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NATIONAL UNION OF MINeworkERS

BIENNIAL REPORT

LABOUR RESEARCH SERVICE



1991 Seventh National Congress

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BIENNIAL REPORT 1990-1991

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Biennial Congress Report 1990-1991

INTRODUCTION

Over two years have passed since our last Congress and many developments have taken place in our industry and the country. Most significant of these developments was the release of our Honorary Life President Comrade Nelson Mandela and the other political prisoners together with the unbanning of the the African National Congress and other political parties. These developments are the fruits of our struggle, a struggle so many have sacrificed so much for. These developments are the culmination of our victory over the evil system of apartheid. These developments came about as a result of the sustained assault against the edifice of apartheid mounted by our people and the international community.

It is true that the political and social landscape in the country has changed and that new challenges await mineworkers, our union and all the patriotic forces in the struggle to transform our country into a genuine democracy and a prosperous country.

The edifice of Apartheid has been under constant siege forcing the government to systematically dismantle discriminatory legislation. Whilst we have to fully acknowledge that this process is taking place, we will be naive to believe that the institutions, legacy and culture that was fostered over decades will vanish with the removal of apartheid laws. We need to be constantly vigilant against the introduction of neo-apartheid in the place of apartheid.

It requires much more than the removal of laws to address the historical inequities of Apartheid and racism that remains deep in the fabric of our social, economic and political life. Through all the developments we are proud to state that mineworkers have not only made their contribution in bringing about the demise of the apartheid system but have made their mark as one of the most militant sectors of the struggling masses.

Together with thousands of others we have been able to shift the balance of power near to our goal of a non racial democracy. Our assessment of these developments and what the implications are for the future will be assessed in this report to Congress.

As these historic developments have been taking place our industry has been experiencing severe problems with increased job losses and a low gold price.

The fight for job security and the restructuring of the mining industry requires immediate attention. Our endeavours over the last two years will be evaluated and some suggestions of a future strategy will be outlined for consideration. Progress and development is often accompanied with setbacks and diversions. It is important that we acknowledge these so that our union can strengthen where it is weak and consolidate where it must. This biennial report examines the socio-economic and socio-political developments in the country and the industry since our last Congress, and assesses the achievements and future possibilities and challenges for the union.

ACKNOWLEDGEMENTS AND OBITUARY

As we assemble to evaluate our union's activities over the past two years and plan for the future, it is important that we honour and remember our comrades who today still languish in the dungeons of the apartheid government.

They are:

Lucky Nomgaga
Sphiwe Mbalondaka
Clement Zulu
Nyathi Matosela
Herman Nkoko
Lephaphang Makgalemele
Mzawaziwa Tshube
Wilson Tyabule
April Mancotywa
Tyelovuyo Mgedezi
Mlinganiselwa Sihlobo
Joseph Ramosala
Lucas Mongwathi
Mthokozisi Matimba
Dumisa Mjodo

We also offer our sincere condolences to the relatives and friends of comrades who died during 1989-1991. We extend our heartfelt sympathies to them. We also remember our comrades who have remained steadfast in the belief that the union would campaign to have their death penalties commuted and prison sentences reduced.

We also wish to extend our welcome to our Life Honorary President, Cde Nelson Mandela, the President of the African National Congress Cde Oliver Tambo on behalf of all mineworkers for returning back to us again. We welcome home the comrades from exile and will continue to campaign for the release of the remaining political prisoners and the return of all exiles.

NATIONAL EXECUTIVE COMMITTEE

Two years ago the following comrades were charged with the responsibility of leading this union. We are pleased to report that they diligently and faithfully executed their tasks as leaders of our union.



National Office-Bearers: Cyril Ramaphosa, Marcel Golding, Elijah Barayi, James Motlatsi, Paul Nkuna.

| | |
|------------------------------------|-------------|
| President | J.Motlatsi |
| Vice-President | E. Barayi |
| National Treasurer | P.Nkuna |
| General Secretary | C.Ramaphosa |
| Assistant General Secretary | M.Golding |

Regional Chairmen

| | |
|-----------------|--------------|
| Witbank | C. Moloi |
| Westonaria | Z. Ramokhele |
| Carletonville | P. Miya |
| Phalaborwa | E. Ramaila |
| Secunda | K. Manqina |
| Cape Town | P. Louw |
| Namaqualand | P. Izak |
| Lesotho Co-op | |
| Transkei Co-op | B. Rala |
| Swaziland Co-op | |
| N.Natal | L. Zulu |
| Klerksdorp | M. Phororo |
| OFS | J. Selepe |
| Rustenburg | M. Nchwe |
| Kimberley | A. Luhlabo |
| Nelspruit | J. Nobela |
| S. Natal | |
| COSH Chairman | S. Mgijima |
| NESCO Chairman | S. Tambane |
| Lydenburg | S. Mamekoa |

Meetings of the National Executive Committee during 1989 -1991

The National Executive Committee met on 18 occasions during the period under review. As specified by the constitution the NEC managed the unions affairs in terms of the decisions and resolutions adopted at Congress in 1989.

CENTRAL COMMITTEE

During the period under review, two Central Committee meetings were convened. At the Central Committee of 1990, life honorary membership was awarded to Cde Nelson Mandela in a very colourful and exciting ceremony .

In addition the union's annual wage and conditions of employment demands were confirmed. The nature, structure and functions of the present central committee requires consideration by Congress if it is to perform its tasks satisfactorily.

POLITICAL DEVELOPMENTS

Two days will certainly stand out when we evaluate the political developments in our country . On the 2nd February De Klerk announced the unbanning of the African National Congress, the South African Communist Party and other political organisations.

On 11 February Cde Nelson Mandela was released. His release signalled the beginning of a new phase of political struggle in South Africa - from the politics of resistance to the politics of power or transition.

It is imperative that we analyse these changes against the broad context of our struggle. The changes that have been unfolding must be seen for what they are: A victory for the relentless struggles and sacrifices made by our people and the international community. These moves saw the beginning of discussions with the government and the ANC regarding the removal of obstacles to negotiations.

Whilst the institutional framework spawned by Apartheid has not really changed, the fact remains that the government has acknowledged through its interactions with the ANC, that democracy requires the participation of all the people and that to continue in the old way was to end in a cul-de-sac.

The modalities to achieve full democracy and the time frame are areas where no agreement exists. The process that brought this situation has been the consistent campaigns and struggles by our people on all fronts - trade union; political and diplomatic; armed; international and rural.

It was and is the inability of the de Klerk regime to continue in the old way that forced these important breaks. The local authorities have collapsed; economically the domestic and international arrangements had become increasingly difficult and the general crisis of legitimacy could not be sustained.

But most importantly, the struggles of the people had already, de facto unbanned our organisations. For the government it was necessary that the growing spirit of defiance be regulated. It is the organisational struggle of the people that has made the Apartheid foundation even weaker and the government's ability to maintain it even more tenuous.

Consequently, de Klerk's reasons for change must be seen against the realities of the time - Apartheid cannot survive and a new order will have to be negotiated.

In the light of new events, it is important that we assess how best we can continue to participate and influence the political process. Let us look at important factors that have shaped the present situation: The political process has gained momentum with the signing of the Groote Schuur and the Pretoria Minutes which set in motion the process that will comply with the Harare Declaration and set the negotiations on track.

Notwithstanding this, the level of violence continues in our country with over 5000 people killed, hundreds maimed and thousands that have been left homeless. This wave of destruction must end if constitutional negotiations are to take place. Without peace there cannot be negotiations. In a climate of violence it is only the enemy that gains.

We are at a critical phase of our struggle and it is important that we define clearly how we should go forward. Foremost is how we change the present balance of forces which will strengthen the people in our efforts to democratise our country. With the unbanning of our movement, it is imperative that we redefine our role as unions in the political process. It is not that unions should play a political role, but how they should exercise that role politically.

In so far as Congress decided in 1989 that we should fight for the unbanning of our movement and popularise the Freedom Charter and the constitutional guidelines, we have done this. Congress must decide now how we go forward in the climate of negotiations.

In particular the following matters must be considered :

-
- * how to strengthen the alliance of the ANC, SACP and Cosatu and how it should function in terms of accountability, report-backs and democratic practices.
 - * how do we see the all Party Conference
 - * what are the constitutional demands we should make in the negotiations around the constitution.

On the independence of the trade union movement we should also provide leadership on this question. The rapidity with which the political process is developing requires our union to have a clear strategic programme that will effect long term economic and political transformation of our country for the benefit of all the people.

IMPORTANT FACTORS THAT SHAPED THE STRUGGLE

Worker and popular struggles

The intensification of shopfloor struggles and the growing links with political demands has sent a clear signal to the government that the unions will not separate themselves from the wider political movement.

These links were strengthened and consolidated with the adoption of the Harare Declaration at the Conference for a Democratic Future. Most significant were the demands on the climate for negotiations :-

- i. the release of all political prisoners and detainees unconditionally and refraining from imposing any restrictions on them;-
- ii. lifting all bans and restrictions on all proscribed and restricted organisations and people;-
- iii. remove all troops from the townships-
- iv. end the state of emergency and repeal all security legislation including the Internal Security Act-
- v. Cease all political trials and political executions

Our support for the Harare Declaration showed clearly where the union movement was going to intensify its campaign to ensure an effective and speedy transition to democracy.

Rural and Bantustan Struggles

Growing rural discontent in the Bantustans and the eventual coups and attempted coups showed clearly that the Apartheid flea had grown into a monster. The fact that the military in these territories took over political functions and continue today to exercise power will have to be resolved as part of establishing one unitary South Africa. The struggles in these areas demonstrated that the Bantustans were unviable institutions and have to be integrated into South Africa, if stability and economic progress is to take place. The resignations of some well known homeland leaders also signalled that no stability exists in the system. The struggles for land reform and general changes were all part of growing pressure in the rural and bantustan areas.

International Pressure

The international community has played an important role pressurising de Klerk to change. But it is also the realities of Eastern Europe where growing popular revolts forced out bureaucratic

regimes. To continue in the old way, could never rule out this possibility. But opening the political arena could mean longer survival. A worrying trend with some governments is their decisions to reward de Klerk for effecting the changes he has introduced.

The state of the SA Economy in 1991

The South African economy has been stagnant for many years. The population has, in fact, been growing faster than the economy. So the average South African is poorer than ten years ago. In 1990, the economy actually shrank in size by 1%. But the population grew by about 2,4%.

The immediate reason for the decline in the economy is the failure of companies to invest in new machinery and new factories. New investment of this kind declined disastrously: by 13% between 1981 and 1985, and by a further 7% between 1985 and 1989.

At the same time, many companies have transferred assets overseas. Not everyone has grown poorer. Companies increased their profits by 44% in 1989 and by 25% in 1990. Workers in strong unions, and working for capital-intensive companies, have won big wage increases. The "losers" are the unemployed and the unskilled workers who have been retrenched.

There are about 3 million to 5 million unemployed - no-one knows the exact figure. Yet in its latest budget the government has slashed funds for training the unemployed and for job creation by R50 million!

There is a shortage of over 600000 houses - while brick factories remain mothballed. Eskom is closing power stations and cutting back on employment although 80% of black South Africans have no electricity in their homes.

Many workers, too, are still earning poverty wages. These workers are not unionised or their unions have been unable to raise their wages because of the difficulties of their particular industry. Probably one-quarter to one-half of all employed workers earn less than the minimum subsistence wage.

At the present moment, there is no shortage of money to invest. The life insurers (like Old Mutual and Sanlam) are awash in money. The problem is that the owners of capital do not want to risk it on new factories, machinery or mines. If the economy grew fast, however, a shortage of money would emerge.

A rough estimate tells us that all the unemployed workers could be absorbed into viable enterprises within 20 years - if the economy could be made to grow by 9% per year. It is extremely unlikely that a 9% growth rate could be achieved as long as the economy is dominated by the Big Five corporations, as it is today.

An extra R19 billion each year would have to be invested in the manufacturing sector alone, each year for 20 years, to achieve growth of 9% per year. (In 1989, total investment was only R10,5 billion after taking depreciation into account.) This R19 billion cannot be obtained from anywhere except people's pockets.

A big sacrifice would therefore have to be made by everyone, even if the main burden fell on the rich. There must be doubt, moreover, as to whether the people who control capital today are willing to invest for the future. They have certainly failed to do so during the past ten years!

In 1990, the Top One Hundred Companies increased their profit payout by 21% - but increased employment by less than 1%. There is a very strong case for a democratic government taking over the job of investing in growth - because there isn't anyone else who will do it.

ECONOMIC DEVELOPMENTS AS THEY AFFECT THE MINING INDUSTRY

The mining industry employs some 750 000 people and accounts for half of South Africa's foreign exchange earnings.

