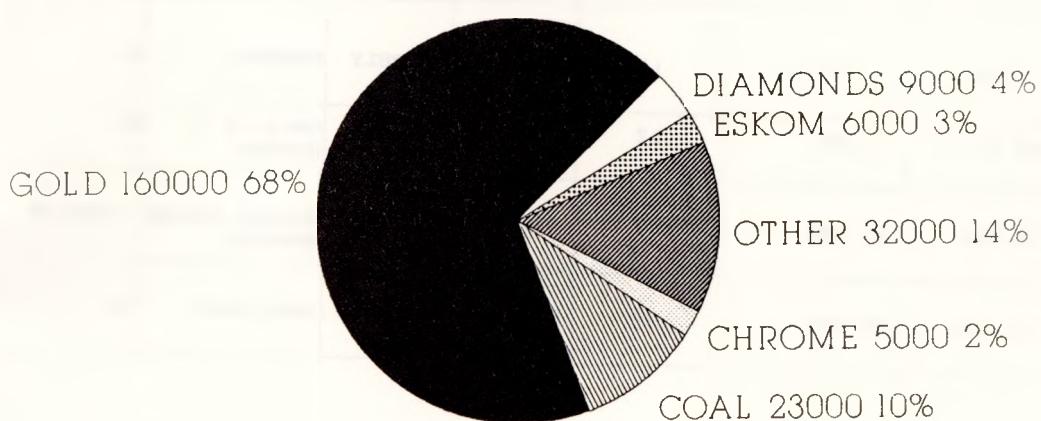
NUM MEMBERSHIP
- March 1989 -

Region



National Union of Mineworkers

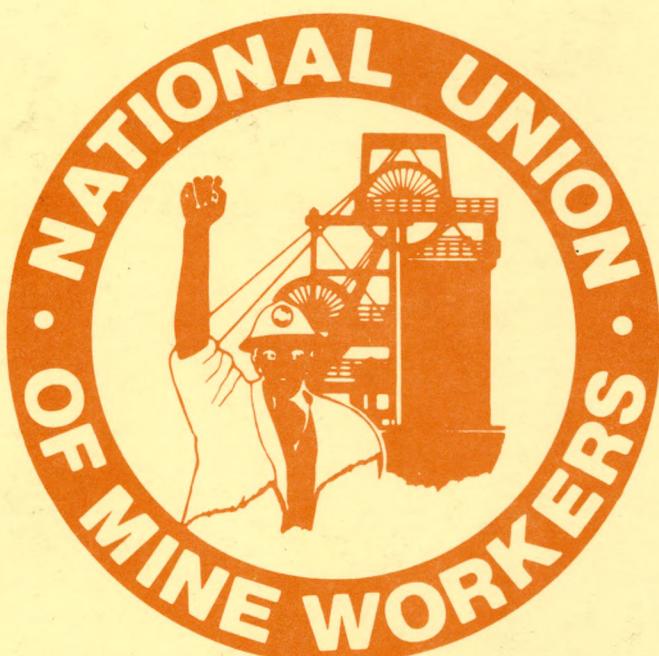
WHERE ARE OUR MEMBERS?
In which sectors?



REGIONAL ACTIVITIES

REGION	WORKFORCE	MEMBERSHIP	BRANCHES	NO OF S/STWDS	REC MEETINGS	REGIONAL S/STWDS MEEGINGS	EDUCATION COMMITTEE	HEALTH & SAFETY COMMITTEE	NO OF SAFETY STEWARDS
CAPE TOWN	997	548	11	30	MONTHLY	MONTHLY	NONE	YES	3
CARLETONVILLE	89 315	34 775	9	159	TWICE A MONTH	MONTHLY	YES	YES	N/A
KIMBERLY	8 494	5 634	9	135	MONTHLY	NONE	YES	INTERIM	NONE
KLERKSDORP	70 758	25 396	6	320	MONTHLY	MONTHLY	YES	YES	187
LYDENBURG	4 931	4 084	11	99	MONTHLY	DONT MEET	NO	NO	NONE
NAMAQUALAND	7 400	4 800	7	115	ONCE IN 3 MONTHS	ONCE IN 3 MONTHS	YES	NO	18
NELSPRUIT	3 730	3 316	9	36	TWICE A MONTH		NO	NO	NONE
N. NATAL	2 922	2 482	12	32	MONTHLY	MONTHLY	NO	NO	NONE
O F S	165 301	65 785	13	735	MONTHLY	WEEKLY	YES	YES	140
PHALABORWA	5 583	4 730	10		MONTHLY	MONTHLY	YES	YES	95
RUSTERNBURG	45 540	19 656	21	111	TWICE A MONTH	MONTHLY	NO	NO	NONE
SECUNDA	31 937	15 863	13	22	MONTHLY	MONTHLY	NO	YES	NONE

REGION	WORKFORCE	MEMBERSHIP	BRANCHES	NO OF S/STWDS	REC MEETINGS	REGIONAL S/STWDS MEEGINGS	EDUCATION COMMITTEE	HEALTH & SAFETY COMMITTEE	NO OF SAFETY STEWARDS
S. NATAL	1 800	902	11	19	MONTHLY	MONTHLY	NO	NO	NONE
WESTONARIA	64 452	11 467	12	38	TWICE A MONTH	ONCE IN 2 MONTHS	NO	NO	NONE
WITBANK	35 000	19 440	32	63	MONTHLY	MINING HOUSES MONTHLY	INTERIM	YES	
WITS	34 228	20 508	42	299	MONTHLY	DONT MEET	YES	YES	NONE



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