

MINERS MARCH FORWARD IN EDUCATION AND TRAINING

1993 saw NUM tackle Adult Basic Education (ABE) and Training in a more concerted and systematic manner.

ABE became a national collective bargaining issue as it was adopted by the Central Committee as part of

education and training system and the winning and entrenching of worker rights around education and training. This has also led to an urgency in moving from merely oppositional politics to having an

alternate, viable national education and training policy to put forward. Participation in COSATU activities on this issue has been crucial in ensuring that NUM contribute actively in shaping the future education and

training system. In

addition, COSATU work with ANC and other allies around ABE and Training has been important. The COSATU - ANC initiative to hold a National ABE Conference and begin a process to launch a National ABE Coordinating structure, the South African Committee for Adult Basic Education (SACABE) will greatly help in making ABE and its development within an integrated education and training system a



De Beers miners take notes during the workshop at NUM Head Office



Workers serious at work in Education workshop

the package of wage demands for 1993/1994. The demand shifted from that of mere literacy and numeracy to the demand for a general basic education up to the equivalence of STD 7&8.

On the eve of a government of National Unity and Reconstruction, possibilities exist for the transformation of the entire

key issue.

Other stake holders too such as employers and the state, have seen the need to change policies and restructure. The parties jointly participate with COSATU in forums such as the National Training Board (NTB) and the National Educational and Training Forum (NETF). In such interaction COSATU has been able to block unilateral restructuring, begin to democratise structures, unlock resources and win support for workers positions.

Negotiations within the industry on ABE have started in earnest with Chamber of Mines and are expected to be concluded in January 1994.

The challenge facing NUM is to build capacity to actively engage the employers around ABE and Training on the one hand, and to have know-

ledge and skills to jointly plan, implement and monitor ABE and training initiatives. To this end structures at national, regional and local level (Core groups) are being established under the Education structures. Thus far Core Groups have been established at the national level, 3 regions have core groups and a small number of branches. In addition, regional, company and branch level workshops, as well as more intensive courses on ABE and training are required. On the ground, however NUM is engaging employers on their organising, restructuring and multi - skilling initiatives has produced uneven results. In addition, restructuring and democratising the Training Boards within Mining and Energy with a clear strategy is still to be tackled in the new year. ■

Lixesha Lokuthetha Ngoku!

UMONGAMELI WE ANC, U NELSON MANDELA EBETYELELE KWIMIGODI YASE RANDFONTEIN ESTATE

Mvanje umongameli we ANC, u Nelson Mandela ekhatshwa sisigqeba esilawulayo se ANC besibambe Iqonga Labantu (People's Forum)

kumabala emidlalo ase Mhlakeng kufutshane nase Randfontein.

Umongameli we ANC uqale utyelelo lwakhe kwimayini yase Cook 3, wadlulela kwisikolo saseBhongweni eyekubona abantwana besikolo. Ubonakele engena kwihostela yase Two North, kufutshane nedolophu yase Randfontein, uqhukumbele uhambo lwakhe lwemini ngodlwabevu lentetho ayiwise kumabala emidlalo ase Mhlakeng.

Bangaphezu kwe 25 000 abantu ababazimase eli Iqonga Labantu ukuyokuzibuzela imibuzo kumongameli we ANC. Abantu

banikwe ithuba lokuba babuze imibuzo size isigqeba se ANC siphendule. Inkokheli zebumbano lwe ANC, COSATU ne SACP bezikhona ziphendula imibuzo yabantu ngokubanzi.

Abasebenzi basemgodini nabo bazibuzele ukuba njengokuba abasebenzi abaninzi basemgodini bengenasikolo kwaye umgagatho wempilo nokhuseleko emigodini uphantsi i ANC izokwenza njani ukulungisa lemiba?

Eqhukumbela ngokuphendula imibuzo inkokheli ye ANC, u Nelson Mandela uthi, "Okoko ndiqalile namaqonga abantu ukusukela eRhini ukuya e uMtata ukugqithela e Natali ukuwela umlambo i Tungela uyokungena kwa Zulu ndifumanise ukuba abantu bakhala ngezindlu, ngemfundo, ngamanzi acocekileyo, ngombane, ngogutyulo kunye nemisebenzi. I ANC izimisele ukuhlangabezana neemfuno zabantu."

"Ulumkise kakhulu abanxaxhi basekunene ngezoyikiso abazenzayo zemfazwe yobukhaya, uthi abalungu ngabona bayokufa kakhulu kunabantu ngakumbi ulutsha olumnyama linomsido ongayikunqandeka ukuba amabhulu angavusa imfazwe yobukhaya." ■

Victory for victims of unfair dismissal at Randcoal

(Rietspruit opencast ruled offside)

NUM has won a major victory against Rietspruit Opencast Colliery as the arbitration ruled that dismissed workers be reinstated with effect from the date of dismissal and the company has to pay the costs of IMSSA and the arbitration. Nine NUM members were unfairly dismissed by Rietspruit management in 1992 for allegedly having committed irregularities concerning overtime. Management claimed that the irregularities allegedly committed were acts of corruption and bribery.

The arbitrator dismissed management's claims as unfair.

In terms of the ruling the affected union members will also receive their pay without bonus and overtime from the time they were dismissed. Workers involved are P. Mlambo, S. Zwane, W. Khoza, A. Kunene, H. Maile, R. Dlamini, W. Nkosi, M. Khumalo and S.K. Mahlangu. ■