MINERAL PRODUCTION AND SALES STATISTICS 1990

| COMMODITY | EXPORT SALES VALUE [R m] | TOTAL SALES VALUE [R m] | Percentage of total output exported |
|---------------------------|-----------------------------------|----------------------------------|--|
| GOLD | R19,071 | R19,264 | 99% |
| SILVER | R51 | R58 | 88% |
| ASBESTOS | R169 | R172 | 98% |
| CHROMITE | R194 | R412 | 47% |
| COAL | R3,713 | R7,900 | 47% |
| COPPER | R612 | R1,113 | 55% |
| FLUORSPAR | R77 | R87 | 89% |
| IRON ORE | R815 | R1,116 | 73% |
| LEAD | R123 | R130 | 94% |
| LIMESTONE & DOLOMITE | R8 | R420 | 2% |
| MANGANESE | R561 | R769 | 73% |
| TIN | R4 | R19 | 20% |
| ZINC | R20 | R179 | 11% |
| OTHER MINERALS | R432 | R1,441 | 30% |
| STRATEGIC MINERALS (Pt,U) | R3,474 | R4,892 | 71% |
| TOTAL | R29,240 | R37,974 | 77% |

In 1990, the mining industry exported R29 billion of metals, minerals and ore. The industry provided raw materials worth R9 million for the power stations, processing plants and factories of South Africa. If the exports of various processed mineral products such as ferroalloys and steel are included, the contribution by the mineral industry to foreign exchange earnings would be significantly increased.

The money earned from the sales of mined minerals and metals overseas is used to finance the country's debts to foreigners and to pay for imports of machinery and technology for industry that is not available locally. Although mining contributes only 11% of the total production in South Africa, its importance is much greater.

The mining sector provides a firm base for the existence of manufacturing and construction industry. Mining is the flywheel that drives the whole economy. Coal mines provide the fuel for electrical power. Gold mines provide the bulk of foreign exchange earnings. And the industry as a whole, with its employees and their dependents, provide a significant market for industrial and consumer goods. The pattern of industrial growth created by the mining industry has deep flaws in it, however.

The industry has had devastating effects on the physical and social environment of the Southern African region and its people. Pollution from mines, power stations and processing plants have poisoned the earth, the air and the rivers.

The bulk of the industry has come to rely on migrant labour, with its single-sex, prison-like, compounds and its disastrous effects on family life. The mines have given birth to a mining system that relies on low wages and low levels of training for black workers.

The organisation of work is, in addition, scored by racial discrimination. The technical and financial strength of the mining industry has very rarely led to the creation of industries that are not dependant on mining.

Mine towns have been created which have no other sources of livelihood except for the mines. Yet minerals are a wasting asset and the future of these mine towns and their regional economies is threatened when the minerals are mined out or their prices drop.

South and Southern Africa command a treasure trove of mineral reserves that will ensure that the mining sector as a whole will retain a pivotal position in the economy for decades to come. South Africa alone possesses the largest proven reserves in the world of gold, platinum, manganese, chrome and vanadium. It commands more than one tenth of the western world's reserves of uranium, zirconium, coal, asbestos, nickel and titanium. South Africa has sufficient reserves of other metals to become a major processor of metals and a producer of metal manufactures. But this great potential remains to be unlocked. In the two years since our last congress, however, the key to future growth has slipped further away from our grasp.

The Decline of the Mining Industry

The very positive changes in the political climate have been accompanied by a drastic deterioration in the economic climate, specially for the gold mines. An industry that, in 1989, conceded improvements in wages and conditions across the board is now faced with difficulties.

In 1988 and 1989, some 50 000 mining jobs were lost in gold, coal and other mines. In 1990 and 1991 it seems that an additional 80 to 100 000 jobs may be lost if employers have their way. Only two years ago, analysts were predicting a "third wave" of new investment in gold mines - today capital expenditure in existing mines is being cut, the whole industry is being down-scaled at a frighteningly swift pace.

A basic shift in international demand patterns for gold has occurred. It is increasingly obvious that the mining industry can only meet the legitimate demands of its workers if it is radically re-structured. Mining has joined the manufacturing sector in its deepening economic crisis. The investment strike by the owners of capital continues unbroken. The slump in the gold price has led the mines to follow the same patterns of cost cutting, sub-contracting and down-sizing that has already been underway in manufacturing for several years. The solution of the employers is to cut employment - but not profits. They plan to balance the smaller scale of industrial operations so that profits stay healthy. A study recently of the top 100 companies on the Johannesburg Stock Exchange showed that they increased cash dividend payouts to shareholders by 21,3% - but the number of people they employed grew by only 0,1%.

The utter failure of South Africa's business sector to create jobs, to provide skills training or to act decisively against race discrimination has convinced NUM and COSATU that the trade union movement needs to promote a fundamental re-arrangement of the economic forces in the country. NUM is aligned closely with this drive and has adopted the restructuring of the mining industry for a new South Africa as a theme for the 1991 wage negotiations.

Our union does not intend to stand on the sidelines and allow our industry to be decimated. We will not

be a whiny chorus that will respond to the main tune that will be played elsewhere. We intend to fight on every front to negotiate industrial restructuring of our industry. The employers certainly do not have the vision nor the drive to get us out of this crisis, a result of their and government's mismanagement. Our blueprint will provide a framework of reconstruction and development for our country's mining industry. Congress requested us to undertake an examination of the industry and provide our vision. This has been done in some respects and Congress must decide on the way forward.

Mining Wages

In early 1991, the NUM completed the most detailed survey ever undertaken to compare mineworkers' wages, as set in the NUM wage agreements, with wages actually paid in the manufacturing and service sectors.

In all cases, mineworkers wages were shown to be substantially lower than market wage levels. The NUM average minimum wage for Grade 1 over 81 bargaining units, covering some 240 000 members, is R532 per month. The market average wage for this grade is R781 per month!

The survey covered four key grades:

| | |
|---------|---|
| Grade 1 | the minimum "labourers" wage |
| Grade 4 | the top wage rate for so-called "unskilled" workers. On the gold mines, the majority of workers are in wage grade 4 - and 88% are in grades 1 to 4. |
| Grade 8 | the top wage rate for so-called "semi-skilled" workers. Very few NUM bargaining units include workers above this level. |

In summary, these are the results:

| | No of Agreements | Average NUM wage | Average market wage | Percent increase needed to reach the market wage |
|---------|---------------------|---------------------|------------------------|--|
| Grade 1 | 81 | R507 | R781 | 54% |
| Grade 4 | 92 | R797 | R1 129 | 42% |
| Grade 8 | 71 | R1 399 | R2 250 | 61% |

Black mineworkers are in general paid very much less than workers in other major industries. White and black wages in mining

Since 1985, the mining industry has refused to provide racially differentiated statistics. The NUM estimates that in 1990 the average monthly wages by race were as follows:

The manufacturing figures are all extracted from CSS Statistical News Release, 13 February 1990. The other figures are estimated using the average wage data for all workers in mining in the first three quarters of 1990.

| | Whites | Blacks | Total |
|------------------------|--------|--------|--------|
| Gold Mines | R4 011 | R805 | |
| Coal Mines | R4 452 | R887 | |
| Mining industry | R4 226 | R845 | R1 204 |
| Manufacturing industry | R3 552 | R1 043 | R1 632 |

On average, white wages are about five times black wages, but whites do different, more "skilled", work. The most significant lesson from the statistics is that while white workers in mining earn some 20% more than the average manufacturing wage (for whites), black mineworkers earn wages that are some 20% less than comparable average wages in manufacturing.

This reflects the extent to which the wage structure in the SA mining industry is racially determined. White workers are compensated for the more dangerous and unpleasant working conditions in mines compared to other industries - black workers are not.

The NUM's policy on wages for mineworkers

The NUM has adopted the resolution of the 1957 Miners International Congress on the Miners Charter. This states that::

Wages for underground workers should be better than wage rates in any other industries.
Wage rates for surface workers should be equal to the best wage rates in other industries.

In 1989, the sixth National Congress adopted a wage policy that aimed to move mineworkers wages, in both the gold and coal mines, closer towards market wages in manufacturing over a three year period. The ultimate goal of the wage policy is the attainment of a living wage for all workers in the mining industry. The key elements are the following:

1. A national minimum wage in the mining industry.

The 1989 demand was for R600 per month underground and R543 per month surface. (Between 1989 and mid-1991, prices have risen by about 29%. This means that the minimum wages should be adjusted to R775 underground and R700 surface to reflect the same buying power as the amounts set in 1989.)

2. Same job - same pay.

Workers' wages must be decided by the job they do, not by which mining house they work for or what metal or mineral they mine. At present there are marked differences in minimum wages between the mining houses and the gold and coal sectors. Coal minimum wages are lower than gold at all levels.

3. Narrow the wage gap between grades 1 and 8 and between grade 8 and white wage levels by raising up the wages of the lowest paid workers.

4. Fair wage structure.

Regular steps between the wage grades - reduce or eliminate anomalies.

5. Underground workers must get more than surface workers in the same job grade.

6. All workers must get a proper increase above inflation.
The inflation rate in SA is about 14% per year.

7. Increases in RANDS not percentages.

Our members support rand increases clearly. Across-the-board percentage increases cannot address the anomalies in wage structures. The wage policy has been very important in providing

a focus for the two sets of annual wage negotiations since the last Congress. The Chamber of Mines has agreed that the present variations in wages between the mining houses are unfair and should be abolished.

But the gold mines have maintained that they are unable to afford such an adjustment with the low price of gold.

In the case of the coal mines, the wage policy guided the union in settling for a higher wage increase on the coal mines than on the gold mines in 1990. As stated earlier, the creation of a new, fair wage structure on the mines has to follow a re-structuring of the entire industry. Specific proposals on how the industry should be run in the future are contained in the "Blueprint" developed within the union following a resolution adopted at the 1989 Congress.

The way forward

The mining houses are letting the gold mining industry close up shop mine by mine. They have not considered the cumulative implications of this decision for the country, for the mineworkers who are flushed out of their jobs or for the areas from which the workers come. The government is simply standing by, making no attempts of its own to anticipate what will happen and also refusing to look at the whole picture.

In the recent budget, the government applied the recommendations of the Marais Committee on Mining Taxation in full. As a result, several marginal mines will have to pay tax and find it more difficult to survive. The government stands firm in saying it will not pay a subsidy to keep gold mines going. They are following some economic theory that is opposed to subsidies and are ignoring the effects that will follow the large-scale closure of the gold industry.

They say the mines contribute very little in terms of tax, so it is not worthwhile to keep them open. Direct tax may be low - but all the people who work on the mines pay personal tax, they pay GST, as does the mine itself. And all the mine suppliers pay tax on their profits and their purchases of inputs. Their employees pay tax too. If mines close all this goes.

The future of our industry we must determine ourselves and should take the lead through mobilisation and industry wide action to restructure the mines. We have already demanded a SUMMIT with the decision makers of the industry to negotiate a framework to restructure the industry so that a minimum number of jobs are lost and the wealth and resources are properly utilised. Congress will have to determine where we should take our industry but there are clearly important areas that we must fashion:

- Minerals Policy
- Energy Policy
- Regional Development Policy
- Charter to Remove Racial Discrimination
- Worker Control
- Organisation of Work.

Our Blueprint provide a framework on : Skills Development, Housing, Health and Safety, Mechanisation
It is vital that we move on the offensive to restructure the industry to defend our jobs, our industry and the country.

The NUM's theme for the 1991 negotiations is "Restructuring the Mining Industry for a New South Africa". The theme stems from the deep economic crisis in the South African mining sector and the appalling conditions of racial oppression under which black mineworkers labour.

But it is clearly coupled with the promise of fundamental political change that will make black mineworkers, for the first time in their history, citizens and voters. The blueprint aims to save the mining industry from destruction. But it also aims to impose humane conditions on one of the most ruthless and cruel systems of exploitation ever devised by capitalism. It is now the task of the National Union of Mineworkers to plan how the blueprint can be practically realised.

GOVERNMENT LEGISLATION

During the period under review, most of our efforts have been directed at the campaign against the amendments to the Labour Relations Act and the Mineral bill both which drastically affected the rights of all mineworkers.

Labour Relations Act

In February 1991 the changes that the trade union movement had taken over two years to negotiate on the Labour Relations Act was passed by Parliament, ending the first phase of our struggle to improve the rights of workers.

Two years of organised action on the shopfloor together with constructive negotiations confirmed our belief that legislative improvements to workers rights requires both methods of struggle.

The amendments that were initiated in 1988 and which was the subject of widespread worker dissatisfaction and which attempted to roll back the gains made by the trade union movement, were once again restored.

It required strikes, sympathy actions, over time bans and even a three day stayaway that involved millions of workers, forced the state and the employers to realise that only legislation which enjoys the confidence of all the major actors, will work.

This was confirmed in two important documents which was the basis of the changes to the legislation - the Cosatu, Nactu Saccola Accord and the Laboria Minute which included the state. While the changes ends the first part of our campaign, the second part has already started - to negotiate workers rights for the public, domestic and farmworkers, who are not covered by the Labour Relations Act.

Minerals Bill

The most important legislative attempt in the industry was the Minerals Bill.

The governments proposal of one Minerals Law to regulate both the exploitation and utilisation of minerals and the health and safety of the mining industry has been fought by our union. The Bill was first published for comment in late 1988.

Despite our union indicating clearly to the government in both our verbal and written submissions that the insistence to have production and safety regulated by the same statute is unacceptable, it seems they intend to promulgate the Bill.

The objectives of the Bill are:

1. to rationalise the nine different mineral laws into a single Minerals Act;
2. to ensure that minerals in South Africa are optimally and safely mined;

-
3. to promote the State privatisation and deregulation initiatives in the mining industry.

This will have serious implication for workers and will exacerbate conflict at the workplace. In addition, to have safety provisions which is inferior to manufacturing remains inexplicable. The government does not seem to have learnt its lesson that for legislation to be acceptable it must enjoy the confidence of all the major actors. The unacceptably high injury and fatality rates in the industry requires proper legislation and the necessary authority to enforce it. If the government continues to act in this arrogant and high handed manner, where the interests of the country's greatest resource - mineworkers - are ignored, there cannot be peace when death remains your constant companion.

Our union's objection to the Bill are:

1. we oppose the 'privatisation and deregulation' of the mining industry (a separate summary of the changes brought about by the Bill in this regard is available);
2. matters of mining health and safety should be regulated by a separate statute and not in a law dealing with the optimal utilisation and exploitation of minerals;
3. the Bill does not establish a separate state agency responsible for policing safety in the mining industry
3. the provisions on health and safety in the Bill are grossly inadequate and markedly inferior to those regulating health and safety in other industries as found in the Machinery and Occupational Safety Act;
4. the Bill contains some unexplained changes from the draft Bill of 1988 which will adversely affect the ability of the State to regulate safety in the industry.

Some of the union's representation on the Bill is that it is a breach of the "Laboria Agreement" reached between COSATU, NACTU and SACCOLA, where it is accepted that no legislation affecting workers will be passed unless there is proper consultation with all the major actors. We will have to step up our campaign on opposing the Bill.

Mines and Works Act

The changes to the Mines and Works Act will allow a wider category of females work underground at a mine. Women who hold management positions and do not perform manual work, women employed in health or welfare services, women who have spent a period underground in a mine as part of a training course or for research or other women who may occasionally have to go underground in a mine. This will still prohibit women from performing manual work underground. The changes to the Mining Rights Act remove those provisions from the Act which allowed for racial discrimination in the acquiring mineral rights as of prospecting for mineral and also repeal Section 164 which requires the permission of the Minister of Mineral and Energy Affairs before a mine could dismiss more than 20% of its work force in one month. This provision was used by the union in cases arising out of the 1987 strikes. Many changes have been made to the regulations in terms of the Mines and Works Act in the last two years. The most important of these regulations deals with responsibility for abandoned mines, requires the appointment of environmental control officers, increase the Government Mining Engineer's powers to ensure that mines rehabilitate surface areas, prevent atmospheric pollution of water. In addition regulations have been published regulating oil rigs operating off the coast of South Africa.

COSATU

Our union remains one of the biggest affiliates of Cosatu and continues to play an active role in all areas of the federation's activities. In the period under review, Cosatu played a major role in bringing about the changed political climate through its campaigns and mass action.

The federation has also taken account of the developing alignment of forces in the country, and has begun a searching examination to restructure Cosatu to play a more effective role in the new circumstances.

With the unbanning of the African National Congress and the South African Communist Party, the role of the trade unions in the alliance was more closely examined. After extensive discussions with the South African Congress of Trade Unions it was agreed that they phase out, leaving COSATU to take the role of leading the trade union movement in the country.

Strategic Alliance

This paved the way for the establishment of the Strategic Alliance of ANC, SACP and COSATU. Our union welcomed the formation of the alliance because it strengthened the overall democratic movement in our struggle to end Apartheid.

Whilst the formation of the Strategic Alliance was a significant political initiative, we have not seized the opportunities it opened up. The alliance is not functioning as it should and requires our union to examine how best the alliance can be strengthened so as to achieve our objective of a non-racial democracy.

Arising out of the formation of the Strategic Alliance has been the question of dual leadership of the federation and the political formations. This debate continues on how best the working class can exercise political influence in the struggle for democracy.

Campaigns

To strengthen Cosatu, a number of campaigns have been taken up by the federation. Not only have campaign committees been established, but to increase worker participation, regular campaigns conferences are held. In the two years, Cosatu has played a leading role in a number of areas and is clearly a major actor on the political and economic stage of South Africa. In the process, COSATU has strengthened its presence amongst the working class.

One Trade Union Federation - One Country

Relations with Nactu remain warm and open, but the ideal of one federation in our country does not seem in sight. Although there is agreement that we should have one united trade union movement, very little has actually been done to bring this about. In many of the campaigns, we have solicited the support of Nactu so as to strengthen our relationship.

Talks however and continued contact with Nactu continue to see how we can obtain the objective of one federation in our country. The campaigns COSATU have undertaken in the period under review include :

Workers Charter Campaign

The Cosatu Workers Charter Campaign was part of the programme to determine the specific demands of the working class that should supplement the demands contained in the Freedom Charter. This campaign has been coordinated through the Campaigns department and our union's role in this is outlined in the

report later. This campaign will reach a high point at the Cosatu Biennial Congress where the Charter will be adopted.

Living Wage Campaign

The struggle for a living wage has been one of Cosatu's longest campaigns. In the light of the crisis and the widespread retrenchments a number of new priorities have dominated the campaign. Our union has played a central role in the campaign.

A full explanation of our role is set out in the campaigns report.

Human Resources Development.

The development of our members at all levels is critical for the unions and the federation. The shortage of skills, the absence of adequate training programmes and the high level of illiteracy in our country requires a national programme to develop our people to the fullest extent.

The Human Resource programme of the Federation is to tackle these problems as part of the overall need to restructure the country.

Among the specific programmes are :

- * A national Literacy campaign
- * Negotiated National Training Schemes
- * National Industry Training Schemes

Our union is playing an active role in the human resource activities of Cosatu.



REPORT ON UNION ACTIVITIES

ADMINISTRATION

During the past two years the Administration Department through its work sustained and supported not only the other departments of the union but union members in their struggle for better conditions of employment on the mines. The contribution of the Administrators to the success of the union in many struggles is often never appreciated as these comrades play more of a supportive role than a high profile role.

The Administration Department is composed of silent rear guard soldiers who are always there when they are needed in their trenches, ready at all times to defend and serve their organisation. We are of the view that Congress needs to pay a special tribute to these gallant Comrades for remaining the strong backbone of the union.

The Staff of the Administration Department

The Administration Department is one department that has always had a presence in all the sixteen regions of our union. In some cases they have often been the only union officials and have had to act as Administrator, Organiser, Legal Officer and Safety Officer.

The following comrades are part of the Administration Department Staff:

Head Office

| | |
|---------------------|--|
| Ntsiki Ndawonde | Acting Head Of Department |
| Funeka Siyongwana | Acting Assistant Head of Department |
| Zelda Makhetha | Secretary to Assistant General Secretary |
| Busi Mazibuko | Telephonist |
| Nosipho Lubando | Filing and Computer Operator |
| Benjamin Maqolo | Messenger |
| Hendrieta Rantikana | Housekeeper |
| Patrick Hamnca | Assistant to General Secretary |

Regional

Cape Town

Jean

Carletonville

Anna Rabotapi

Felanto Mzinywana

Durban

Nunu Ndlovu

Kimberley

Jean Itumeleng

Bobby Marumo

Klerksdorp

Boniwe Dikane

Namaqualand

Mimi du Plessis

Nelspruit

Violet Nkosi

Newcastle

Lettie Mhlongo

Orange Free State

Zanele Gwele

Alinah Naale

Phalaborwa

Patrick Lepea

Secunda

Constance Mkhabela

Rustenburg

David Radibotseng

Westonaria

Benadette Komane

Joyce Goje

Witbank

Nomsa Potwane

Wits

Thoko Mazibuko

Raymond Machochoane

Lydenburg

Nomhle Ndaba

Activities of the Department

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 to ensure that the membership of our union is well serviced and to support all staff members in their jobs and general well-being.

The staff of the Administration Department performed their tasks faithfully and remained the most central people in the work of our union. The role played by the Administrators in arranging meetings, seminars, travel arrangements, conferences, preparing documents was invaluable in achieving our objectives.

The Department had its share of problems and failures in that a number of Administration staff officials particularly at Head Office left the union to pursue other careers. We also had a number of staff members who did not display commitment in executing their tasks.

New Communications System

A new Communications system is being set up in the whole of COSATU and its affiliates. This computer network will make communications in unions much more efficient. Our Administration will benefit greatly from this technological development.

Staff Development

The National Executive Committee approved a comprehensive Staff Development Programme and charged the Administration Department with the task of implementing it. This Programme is one of the most far reaching developments in our union in that it is aimed at encouraging our full time officials to develop career paths in the union with a view of serving miners more effectively.

FINANCE DEPARTMENT

During the period under review the Finance Department went through tough times as it had to make concerted efforts to keep the union operating with scarce financial resources. This is no small feat for a department that was faced with administering the finances of the union in the face of rising costs, shortfall in income, shortage of staff, a bank overdraft, and a shrinking membership base due to the massive retrenchments our industry has been subjected to.

Finance Sub Committee

The difficult financial situation that confronted the union led the National Executive Committee to decide

that a Finance Sub Committee be established to assist the National Treasurer and the NEC in overseeing the finances of the union. The Finance Sub Committee's primary function is to settle annual budgets, determine policy on financial matters and examine reports and financial practices and report and make recommendations to the NEC.

Shortfall in Income

Income increased by 13% compared with 1990 but did not increase sufficiently to enable us to meet the rise in the increased costs of running the activities of the union. The union's finances were put under great stress as a result of this. This situation was aggravated by the shortfall in income brought about by the delay and refusal by various managements in deducting membership subscriptions after the submission of stop order forms.

We estimate that managements' delay and refusal to deduct membership subscriptions has deprived approximately 46 000 members from being paid-up members of our union and resulted in the union losing R 92 000 per month in income. The extent of the default by managements in implementing membership subscriptions is being attended to by the Finance Sub Committee and may lead to litigation being initiated against certain companies.

The loss of membership due to retrenchments also led to the shortfall in income. During the period under review our union lost approximately 40 000 members as a result of retrenchments during 1989 and 1990. It would appear that this trend will continue unless Congress comes up with a strategy that will address this problem.

Budget and Financial Control

The Finance Department now operates in accordance with a budget which is strictly adhered to. The results of strict monetary measures introduced are already being felt. We hope to keep our expenditure within the budgeted figures. Considerable success has already been achieved in this area.

With the assistance of the auditors we have been improving our financial control measures at regional and national level. A tremendous amount of work still needs to be done to ensure that these control measures work effectively. The recovery of the funds invested with Eurotrust (Pty) Ltd. which is in liquidation is still pending as the liquidators are still processing the matter.

The Staff of the Finance Department

The Finance Department had the following comrades on its staff:

| | |
|----------------|-------------------------|
| Obed Molekwa | Head of Department |
| Mapule Makwela | Senior Accounts Officer |
| Peter Mthembu | Accounts Officer |
| Ida Monese | Accounts Officer. |

EDUCATION DEPARTMENT

The work of the Education Department has since inception in 1984 had five principle objectives:

- * Ensuring that effective and meaningful education is offered to comrades in all the levels of leadership in the NUM structures on basic unionism;

- * Ensuring that education is utilised as a mobilising and conscientising too 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.

Despite these laudable objectives, we have not done sufficient in the area of education and training. Although during the last two years, we have put through over 2000 stewards through various courses, we need to intensify efforts in this area to extend and consolidate our education programme.

There are important challenges which face the union in the field of education, especially since our members come from the most depressed section of our community.

National Education Conference

The National Education Conference held on 27 - 28 April 1990 was attended by 144 delegates from 13 regions. The spirit and direction of the Conference was excellent emphasising that Education for Liberation was vital for the union. It stressed that to ensure the reconstruction of SA, and the development of a just mining industry we need an educated, politicised and dynamic work force. Our structures in education have also not been as effective as they should.

In many regions, RESCO's have not been established, and have not done enough work to enhance the skills and education of our members. NESCO has met 6 times over the past two years.

The NESCO has the following office - beares

| | | |
|--------------------|----------|------------|
| Chairman | S Tabane | Wits |
| Vice Chairman | J Nkosi | Witbank |
| Secretary | A Tetema | Kimberlery |
| Assitant Secretary | T Qhena | OFS |
| Treasurer | B Xugu | Klerksdorp |

Programme of work

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

- Basic shaft stewards courses
- National leadership courses
- Regional leadership courses
- International courses
- co-operative seminars
- Study circles courses
- Education conferences
- Cultural events

Basic Shaft Steward Courses

The department organised 52 basic shaft steward courses at 52 branches, involving 1334 participants, mainly shaft stewards. Special 5 day Shaft Stewards Training courses saw 600 Shaft Stewards participating.

Regional Leadership Development Courses

During the period under review, 613 regional leaders participated in regional leadership courses that were mainly held over the weekends. The courses were designed to address specific education problems in regions, on where requests were made for a course. These were held at:

| | |
|---------------|------------|
| Witbank | Secunda |
| Wits | Rustenburg |
| Namaqualand | Kimberley |
| Nothorn Natal | Westonaria |
| Klerksdorp | Lydenburg |
| Carletonville | |

Through the courses, regions were able to develop the regional leadership, greater understanding and conscious participation in the affairs of the organisation.

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 organised four Study Circle Courses involving 91 participants. The published Study Circle Manual was used, and was a useful starting point.

Regional Education Conference

Three regional education conferences were held 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

Our union continued to play a role in COSATU, and also the education activities of NEDCOM. 30 delegates from the NUM participated in the COSATU Education Conference in 1989 where together with delegates from other COSATU unions, the problems confronting the education programme of COSATU were discussed.

Education Publications

The Education 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. The department has not succeeded in producing other manuals.

Staff Training

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

The Staff of the Education Department

The Department had the following comrades on its staff:

| | |
|-------------------|--------------------|
| Kgalema Motlanthe | Head of Department |
| Jeffrey Magida | Education Officer |
| Vusi Mjila | Education Officer |
| Aitken Ramudzuli | Education Officer |

International Work

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

ORGANISING DEPARTMENT

The Organising Department remained the lifeblood of our union. It is the one department that has been the basis for developing and empowering our union's members and its leaders. The 25 organisers who work for the union did, during the period under review, make it their primary task to build, strengthen organisation, consolidate and enhance the skills of our union's leadership. These comrades excelled in their work despite the massive problems and shortcomings they had to face.

Membership Growth

The main thrust of our organising campaigns in all regions centred around the attainment of the goal set by the Sixth National Congress "400 000 Members by 1991". This became the central goal of all the activities of the department. It should be remembered that the decision to recruit 400 000 members by 1991 was taken at the same time when the increase in membership subscriptions was taken.

The decision to increase membership subscriptions in terms of the oppressive and unreasonable demands of managements in the mining meant that all NUM members had to sign new R 2 stop order forms. In other words they had to be re-recruited!!

Since April 1989 the Organising Department has recruited and re-recruited 356 182 members!! In other words 356 182 workers signed the R 2 stop orders. This is 43 818 members short of the target set by the 1989 Congress. But of all members who have joined the NUM only 269 949 are paid-up members. The difference is 86 233 members who are not on stop order. We have lost some 40 000 members due to retrenchments. But the other 46 233 are not on stop order because several managements have either refused or neglected to process and implement the Stop Order forms submitted to them. All these measures are directed at weakening our union and rendering it ineffective.

Congress needs to decide how our union should deal with this problem. Despite all these problems our membership has increased by 33 000 from the 237 000 paid-up membership in 1989. This growth can largely be ascribed to increase in membership on platinum, chrome and coal mines. We have not succeeded in organising all energy workers into one union.

Recognised mines, plants and power stations

Despite the negative effect retrenchments have had on our membership on gold mines, we have made important breakthroughs. The most significant progress has been at Rand Mines, the mining house that thought that it had perfected union bashing tactics and Anglo Vaal. Our union was accorded recognition at mines owned by these mining houses after lengthy, bitter, and at times bloody struggles. In 1989 the NUM was recognised and negotiated collective agreement on behalf of workers in 250 companies. The number of companies recognised has increased to 325 since the last Congress.

Shaft, Branch and Regional Structures

As a union that adheres strongly to the COSATU principle of worker control and leadership the work of our union was almost wholly executed by worker leaders at Shaft, Branch and Regional level. The majority of these comrades have exhibited great commitment to the struggle of the working class. The work of the Organising Department was deepened and given meaning by comrades operating in these structures.

Democratic control and accountability is being entrenched in the style of work of these structures through the holding of regular annual conferences and elections. Of the 325 branches where the NUM is firmly organised, 255 held branch conferences and elected their leaders. All the 16 regions held their Regional Conferences prior to Congress and elected Regional leaders.

The one weakness we have identified is that a number of branches do not hold their branch committee meetings regularly.

Shaft Stewards' Councils

Following the resolution in the 1989 Congress, to establish mining house Shaft Stewards' Councils attempts have been made to organise these Councils for a few of the mining houses. Limited financial resources put limitations to this important task. Allocations of organisers to co-ordinate certain mining houses resulted in some movement in this regard.

The following Shaft Steward Councils have been established:

Eskom, TEBA, Rand Mines, Iscor, Samancor.

More of these Shaft Stewards' Councils need to be established as they have proved to be forums where workers can be mobilised for action.

Organising Strategy

During the period under review we had to evaluate our organising strategy to determine whether it was still able to meet the challenges of the changed political times. The evaluation ended up with the decision that our union's areas of operation should be divided up into Areas joining together a number of regions for more effective organising.

The following areas were decided upon by the NEC:

| Area 1 | Area 2 | Area 3 | Area 4 | Area 5 |
|---------------|---------------|---------------|---------------|---------------|
| OFS | Kimberley | Rustenburg | Witbank | Newcastle |

| | | | | |
|---------------------------|--------------------------|-------------------------------|--------------------------------------|----------|
| Klersdorp Carl't'ville | Namaqualand Cape Town | Wits Secunda Westonaria | Lydenburg Phalaborwa Nelspruit | S. Natal |
|---------------------------|--------------------------|-------------------------------|--------------------------------------|----------|

The Staff of the Organising Department

The following comrades served mineworkers as organisers at the time of the Seventh National Congress:

| | | |
|--------------------|-----------------|--------------------|
| Head of Department | G. Mantashe | National Organiser |
| Cape Town | A. Maphela | Organiser |
| Carletonville | Bungane | Regional Organiser |
| Kimberley | To be appointed | |
| Klerksdorp | M. Ngamlana | Organiser |
| | S. Rasmeni | Organiser |
| | H. Yawa | Regional Organiser |
| | V. Jentile | Organiser |
| Lydenburg | A. Leshaba | Organiser |
| Namaqualand | To be appointed | |
| Newcastle | M. Gladile | Organiser |
| | S. Mzolo | Regional Organiser |
| Nelspruit | P. Sandleni | Organiser |
| OFS | S. Machili | Organiser |
| | M. Nhleko | Organiser |
| Phalaborwa | E. Mlondolozu | Organiser |
| Rustenburg | A. Silekwa | Organiser |
| | T. Mthenjane | Organiser |
| Westonaria | Z. Gwanya | Organiser |
| Wits | D. Makhubu | Organiser |
| | R. Mdange | Organiser |
| Witbank | M. Masumpa | Organiser |
| Secunda | B. Citha | Organiser |
| | E. Vala | Organiser |
| Southern Natal | P. Mdletshe | Organiser |
| Area 1 | F. Baleni | Area Organiser |

| | | |
|---------------|-----------------|----------------|
| Area 2 | S. Nanise | Area Organiser |
| Area 3 | M. Dipico | Area Organiser |
| Area 4 | A. Palane | Area Organiser |
| Area 5 | To be appointed | |

The staffing of this department remains insufficient and contributes to the many problems our members experience in branches. We lost a number of good organisers largely because of the heavy strain of the work of organising. Many regions remain critically short staffed.

The present ration between organiser to union membership is 1 organiser to 10 300 members. This has placed a rather unbearable burden on our organisers.

Organising Staff Development Programme

As part of our union's staff development programme, the training and development of organisers was given top priority over the past two years. Organisers attended special courses and seminars to develop their skills. Many organisers acquired important skills in solving many difficult problems at regional level without calling upon the assistance of the head office.

Some of the training courses attended by organisers included:

- Basic Organising Courses
- Negotiating Skills Course
- Labour Law courses
- Mediation and Arbitration Course
- Political Course
- Two month Course in Britain
- Summer School organised by COSATU and three universities.

The quality of Service given to members

The quality of the service the Organising Department gave to members during the period under review showed an improvement on the 1989 record but still left much to be desired. There have been problems with legal cases in many regions particularly in the way they were processed by the organisers. When cases increased many organisers spent more time in Conciliation Board meetings and fighting cases at branch level with the result that the work of building the structures in the branches suffered greatly.

Training and Developments

As part of the union's Human Resource Development Programme, training and development of organisers was given priority over the past two years. In total twelve weekend seminars were held. Some organisers developed to the level of handling and solving most of the problems at regional level without involving the Head Office. There is, however, a serious lack of basic skills in this department.

The courses held by the department included:

| | |
|-----------------------------------|-----|
| Basic Organising Course | (1) |
| Negotiating Skills Courses | (3) |
| Legal Courses | (3) |
| Organisational Assessment Courses | (2) |
| Political Course | (1) |
| Mediation and Arbitration Course | (1) |

In addition to these weekend seminars:

- (i) Two organisers were part of the group which went for the two months course hosted by the British NUM.
- (ii) Organisers have gone through the 1991 Summer School organised by CAL's of the Universities of Witwatersrand, Cape Town and Natal.

SHAFT STEWARDS COUNCIL

Following the resolution taken in the 1989 Congress attempts have been made to organise shaft stewards councils for the various mining houses. Limited financial resources had put limitations to this task. Allocations of organisers to co-ordinate the various mining houses resulted in some movement in this regard.

The following Shaft Stewards Council have been established:

Eskom,
Teba,
Rand Mines,
Iskor and
Samancor.

We still require greater participation, but the company shaft stewards have built the necessary solidarity across the industry. JCI, AAC (Gold), Goldfields and De Beers, Genmin and Amcoal, but will be established in the near future.

PROJECTS DEPARTMENT

The last two years have been a turning point for NUM's co-op development strategy. We have learnt valuable lessons, which have allowed us start building workable models of co-op development, that are setting precedents for co-op policy in a future SA, as well as in Southern Africa more broadly. But we have only reached this point as a result of the struggles of co-op members, who fought to overcome many difficulties, to develop accountable leadership and to get down to the serious business of building co-ops.

The co-ops have faced the tough task of development in impoverished rural areas. This is part of our struggle against the migrant labour system; a system based on land dispossession and the rural poverty that resulted. We cannot end dependance on migrant labour until the conditions that created it have been removed; until there is redistribution of land, and economic development in the rural areas. At the same

time, we have also started to develop an urban component to our co-op strategy, as many retrenched workers are also now urban-based.

Despite the advances made, we need to re-emphasise the limitations of co-ops in solving the overall crisis of unemployment created by the mass retrenchments in the mining industry. As the 1990 resolution on co-ops said: "Co-ops cannot provide jobs for all. They cannot solve the problem of unemployment that capitalism is inflicting on the working class. To do this, we need to restructure the whole economy."

Lessons from Experience:

In Lesotho and Transkei, and later from Swaziland, we have faced enormous demand for co-op development, from workers from the 1987 strike, organised in their districts. To cope with this demand, a strategy for the development of district-based agriculture co-ops emerged in Lesotho, and is being adapted for the Transkei; and may be extended to Swaziland. Our aim is to develop at least one agricultural co-op in each district in these areas.

This approach has certain advantages organisationally: it allows us to develop effective support services for agriculture co-ops; and over time, it will allow the co-ops to come together to buy their seed and fertiliser in bulk, and to develop joint marketing strategies. This strengthens their economic viability. The stronger co-ops will also be able to assist the weaker ones, building co-op solidarity. And in the longer term, it may allow for a co-ordinated strategy of developing food-processing co-ops, supplied by the agriculture projects.

The lessons from this co-ordinated approach can be applied to other regions, and also to other forms of co-op development. For example, the strategy for developing building co-ops in the urban areas is already based on a similar model of co-ordinated development.

Over the last two years, the Projects Department has also developed a far more rigorous process for co-op development.

Process of Co-op Development:

- a) The initiative for the development of a co-op must come from the members.
- b) The Projects Department will organise the following co-op education workshops for all the members:
 - Introduction to co-ops, and how to do a feasibility study.
 - Financial Planning
 - Production Planning
 - Marketing
 - Democratic management.

These workshops are in addition to the technical skills training needed in each co-op.

- c) After this process, the group presents their proposal to NUM, including:
 - A Production Plan,
 - A Cashflow showing estimated income and expenditure;
 - A Capital equipment budget;
 - A Marketing Plan
 - A constitution; a disciplinary code, and an elected management structure.

-
- d) Loans are granted to approved projects. Funds for development are limited, and the loan repayments can be seen as a form of solidarity; that money will assist another group of retrenched workers to start a co-op.
 - e) Once the co-op has started, the elected management committee needs further training, in areas like budgetting, book-keeping, transport management, stock control, pricing, etc.

These processes make up the main work of the Projects Department. As can be seen, each co-op needs intensive education, training and support, and their long-term success depends partly on our ability to provide an effective support service.

Staff of the Projects Department

At present, the Projects Department has a staff of seven people; with two organisers in both Transkei and Lesotho, and three people based in Head Office. Most of the staff are drawn from the co-ops.

A key priority over the next two years will be to ensure that we have sufficient staff, infrastructure and expertise to provide support services on the scale required.

| | |
|------------------|----------------------------|
| Kate Philip | Co-ordinator |
| Mary Cobbett | Finance Officer |
| Zane Dangor | Education Officer |
| Puseletso Salae | Lesotho Co-ordinator |
| Ephraim Puso | Lesotho Education Officer |
| Sonwabo Msezeli | Transkei Co-ordinator |
| Timothy Mzoboshe | Transkei Education Officer |

AREAS OF CO-OP DEVELOPMENT:

1. Phalaborwa Workers Co-op:

PAWCO is the oldest and largest co-op assisted by NUM, with 45 members. It produces silk-screen t-shirts, and has a small poultry unit.

2. Lesotho Mineworkers Co-op Union:

At their last congress in May 1990, the Basotho Mineworkers Labour Co-op changed their name, and ammended their constitution so that they are now an umbrella structure with co-op affiliates. The LMLCU has become an important actor in political and development in Lesotho.

a) Quthing Block Co-op:

This co-op was the first one started in Lesotho, and its problems reflect the early mistakes in our co-op development process. Through lack of co-op education, this co-op has come close to collapse, with most of the 40 members having left. However, the co-op is viable, and a recent meeting was held in the community to plan a way forward with new members.

b) Leribe Block Co-op:

This co-op started in January 1990, and is doing well. It has 28 members, it manages to pay regular wages, and used its reserve fund to start a small block project in Peka, with 5 members. The co-op has also planted

peas, and has used peach trees for erosion control.

c) Maseru Agriculture Co-op:

This co-op has 20 members, and started planting in October last year. They used their own money to buy their first seeds, and have just harvested their first crop of tomatoes: 11 tons! They have sold them to local hotels, wholesalers and direct to the community.

d) Berea Agriculture Co-op:

This co-op has 20 members. They started a stokvel and raised the money to do their feasibility study and buy their first seeds, and have planted their first crops.

e) Butha - Buthe Agriculture Co-op:

This co-op has 25 members. Some of the members are widows of miners killed in accidents. They have planted cabbages, onions, beetroot and other vegetables. The co-op is looking good.

f) Butha -Buthe Widows Co-ops:

In Butha- Buthe, 135 widows of miners killed in accidents have organised themselves, and used their own funds to start three co-ops. NUM has assisted them financially, and with education.

(i) Mohau Co-op:

This co-op is making candles. At first, they were making a loss. They had 28 members, but the co-op can only support 10. After assessment, some of the members joined the agriculture co-op. With a loan from NUM, they purchased more equipment, and increased their production ten times, and now the co-op is on its feet.

(ii) Boitjaro Co-op:

This co-op is doing knitting and sewing. They have 20 members. They used their own money to start, and were undercapitalised. They have received a loan to buy more machinery, which should allow them to meet the targets in their production plan, and start earning a decent income. They also do catering for community functions.

(iii) Poultry Groups:

Some of the widows have organised themselves into poultry groups. They raise chickens, and sell them live.

g) New Projects:

Groups of workers have started feasibility studies and co-op education in the other districts in Lesotho.

h) Taxi Pilot:

NUM has run a taxi as a pilot project in Lesotho, to see whether this is an effective income generator. So far, the taxi has made a loss, and although we are trying other methods, this shows the value of running a

pilot!

3. Swaziland National Ex-Miners Co-operative Society:

SNEMCOS is the umbrella body in Swaziland, based on three districts. SNEMCOS has started a 120 hectare agriculture co-op near Manzini, with workers from these districts. The co-op has 30 members, and aims to expand. They are growing vegetables and beans, and are starting a poultry unit. They watered their bean crop by hand every night to save it from drought, and with that kind of determination, they can only succeed!

4. Transkei Mineworkers Co-op:

Organisation in the Transkei was badly affected by false promises and mismanagement by the first regional chair, and district-based organisation largely collapsed. However, over the last six months, meetings were held in 26 districts, leading up to an education workshop, and a regional conference. Groups of workers have started their feasibility studies for district-based agriculture co-ops.

a) Flagstaff Block Co-op:

This co-op was the first to start in Transkei, and faced many problems, including lack of sand, insufficient co-op education, and power struggles. Finally, it was closed as a block project, and the assets were used to start an agricultural co-op with 20 members.

b) Qwe Qwe Block Co-op:

This co-op started in mid-1989, is just outside Umtata, and has 18 members. Despite early ups and downs, this co-op has stabilised as a successful enterprise.

Retrenchment Trusts:

As part of retrenchment negotiations, NUM has negotiated Co-op Development Trusts with certain employers. Two of these Trusts are functioning, in Eskom and Amcoal.

a) Beverley Park Mechanics Workshop:

Five retrenched workers from Eskom have started a mechanics workshop in Cape Town. Another group is doing feasibility studies for a shop.

b) Northern Natal:

A group of 100 retrenched Eskom workers are undergoing co-op education with a view to starting two agricultural co-ops in this area.

c) Witbank:

Retrenched Amcoal workers are doing feasibility studies to start a poultry unit just outside Witbank.

Development of Construction Co-ops:

NUM is involved in discussion with the Genmin Development Trust, with a view to running a training course for starting construction co-ops. A proposal to start with two groups of 16 workers, and train them on the job in both production and construction management skills is being discussed at present.

Finsch Mine:

Workers at Finsch Mine have taken over the mine shop, and are running it as a form of co-op. This has exciting potential as a model for other mines.

Conclusion:

Co-op development is at a critical stage in NUM, and we need to ensure that we can consolidate the gains. Where certain co-ops have failed, lack of sufficient education and support has often been a key factor. We need to ensure that we don't sacrifice quality for quantity in our co-op development programmes, and that we develop a department with the sufficient staff and skills to meet this challenge.



Dangers of working on the mines

COMPENSATION, HEALTH AND SAFETY DEPARTMENT

The Compensation, Health and Safety Department has achieved success in a number of areas of its work despite the numerous problems it encountered.

New Strategy to Health and Safety work adopted

The department succeeded in deepening the impact of its work by, by moving away from the technician approach of the past and adopting a much more practical and comprehensive style to its work. The main thrust of the department's work became organisational, in terms of building organisation around health and safety struggles. The effectiveness of this approach is evident in some regions and branches where health and safety structures have become the more effective structures and have been used to strengthen the

constitutional structures of the union. This is where the success of the department lies. One of the problems the department has had to contend with is that its work is not well appreciated and recognised in the union by the constitutional structures at all levels as they often treat health and safety issues as secondary whereas the work of the department should be regarded as the most important as the department tries to keep all members healthy and alive!

Health and Safety Structures

One of the central functions of the department is to build health and safety structures at shaft, branch, regional and national level. Much success has been achieved in fulfilling this important function. Up until the Health and Safety conference in August 1989, a Campaigns Committee carried out the task of co-ordinating health and safety work nationally.

At the conference, the National Health and Safety Committee was formally elected with in national office bearers as:

| | |
|---------------|----------------|
| Sipho Mgijima | Chairman |
| Obed Maila | Vice Chairman |
| Zingisi Mbuku | Secretary |
| Frans Mabuse | Vice Secretary |
| Enoch Witbooi | Treasurer |

Regional Health and Safety Committees have been elected in OFS Namaqualand Lydenburg
Klerksdorp Secunda Westonaria Carletonville Witbank Southern Natal Wits
Phalaborwa Rustenburg.

Branch Health and Safety Committees that are effective have mainly been established in those regions where a health and safety officer is permanently based. The Regional Health and Safety Committees where there is no safety officer have battled to remain viable. Most of these health and safety structures have had difficulty in holding regular meetings.

The difficulties have ranged from lack of financial resources to lack of support staff. However where these structures have had all necessary resources tremendous progress has been recorded in the form of safety stewards running regular seminars on their own, processing compensation cases and monitoring health and safety activities of branches.

Health and Safety Agreements

Our union has so far succeeded in signing ten health and safety agreements with companies who finally believe that health and safety is a negotiable issue. A number of other agreement are in the process of being negotiated. Some of the agreements that have been signed have not be fully implemented by our safety stewards mainly due to lack of an effective follow-up procedure from head office.

Accidents

The rate at which accidents continue to occur in the industry remains unacceptable. In 1989, 735 workers died in mine accidents and 10 097 were seriously injured. In 1990 675 workers died in mine accidents but the industry employed lesser workers than those in 1989. 9 858 workers were seriously injured during the 1990 period.

Our response to accidents is not grounded on organisation. It is legalistic and not based on mass action. It is only when workers realise that they can stop these accidents with mass action that they will be drastically

decreased. One of our major problems on accidents is our inability to follow-up cases which involve negligence on the part of management. Accident prevention is one of the most challenging areas of our work which the department will have to embark upon if we are to reduce the number of workers who are being killed every year.

Training

The training of safety officers, safety stewards and members our health and safety committees has now become an established part of the department's work. On average safety officer run two seminars per month. Health and Safety offciers hold up to six seminars per annum.

Some staff members of the department attended courses outside S. Afica. Three comrades attended a health and safety course in Harare and two travelled to Canada for training. The training programme of the department has highlighted a number of problems. The lack of staff available to train our members has hindered the development of many branches and has been a great set-back to our health and safety programme.

Research

The department is engaged in two broad areas of research. One is the ongoing research needed for the development of the Miners' Manual and the other is issue-related research in whic important information is gathered to enable the union to respond to specific issues.

The Miners' Manual research has not progressed far. We are hopeful that it will be reaching finality soon.

Safety Legislation

The government has proposed a Minerals Bill which is intended to replace the ten laws that currently regulate everything in the mining industry. Production and safety issues are both dealt with in the same bill. At present these are dealt with in the Mines and Works Act. The department prepared comment and representation which was submitted to government pointing out our union's objection to the passing of the Bill.

The Minerals Bill is a bad law in many respects as it does not meet the needs of mineworkers and the industry as a whole. This law needs to be made the subject of a concerted campaign.

Aids

The problem of AIDS presents our union with perhaps one of its more seriuous challenges yet. AIDS is not only a subject which is concerned with sexual issues. It has already altered employment practices with regard to recruitment, access to medical aid, insurance policies and job security. AIDS also puts issues such as living conditions and housing firmly on the organising agenda. We have to rise to the task of educating our members about AIDS and campaign to beat off the attack on working conditions which the AIDS epidemic has precipitated. The National Health and Safety Conference passed a resolution on AIDS. This resolution still has to be accepted and implemented by the union as a whole.

Skills Training in the Industry

The COSH Department was initially involved in the investigation of the training available to mineworkers with the industry in 1989. This project was undertaken in response to changes in the legislation which

formally removed the job reservation provisions from the Mines and Works Act of 1956 replacing them with formal education requirements for miners, onsetters and loco-drivers.

The new education requirements (Standard 8, Standard 7, and Standard 6 respectively) still represent barriers to the advancement of our members. It remains our task to struggle for promotion based on experience and in-service training.

Disabled Miners' Conference

The department organised a disabled miners conference in September 1989. From this conference it was clear that these workers face enormous problems which have yet to be addressed by the industry.

Visits to the International Labour Organisation

The department sent people on three occasions to the ILO. On one occasion we investigated the training opportunities available through the ILO, on another we represented our union and were part of the MIF delegation at the "Fifth Tripartite meeting of the ILO on mines other than Coal Mines", on the third occasion we formed part of the planning committee for the International Health and Safety Conference which is due to be held in September 1991.

Attendance of Conferences

The Chairman of the National Health and Safety Committee attended a conference on AIDS in Maputo, Mozambique. Another AIDS conference in Montreal, Canada was attended by the Co-ordinator of the department. Our union was also represented in a safety conference in Czechoslovakia organised by the IMO.

Staff of the Department

| | | |
|--------------------|---------------------------|---------------|
| Mavis Hermanus | Head of Department | (Head Office) |
| Sazi Jonas | Field Officer | (Head Office) |
| Hasha Gordhan | Industrial Hygienist | (Head Office) |
| Micheal Barry | Medical Adviser | (Head Office) |
| Zola Sontonga | Health and Safety Officer | (Westonaria) |
| Osborne Ratladi | Health and Safety Officer | (Rustenburg) |
| Strongman Mpangane | Health and Safety Officer | (Witbank) |
| Percy Dyonase | Health and Safety Officer | (Klerksdorp) |

LEGAL DEPARTMENT

The Legal department performs a critical service in defending the rights of our members. This department's primary function is to defend members' rights against infringement.

Under extremely difficult circumstances with limited staff compliments the legal department has endeavoured as best it could to serve the interests of mineworkers.

STAFF

Since the last Congress the Legal Department staff has increased by two. The following staff members are based at Head Office:

| | |
|----------------------|---------------|
| Kenny Mosime | Co-ordinator |
| Quendy Kotsokoane | Legal Officer |
| Sicelo Mthethwa | Legal Officer |
| Kagiso Madiba | Legal Officer |
| Eddie Tlhotlhamajane | Legal Officer |

The department has allocated specific regions to the legal officers. This makes for effective accountability in the department with regard to all legal matters.

Responsibilities of the Legal Department

The main responsibilities of the Legal department are:

- * Taking legal action to defend the interests of union members.
- * Providing legal advice to the union's structures through legal opinions and memoranda.
- * Publishing legal updates for organisers.
- * Providing legal education in a form of seminars and workshops for organiser and shaft stewards.

In executing these tasks and objectives and besides the constraints of legislation and the Industrial Court, there are specific organisational problems that have also inhibited the legal department capacity to render effective service. These include uneven development in the regions, structural problems in branches and shaft steward committees, non attendance of planned legal seminars and the general workload of the department. The legal department has to assume responsibility in the final analysis for the victory or loss in the legal cases, regions have not in many respects provided the necessary assistance and backup in litigation work.

It is imperative if we are to succeed in the nature of our cases that proper assessment in regions on the merits of various cases is done.

There is also a tendency to believe that litigation is the best manner in which to resolve cases where disputes arise. Another problem is that there is not sufficient legal education and education generally in our union to provide members and shaft stewards with a full understanding of legislative framework in which the mining industry is operating.

Labour cases

The Legal Department undertook many important cases in the past two years. Some of these were before the Supreme Court where reviews were sought in cases that failed to obtain a hearing in the Industrial Court because of some technicality. In many of these review cases, the union was unsuccessful in the review, resulting in many workers not having the case heard in the Industrial Court.

Before applications involving 2878,00 workers were filed in the Supreme Court against the Minister of Manpower. The applications referred to were review applications against the decision by the Minister to reject Conciliation Board applications. All these applications were dismissed with costs. These cases included Randfontein Estates Gold Mine, Libanon Gold Mine, Associated Manganese Mine of South Africa. Many of these cases took over two years before they got to the Supreme Court for hearing.

It is important that we decide whether such cases should be further pursued. Given the cost implications the union has not proceeded with these matters to the appellate division, because even if the appellate division had ruled in our favour the Minister would have to reconsider the Conciliation Boards but may find other reasons for turning them down. This would have the effect of starting all over trying to force the Minister to appoint the CB.

Supreme Court

An important case which had significant implications was the case of Kula and another v Vaal Reefs. The application aimed at challenging the legality of the dismissal of more than 50,000 members by Anglo American Corporation for the participation in the legal strike. This case was lost after two years before it was heard. As part of the settlement AAC agreed to pay over two million rand into a fund to provide workers who had not received money during the strike to be paid due to them.

Industrial Court Cases

88 applications involving 7500,00 workers were filed in the Industrial Court. Our success rate in many of these applications were not very good.

Amongst the important cases that have been heard before the Industrial Court is the case of Masia v Free Consolidated.

This case represents the biggest out of court settlement for an individual dismissal in the mining industry. Comrade Masia was the branch chairman who was dismissed from the company. His inquiry was held by telephone and the court held such an inquiry was incorrect and reinstated him. In desperate attempt to get rid of him, R25.000 was offered in settlement which he accepted. The legal department handled many individual and mass dismissal cases at mine level. In total 34 cases involving 6,994 workers were handled at head office.

Arbitrations

18 arbitration cases were handled involving 118 workers. The success rate was 60% with these cases.

Mediations

Most of the mediations were handled jointly by the Legal Department and the Collective Bargaining Department. These have concerned mainly conditions of employment. In total 34 mediations were handled involving 31 mines. Over 40.000 workers were involved in these mediations. Most were

successfully resolved.

The Industrial Court records indicate that 68 Applications were lodged by the NUM on behalf of its members. All these 17 have been withdrawn, 14 have been settled at Court and 20 have been heard by the Industrial Court.

The Legal Department lodges approximately 10 Section 46(9) applications per week.

Although the union still continues to use Attorneys and Advocates to argue matters, it is the intended policy to have legal officers argue cases before the Industrial Court.

Criminal Cases

The union has in the past two years continued to defend workers charged with "criminal matters". Our experience is that mines continue to use the South African Police to deal with labour disputes on the shop - floor. However, our success rate with regard to these matters have been reasonably successful.

STATE V MATLA 15

In this case 15 members of the union were charged with murder, with the exception of one all were convicted on alternative charges.

STATE V MGEDEZI AND NOMGANGA

The campaign by the union to save the lives of Mgedezi and Nomganga was successful. Their death sentences have been commuted after extensive petitions to the Chief Justice during the course of 1990.

Efforts are being made to ensure that we apply for indemnity in terms of the Pretoria Minute.

There are approximately 20 members serving long terms sentences for acts committed during strike action.

LEGAL EDUCATION AND TRAINING

The Legal Department held four national seminars for the training of shaft stewards, organisers and union members. These have included:

- * Basic Labour Law Courses.
- * Procedural Courses.
- * Mediation and Arbitration.
- * Mines and Works Act and Minerals Bill.

Legal Publications and Presentations

In the period under review, the Legal Department gave a number of presentations at various conferences on the Labour Relations situation in South Africa. This gave the department the opportunity to explain to a wider audience some of the problems that they experience in protecting the rights of workers.

INDUSTRIAL RELATIONS

For South Africa things seem to be changing. But the mining industry continues to lag behind. The industry has not accepted mineworkers as industrial citizens and continue to deny workers civil liberties and the full rights in their exercise of choice.

For well over a century now, the institutions that have maintained workers in conditions of subjugation continue with little if any change. The mining industry's decision makers have to realise that to talk of democracy in South Africa means more than the extension of the franchise to oppressed people. It means that in their industry, they too have to extend a full industrial citizenship to mineworkers. And this will mean the growth of unions and the power of those who have been oppressed and exploited.

Some of the mining houses have made attempted and partially addressed our union's concerns on matters such as retrenchment, but this is still far from the overall need to address the problems on an industry wide basis. Where changes have been obtained this has been because of organised struggle and campaigns by the union.

Confrontation seems the only language which the employers have understood, despite repeated calls by our union to usher a new era in the industry of dialogue and reconstruction. There is a clear choice which face the industry. Either they enter constructive discussions with our union and address the concerns faced by workers in the industry or an industrial war will be waged which cannot benefit either party.

The problems facing the industry require creative responses and solutions. To continue in the old way will not enable us to address the challenges which face us in the decade and into the 21st century. Our union is ready for these challenges. Some of mining houses have made encouraging moves, whilst others still believe the old regime of doing things is the way forward.

Chamber of Mines

The Chamber of Mines has now effectively become a toy telephone. It is body riddled with contradictions and has not acted to serve the best interests of the mining industry. Its decision making process is too cumbersome and slow to a point of being lethargic. Its industrial relations policies tend to be antiquated, and its orientation is not in tune with the changing times in the country.

As an employers body it has not acted with imagination and creative leadership in the present period. Instead it has nostalgically hankered for the "good old days", when conceptual clarity and innovation has been called for. The Chamber of Mines needs restructuring and if it requires our union to show it the way, that is what we will do! However, notwithstanding all this, its weakness on strategic issues, our relations with the Chamber have been cordial over the past two years.

Rand Mines

It has taken years to get Rand Mines to accept the NUM as an equal and bona fide actor in the mining industry. Much conflict and sustained confrontation brought them to realise that trying to destroy our union was a foolish endeavour and that cooperation rather than conflict is the answer.

Although the relationship is embryonic it is likely to improve if the present path of cooperation is pursued. There are still some inconsistent actions, a legacy of the past, but will certainly be ironed out through negotiation.

As always, the problems that continue are historical and for the company to expect immediate results, after years of conflict, tension and suspicion is unrealistic. But the prospects for a more stable environment does exist.

Johannesburg Consolidated Investment (JCI)

JCI ranks now as one of the worst companies when it comes to industrial relations. Though a process of consistent union bashing and curtailing workers union activity at the mines, they have demonstrated that they believe in the old paternalistic Apartheid order.

Despite their claims to supporting democratic values, they have used every trick in the book to limit the exercise of workers' rights. Their orientation is short sighted and its consequences destructive. Only time will show how foolish they have been to try to keep the union at bay.

Gold Fields of South Africa (GFSA)

'Killing Fields of South Africa' would be the more appropriate name for the company when it comes to describing their industrial relations. They have systematically killed every attempt by our union to establish a presence on their mines, through dismissals, delays in counting stop order forms, refusal to have union meetings and constant harassment of active union members.

Through the use of their huge financial resources they have kept us litigating and in court to defend workers rights. Gold Fields has the most appalling human rights record. Once again we can only remind them that their strategy will not destroy the will of workers to be represented by our union.

Their policy and practice will be exposed because violations of human rights will never be forgotten. Those who are weeded to Apartheid as Gold Fields is, will always be remembered for how they destroyed the rights of workers in their pursuit of profit.

Anglo Vaal

Together with Gold Fields and JCI, Anglo Vaal is part of the "Big Three" union bashers. Well known for the public statements of its Chief Executives, but appalling when it comes to implementing the democratic rights for workers, Anglo Vaal is courting confrontation with our union.

They have consistently acted to restrict the union, using similar tactics to that of the other two, to keep the workers from joining our union. The migrant labour system, hostel and the authority structures have been used to the full to restrict and curtail workers trade union activity.

The same warning is sounded to Anglo Vaal that cooperation is what we seek. If that is not what the company desires then confrontation is what you will get.

Anglo American Corporation (AAC)

Relationships with AAC have developed over a long time and involved some of the stormiest disputes. The dismissal of 50,000 mineworkers in 1987 Great Miners Strike is one such example. But relations have improved at some levels, in particular with head office.

There remains a discrepancy between the head office and mine level relations, and will require serious attention by the company if the benefits of a sustained and mature relationship is to develop with the union at the workplace. If the attitude of mine management does not undergo some change tensions and conflict

is likely to worsen.

General Mining (Genmin)

Our relationship with Genmin at mine level has improved in the past two years. There remains, however, a head office arrogance that subsists on the diet of Gencor's Mission Statement with an inability to understand the need and relevance of dealing with the union's head office.

This applies particularly to Gengold who has studiously attempted to avoid the union's head office and has insisted that most matters are to be settled at mine level. Our union has consistently pointed out that we are not averse to dealing with issues at mine level, but the framework has to be agreed at head office level. If Genmin is intent on pursuing this line, they are courting conflict with the union.

Stoporders

The decision by Congress to increase workers subscription from R1 to R2 to provide financial independence to the union, was fiercely fought by the Chamber. They insisted that the union resign every union member, or they endorse their old membership form. And on the mines they processed sometimes no more than ten members a day. It has clearly been an attempt to frustrate the union and interfere in our activities. This remains one of the reasons why the union has not been able to get every member on the two rand stoporder form. This problem of stoporders hampers our organisational work and needs a serious response, if our union is to achieve financial independence.

Retrenchments

Retrenchments and the restructuring of the mining and energy industry has been most severe over the past two years. Close to 50 thousand workers have lost their jobs as the employers undertake the restructuring without union participation.

Through a range of actions, including strikes the union has now placed firmly on the agenda the restructuring of the industry. Even though the employers are clearly not in favour of involving the union, it will be imperative that we shape the agenda for restructuring. The same will be required in the energy sector and meetings have already been held with the Energy Council to discuss how we can avoid job losses and ensure that the energy needs of our all the people are met. In both areas of the mining industry and the energy industry we must shape the agenda to ensure the minimum job losses and the creation of a better trained and paid workforce.

Migrant Labour

The removal of the migrant labour system is critical to the transformation of the mining industry. It has been the seed bed for the destruction of family life and conflict on the mines. Despite the Chamber statements, very little has been done to systematically breakdown the system.

The migrant labour system came under the spotlight with the Bregman Commission into violence at Vaal Reefs Gold Mine. In the Report of Findings, it was recommended that a "think Tank" be established to discuss how we could address the matter of violence on the mines and in particular, how the migrant labour system can be adjusted in this phase of transition.

The union has consistently stated its position. The migrant system must go but we fully realise that it will not be dismantled at once. It has to be linked to the provision of family accommodation.

Our union has made two demands :

1. The hostels must be democratised as the first step to their dismantling.
2. Family accommodation must be built near or on the mines with the necessary social infrastructure. The response of the employers have been muted. Whilst they have said they support family accommodation, they have been reluctant to engage fully with the union.

Housing

The dismantling of the migrant labour system and the provision of family housing are directly linked. Housing discussions commenced at some of the mines but remain at the initial stages.

The discussions have commenced at Anglo American Corporation Gold Division ;Nufcor ;Consolidated Metallurgical Industries and De Beers Diamond Mines.

We have commissioned and completed a survey into housing and the needs of the members. It is a pilot project but has given us a broad view of what the members believe the housing should entail.

Code Of Conduct and Individual Arbitration Agreements

As part of the 1987 Strike settlement, the NUM and the AAC agreed to negotiate a Code of Conduct and an Individual Arbitration Agreement. Over two years have passed with final draft has been submitted for discussion by the parties.

The Code Of Conduct provides that the union should take responsibility for the conduct of its office bearers, officials and members who act in the course and scope of their duties contrary to the agreement, will have to take action where they do so. It is a wide ranging document, that will have implications at every level for the union, because it will have to bear responsibility for the conduct of members. The reciprocal is that the employers will have to take responsibility for the conduct of their security and members of their staff, if they do things which are contrary to the code of conduct.

No such agreement has ever been signed and it must be carefully considered. Congress needs to give direction on this. The individual arbitration agreement makes provision that any dismissal that takes place on the mine, if it is agreed by the parties, can have it referred to arbitration, and does not require that it goes to the conciliation board and industrial court.

This will also be a major breakthrough because we will be able to speedily deal with our dismissals. The agreement also makes provision for the appointment of Dismissal Dispute Officers at the four regions of AAC.

Racial Discrimination

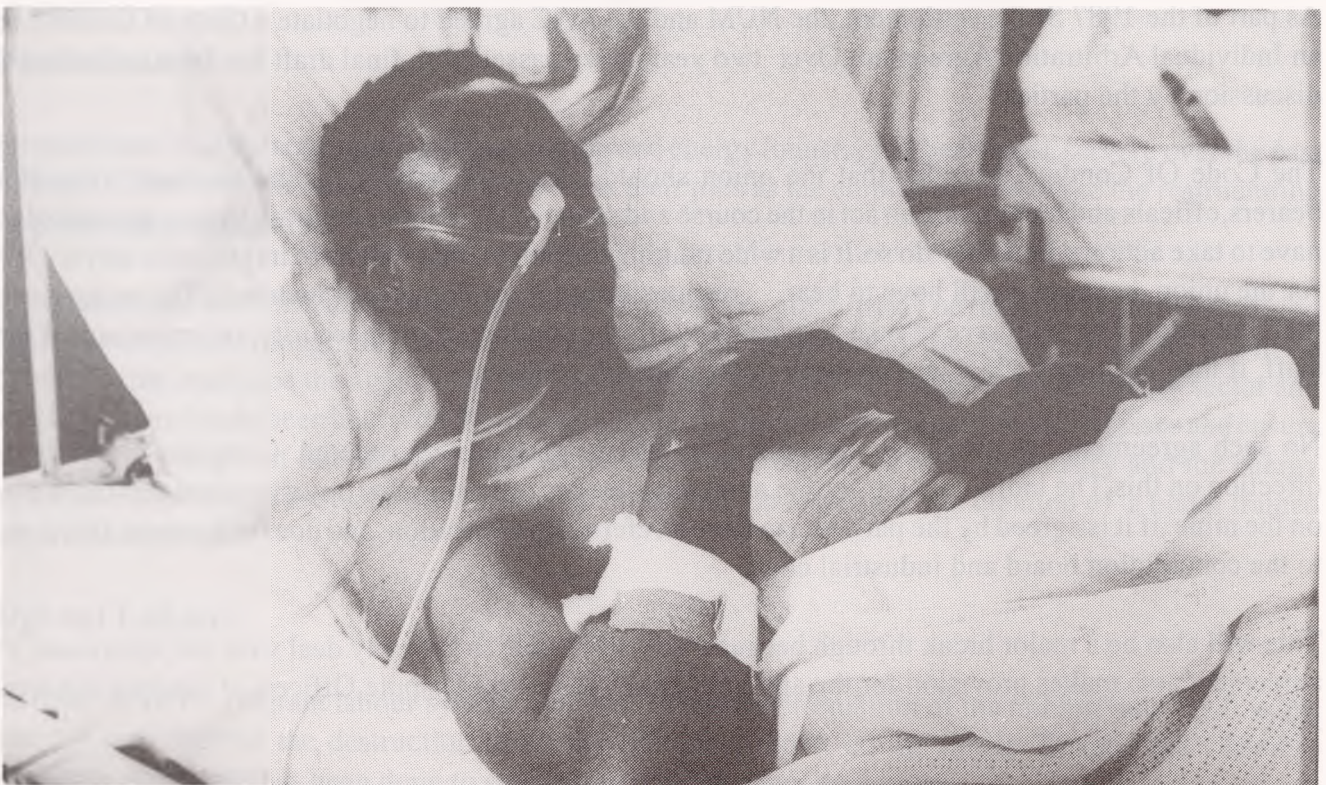
Our union's campaign to remove racial discrimination has been going on for the past 8 years. In 1990 the union sent a set of demands to the Chamber of Mines to remove racial discrimination. The Chamber's response was unsatisfactory and the union declared a dispute. Even now the Chamber refuses to acknowledge that any of the items identified by the union constitutes racial discrimination, and instead merely says they are opposed to any form of racial discrimination. It is important that we mobilise our members and all mineworkers against the system that continues to discriminate against them. It is evident that the chamber does not wish to destroy the system on which the mines have built their wealth.

Violence on the mines

During the period under review there has been substantially less conflict than in previous years. This does not mean that violence did not occur. In particular the clashes with white workers in particular around ending racial discrimination has continued. However, our relations with the Mineworkers Union and other unions in the industry have improved.

The conflicts in the Orange Free State led to two meetings with the Minister of Law and Order which involved all the unions. Although conflict and tension has not been totally removed, the situation has improved. But the most important statement to emanate from the Chamber and the union on violence was agreed on, it made provision for the following.

- * The absolute and unconditional rejection of violence from whatever source
- * To do everything in our power to prevent the recurrence of violence
- * The identification of perpetrators of such violence with a view of taking disciplinary action.
- * The prohibition of employees to have or bring weapons of any kind onto mine property and that vigorous action be taken by management to search for and confiscate weapons
- * To establish credible mechanism or body that will investigate the real causes of violence.
- * To involve other parties that may help in resolving the violent conflict.



Mine violence must end

MEDIA, RESEARCH AND PUBLICATIONS DEPARTMENT

This department was established to ensure that the views of the union are conveyed to the widest possible audience. The main objectives of the department are :

- * Publicise the activities and policies of the union
- * Disseminate information about the NUM to the wider public
- * Undertake research for the union
- * Keep international contact through the dissemination of information about our struggle.
- * Translate the union's publications
- * Maintain and develop the union's resource centre.

To ensure the proper execution of these tasks, it has been important for the department to have contact with the members of our union at all levels and to communicate this to the public.

Staff of the Department

The staff of the department has remained constant, although the people who staff the department has changed. The present staff complement is 5 and they are :

| | |
|--------------------|-------------------------------|
| Jerry Majatladi | Coordinator and Press Officer |
| Matome Lesailane | Information Officer |
| Zolile Mtshelwane | Media Officer |
| Thomas Ketsise | Research |
| Gregory Mcitshelwa | Printing and Distribution |

In the period under review the department did the following.

NUM NEWS

The NUM NEWS has been irregularly produced and only 5 editions were published. But they were translated into both Sotho and Xhosa.

The NUM NEWS has served to bring the most important issues to the attention of our members.

Other Publications

During the period under review 3 other research publications were produced. They were :

- * Report of the repression on the mines
- * Defiance against racism on the mines - A Booklet in memory of Jeffrey Njuza
- * Housing Pilot Survey and Report Results

Resource Centre

The union's resource centre has been improved in the last period. We have many new publications which provide the important sources of information about mining developments around the world.



Nelson Mandela and Walter Sisulu: Our tried and tested leaders

CAMPAIGNS DEPARTMENT

The Campaigns Department was established in 1990. In establishing this department the National Executive Committee was giving effect to the eternal truth that campaigns are a fundamental and necessary area of a successful and serious organisation's activity.

Campaigns, the NEC acknowledged, provides a focus, fashions a direction and identifies specific targets in the overall struggle of the union's activities.

Campaigns Department Area of Activity

After its establishment the department had to define its area of activity. An interim and informal structure composed of workers and officials suggested that the Campaigns department centres its activities around two broad areas:

Corporate Campaigns and General Campaigns.

The work on Corporate campaigns would largely focus on burning issues confronting our members at local, regional or national level. The work on General Campaigns would revolve around COSATU and ANC/SACP/COSATU Alliance campaigns.

These campaigns would tend to be broader in scope by involving structures of the democratic forces. The department's task would be to locate these campaigns within our own structures in the NUM.

COPORATE CAMPAIGNS

Campaign against Retrenchments

No sooner had the department been formed than it had to contend with the most trying and challenging campaign our union has ever had to face, retrenchments.

As early as 1989 the gold mining sector started a programme of retrenching workers from mines they argued were no longer profitable at the current price of gold. By 1990 the bosses' retrenchment campaign had become the order of the day. Workers became the first victims of squeezed profit margins. The Mercedes Benzes remained whilst workers were being dumped in the economic wastelands of the Bantustans.

The NUM had to respond and give guidance as workers were being mercilessly decimated and being sentenced to a life of permanent unemployment. In 1990 approximately 50 000 mineworkers were retrenched. It is estimated that for 1991 up to 190 000 workers could lose their jobs.

Our union has called for a Summit of all mining unions, the Captains of the Mining Industry and Government to discuss the crisis. The Campaigns Department was charged with the task of mounting a campaign against retrenchment armed with a clear strategy.

The strategic approach was that we should halt all retrenchments, alternatively we should minimize the number of workers to be retrenched and for those who will be retrenched we should get the best benefits. Our campaign had to be backed up by organisation.

It became difficult to organise a well co-ordinated approach at national level but on the 15 September 1990 approximately 10 000 mineworkers participated in a national march against the Chamber and Anglo protesting against the retrenchments.

It was one of the most disciplined and colourful marches in the centre of Johannesburg. The strategy we adopted bore fruit in that we succeeded in minimising the number of workers earmarked for retrenchment and also won the best retrenchment benefits thus setting a precedent on retrenchment pay-outs.

Victories such as these are Pyrrhic victories. The retrenchment campaign has been directed against several companies in the gold mining sector of the industry.

Campaign against Racial Discrimination

The NUM has always maintained that the mining industry is the furnace in which racial discrimination was baked hard. It is the one industry where racial discrimination remains entrenched in the fabric of every aspect of human activity on the mines.

The chief captains of the mining industry refute this assertion, but proof is abundant on every mine. The Central Committee which at its meeting in April 1990 resolved that we should commence negotiations with the Chamber of Mines on the removal of discrimination, and that if those talks failed a dispute should be declared.

The talks failed and we are currently in dispute with the Chamber. The Campaigns department was charged with the task of mobilising workers around the demands we have tabled at the Conciliation Board.

Rallies that have focused on racial discrimination have been held in a number of regions. There are indications that we may not reach agreement with the Chamber on a number of our demands, in which case that Campaigns department will be charged with the responsibility of mobilising for industrial action to compel the mining industry to get ready to be part of a new South Africa which will be free of racial discrimination.

Campaign against Violence

During September 1990 the internecine violence that has been sweeping across the country spilled over into working places when one of our new recognised branch Dunacol was attacked.

The violence must be seen against a much broader canvass of state involvement through its security apparatus and the bias displayed by mine managements in situations of these incidents.

When these acts of violence erupted it became the responsibility of the Campaigns Department to structure a campaign around peace and political tolerance. This campaign still needs to be intensified.

In addition the Campaigns Department had to attend to negotiations with the managements of the mines that were affected by the violence as well as with the Chamber of Mines and the Minister of Police.

The tragic consequences of the violence was the loss of lives and the loss of jobs for many workers. Amongst the most severe areas affected are:

| Mine | Workers Killed | Jobs at Risk |
|-------------------------------------|-----------------------|---------------------|
| Natal Anthracite Colliery (Dunacol) | 3 | 1500 |
| Hlobane | 11 | 800 |
| Vryheid Coronation | - | 400 |
| TOTAL | 14 | 2700 |

Negotiations are proceeding to have the workers who have been displaced as a result of these violent incidents to return to work.

The agreement reached with the Chamber of Mines and Iscor regarding the banning of all types of weapons, be they traditional or not on mine premises is a clear victory in our campaign against violence. We are convinced that the most effective way of dealing with the violence is that the government should do what is expected of every government, restore peace in the land.

Campaign against repression and union bashing

There are still companies that still make it their business to use repressive measures when dealing with their workers who have joined our union. The number of companies that still use archaic union bashing methods is not diminishing in the mining industry.

Some companies still regard the NUM as an enemy and not as a necessary part of their existence as companies. Mining Houses such as Gold Fields, JCI, Anglovaal and Samancor have during the period under review demonstrated that they are not ready for the new South Africa which workers hope will be free of repressive measures and union bashing tactics.

Workers on mines administered by these mining houses campaigned against the unacceptable repressive conditions they have been subjected to. Their actions were met with resistance and are poised to continue until repression and union bashing comes to an end.

GENERAL CAMPAIGNS

COSATU and ANC/SACP Alliance Campaigns formed the central thrust of all our union's activities around general campaigns.

Workers' Charter Campaign

This campaign was initiated by the 1989 COSATU Congress when it adopted a resolution calling for the adoption of a workers' charter which would set out rights in the constitution in a new South Africa.

There wasn't much campaign work done around this important campaign. Seminars and a number of conferences have been held to clarify issues about the charter.

It is anticipated that this campaign will reach its pinnacle at a conference later in the year when the Workers' Charter will be adopted.

Labour Relations Act Campaign

After three years of campaigning against the LRA an agreement was finally reached between COSATU/ NACTU/SACOLA restoring the situation to the pre-1988 position. This was a clear victory by the trade union movement against a stubborn government.

Living Wage Campaign

This campaign has not yet reached its optimum potential in that there is still a lack of co-ordination amongst COSATU unions on strategies to be employed in fighting for a living wage.

COSATU Demands

The COSATU Campaigns Conference adopted the following demands for national negotiation with SACOLA and the government, these are:

Jobs for all - no retrenchments

Job creation projects - electrification and houses etc.

Expansion of factories

Job creation Fund

No racial discrimination

Training and re-training

Restructuring of industry

Right to information

UIF and Pension

Price control on basic goods

No privatisation

Literacy Programmes.

ANC/SACP/COSATU Alliance Campaigns

The main campaigns embarked upon centred around the demand for an Interim Government, Constituent Assembly and the end to violence.

Assessment of the Department's work

A good start has been made but much more work needs to be done to strengthen the work of the department through the building of structures that can sustain the campaigns that are initiated.

Our union's participation in COSATU campaigns has improved but can be enhanced. Educational activities need to be linked to campaigns to help workers participate with greater enthusiasm.

The staff of the Department

This most important department only has two staff members at present:

Jessie Maluleke Head of Department (General campaigns)

Roy Sewnarain Corporate Campaigns



COLLECTIVE BARGAINING DEPARTMENT

The Collective Bargaining Department has been pivotal to the work of the union in the struggle to win and protect the conditions of employment for mineworkers.

The functions of the Collective Bargaining Department

1. Assisting with negotiations

- Preparing bargaining reports to assist the negotiating team
- Participating in or leading negotiations
- Writing report back briefs on the progress of the negotiations
- Training in negotiating skills
- Training in using economic information
- Co-ordinating the negotiations
- Arranging an annual Conditions of Employment Workshop to review progress and develop guidelines for demands

2. Collecting and analysing background information

- Collecting information on wages, conditions of employment, company profits and trends in the mining industry
- Interpreting the information so that it can be used in bargaining, organising and education.
- Collecting information on job grading, housing, pension/provident funds.

3. Monitoring the implementation of agreements

- Contacting regions and branches to ensure that agreements are followed

4. Assisting to develop thinking on policy issues

- Attending COSATU meetings on the Living Wage Campaign, the Barlow Rand Campaign, Goods and Services, Human Resources and Economic Restructuring
- Arranging union workshops and seminars to discuss economic policy and training policy for the union as well as the "Blueprint" for the future of the mining industry
- Preparing training material and reports on these issues

Staff of the Collective Bargaining Department

Martin Nicol, co-ordinator

Manoko Nchwe

Irene Barendilla

The work of the Collective Bargaining Department

The Collective Bargaining Department, in carrying out its functions, is involved in negotiations, education and research. This requires the development of resources in specific areas.

Provident Funds

The Department has assisted with the negotiation of several provident funds at individual mines. It also monitors the Mineworkers Provident Fund and answers questions members have about this fund. The fund has 330 000 members on the gold and coal mines and total investments worth over R250 million. The members contribute about R10 million every month from their wages and the employers contribute the same amount. All of the money is invested by Old Mutual. Most of the money is invested in firms like Barlow Rand and Anglo American. The union has no say on where the workers' money is invested. We need to discuss if this is correct.

Job Grading

Mineworkers have rejected the Paterson grading system. A new grading system that will benefit our members, recognise their skills and provide clear routes for continued training is a vital necessity. But this will take a long time and great effort to develop. Such a system must be linked closely to a re-design of jobs in a re-structured mining industry.

Wages

The union's wage policy has proved a valuable guide in structuring wage proposals. We have not, however, reached the goals that we set at the 1989 congress. This was for a minimum underground wage of R600 and a minimum surface wage of R543. The gold industry has been hit by the fall in the gold price. The pressure is on the union to accept low wages and low wage increases in the gold mines to save jobs. But even such drastic action can only delay a process of down-scaling that the mine bosses are pursuing. Are we willing to accept that our low wages in the gold mines are needed for the country to earn money overseas from gold sales? Do we agree that, because of the low price of gold, workers' wages on the gold mines should be held down? The only alternative is to re-structure the industry so that it is smaller, but pays proper wages. And we are still faced with the problem of what happens to our members who are retrenched from the mines. The proposal of the union is for a national summit of unions, employers and the government to plan how the industry is downscaled and set up a National Re-Training Fund for the mining industry.

Conditions of Employment

The Department has prepared a summary of the best employment conditions in the union. But we still have to chart conditions of employment in detail in the different mines. One suggestion is to develop a printed agreement for each bargaining unit, like the unions in America and Germany. This is a pocket-sized booklet that gives all wages and conditions for a mine. There has been no reduction in hours of work due to the refusal of the mine bosses. Workers in Germany work a maximum of 7 hours underground per day on a five day week of 35 hours. But our members on the gold and coal workers in South Africa work up to ten hours per day and sixty hours per week.

Economy

Since the 1989 congress, eight seminars and workshops have been held to deal with economics, training, housing and other key issues raised in the "Blueprint" resolution. In this period, however, the economic situation of the gold mines has changed drastically and we need more time to complete further in-depth

research into restructuring the industry. The union has completed major research projects on housing, new technology and racial discrimination. Further research is needed on training, exploration, new investments and restructuring the industry for a different economic situation.

Some problems

The union lacks a sense of “mission” to use negotiations as a tool for both education and organisation. Negotiations are even viewed as a drag that takes officials, such as organisers who assist with the bargaining, away from their “real work”. As a result, we have no history of real solidarity between the separate negotiations. In 1991 we held a special negotiators’ forum meeting to discuss the common issues faced by all in the negotiations. Perhaps we should also develop a standard strike solidarity seminar to show comrades how to run a strike and discuss how we can build more solidarity for the strikes that occur.

There is too little discussion inside the NUM on where COSATU policy and ANC policy is headed. In particular, worker participation is often not sustained. Some people come to one seminar, some come to another. We have not developed a cadre of worker leaders who are fully informed on all these policy issues. The idea of creating union “commissions” which cover all the main policy issues will help to correct the situation.

Publications

The Collective Bargaining Department does its own administration and in the two years since April 1989 has produced 225 reports for the union covering 1 577 pages.

STATISTICS DEPARTMENT

The NEC approved the establishment of the Statistics Department in 1991.

Its functions will be the close monitoring of our membership figures and to ensure that the mines don't cheat on our stop orders.

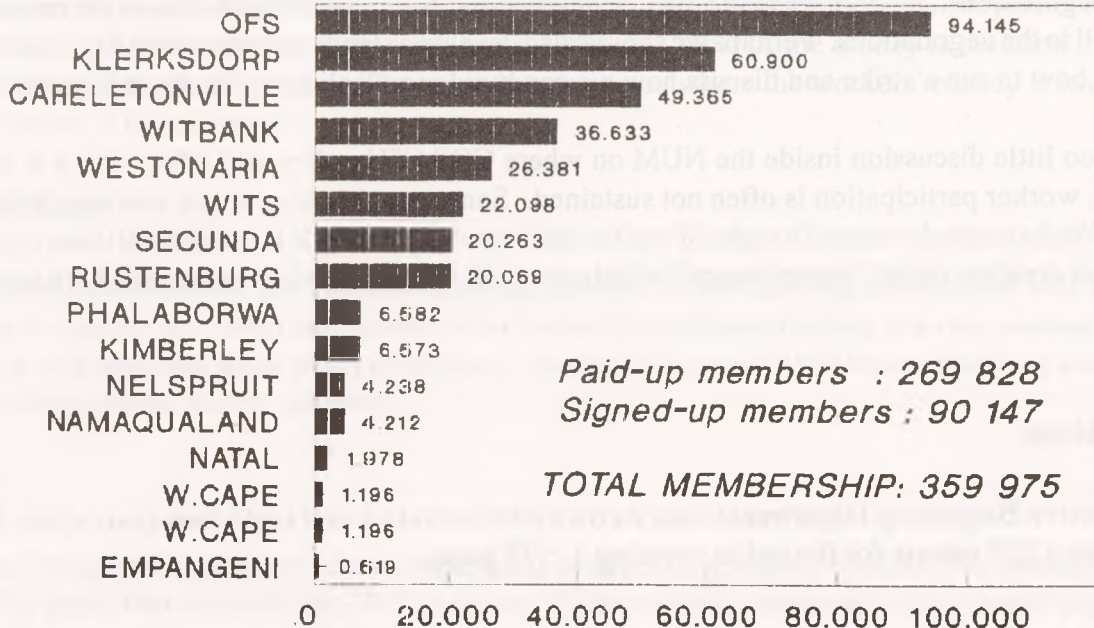
The Staff of the Department:

- | | |
|---------------------|---------------------------|
| A. Ngulele | Acting Head of Department |
| Dineo | |
| Blackie Mtshotshisa | Statistics Officer |

NUM MEMBERSHIP

- FEBRUARY 1991 -

REGION



National Union of Mineworkers

NATIONAL UNION OF MINeworkERS

MEMBERSHIP STATISTICS SUMMARY - FEBRUARY 1991

| REGION | MEMBERS PAID-UP | MEMBERS SIGNED-UP | NO. OF BRANCHES | NO. OF RECOGNISED BRANCHES | TOTAL MEMBERSHIP |
|---------------|--------------------|----------------------|--------------------|----------------------------------|---------------------|
| OFS | 83 894 | 10 251 | 22 | 15 | 94 145 |
| KLERKSDORP | 49 312 | 11 588 | 5 | 3 | 60 900 |
| CARLETONVILLE | 36 256 | 13 109 | 7 | 7 | 49 365 |
| WITBANK | 25 278 | 11 355 | 41 | 28 | 36 633 |
| WESTONARIA | 12 570 | 13 811 | 14 | 2 | 26 381 |
| WITS | 13 323 | 8 775 | 47 | 25 | 22 098 |
| SECUNDA | 15 081 | 5 182 | 14 | 8 | 20 263 |
| RUSTENBURG | 9 673 | 10 396 | 28 | 13 | 20 069 |
| PHALABORWA | 4 857 | 1 725 | 12 | 2 | 6 582 |
| KIMBERLEY | 5 234 | 1 339 | 13 | 9 | 6 573 |
| LYDENBURG | 3 452 | 1 271 | 22 | 14 | 4 723 |
| NAMAQUALAND | 3 089 | 1 123 | 12 | 8 | 4 212 |
| NELSPRUIT | 3 966 | 222 | 13 | 5 | 4 188 |
| NATAL | 1 978 | | 17 | 6 | 1 978 |
| WESTERN CAPE | 1 196 | | 13 | 13 | 1 196 |
| EMPANGENI | 669 | | 12 | 8 | 669 |
| GRAND TOTALS | 269 828 | 90 147 | 292 | 166 | 359 975 |

INTERNATIONAL AFFAIRS

During the period under review there were several epoch making events around the world that had an impact on international trade union relations.

In 1989 the whole world, including the world trade union movement witnessed the collapse of socialist governments in Eastern Europe. These developments have had a profound influence, not only on the trade unions of the affected countries, but on the international trade union movement.

In our part of the world Namibia became independent in 1990 thus bringing to an end a tragic story of apartheid colonialism and brutal suppression on the people of Namibia.

It was in this changed environment in far off lands and nearer home that the NUM had to continue conducting its international relations. Our union continued to play an important role in the internationally in relation to miners organisations. We maintained the contacts we had and forged new one with other trade union world wide.

Miners International Federation

We have continued to play an important role in the MIF as an affiliate. We have been able to table a number of proposals in MIF structures which are in keeping with the main thrust of our union's internationalist approach to international working class solidarity.

The MIF remains, for our union a family of mineworkers upon which real international solidarity is possible. The support we have been able to get from the MIF not only for our union, but for our struggle for a democratic and non-racial South Africa has been meaningful. We have participated in the activities of the MIF at the level of the Presidium and Executive Committee through our President James ••Motlatsi and General Secretary Cyril Ramaphosa.

In 1989 we attended the 100 year celebrations at the MIF Congress in Harare, Zimbabwe. The NUM was represented by 25 delegates, by far the largest delegation at the congress. We succeeded together with all other affiliates to emerge with good decisions on building unity amongst all miners in the world first through participation in an International Health and Safety Conference.

We are hopeful that this conference will be the first seed planted towards more effective unity amongst miners of the world. At MIF level we have seen several miners unions from Eastern European countries seeking to join the MIF.

We have also noticed that the IMO wishes to have merger talks with the MIF. This Congress will have to decide what the NUM's approach should be in this matter. We welcome the transformation that is taking place in the MIF as it becomes a more effective and professional organisation. We have continued to receive assistance from and through the MIF.

We have to thank the MIF for making it possible for us to continue receiving assistance from Sweden, and Norway. Through the MIF we have been able to strengthen our bilateral links with the Swedish miners, German miners, miners in Southern Africa, USA miners, and Indian miners.

International Miners' Organisation

We have continued to have good relations with the IMO despite the problems it has experienced of late. We

have participated in conferences organised by the IMO and have always stressed the importance of forging unity amongst all miners unions around the world. We have continued to have close and warm links with the British NUM, an affiliate of the IMO. These links have now even extended to the NUM's areas as evidenced by the attendance at this Congress by Presidents of two areas of the British NUM.

The assistance we have received from the NUM has been invaluable. We have also developed warm relations with Australian Miners, also an affiliate of the IMO. Our relations with Australian Miners will soon be translated into further areas of real solidarity.

Australian Miners invited our union to send two of our members to work on Australian mines for two years. The NEC agreed that Comrades Senoge and Maile from the Witbank coalfields should represent our union for two years in Australia.

Southern African Miners Federation

We are pleased to report that our participation in SAMF has become more effective. SAMF itself has been revived and is increasing the regularity of its meetings. Our NEC agreed that we should second Comrade Manqina to SAMF as a Co-ordinator with a view of assisting the General Secretary with his work.

Comrade Manqina has been working on SAMF matters from NUM offices even though there are problems with his work permit. SAMF's membership has soared to 400 000 in just four years of existence. Cde J. Motlatsi remains the President of SAMF.

Through SAMF we have been able to have very close relations with unions in Southern Africa such as Zimbabwean, Zambian, Botswana and Namibian miners. We look forward to forging links with Zairean and Angolan miners in due course.

The potential for SAMF to become a real effective organisation is a real possibility as we move towards a democratised S. Africa and regional economic co-operation.

The African Federation of Miners Trade Unions

The African Federation of Miners' Trade Unions remains the only organisation that endeavours to bring mineworkers together on the African continent. Due to practical problems the organisation has not been operating effectively. This organisation needs to be strengthened as it can play an important role in addressing the problems of miners in developing countries.

International Visits

The following visits were undertaken by delegations from our union to other countries during the period under review as follows:

| | | | | | | | |
|--------------|----------------|----------|---------|---------|----------|-------|-----------|
| Sweden | Germany | Zimbabwe | USA | Britain | Botswana | India | Australia |
| Soviet Union | Czechoslovakia | Cuba | Namibia | | | | |

We have found the most effective and rewarding visits being those undertaken by mineworkers on exchange visits.



International Solidarity: NUM members with German miners.

CONCLUSION

The past two years have been difficult years for our union in that we had to face the fact that our industry is declining.

However, through all these problems our union has remained intact and is set to regain its strength to face up to the challenges of the future.

We have achieved a great deal during the past two years which we can use as a springboard to enable mineworkers to commence the challenging and necessary task of contributing to the reconstruction of our country and the restructuring of our industry, an industry our members have given so much in creating its wealth.

We march into the next two years confident that we are poised to win a **DEMOCRATIC NON-RACIAL NON-EXPLOITATIVE AND NON-SEXIST SOUTH AFRICA.**

FORWARD WITH THE RESTRUCTURING OF THE MINING INDUSTRY!

FOR JOB SECURITY!

FOR PEACE!

FOR DEMOCRACY!

FOR JUSTICE!

FOR WORKERS CONTROL!

AND

FOR A DEMOCRATIC SOUTH AFRICA!



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