

INKOMFA EYIMBALI YABASEBENZI MGDINI

ABASEBENZI MGDINI BE AFRIKA ESEMAZANTSI BAYE BAHLANGANA UKWAPHULA AMANDLA ONGXOWANKULU

Izithunywa zaseMazantsi e Afrika ze Southern Africa Miners Federation (SAMF) zizokudibana nabaphathi bamashishini kwi Afrika eMazantsi kuzokuxoxwa ngeneko zokusebenza nokwakhiwa ngokutsha kwemimveliso yemigodi. Esi sigqibo sithathwe kwinkomfa eyimbali ye SAMF ebibanjelwe e Rhawutini ukusuka ngomhla we 30 October - 1 November 1992.



SAMF President C de James Motlatsi

* Kusekwe iziko apho kuyokuthi kunikezwane ngolwazi kwimibutho ye SAMF yonke.

* Kwezempilo nokhuseleko inkomfa igqibe ngokuthi:

* Kuphuny' iphulo lokusekwa kweekomiti ezizoba nesandla kwi mpilo nokhuseleko

* Kuphuny' iphulo kube namalanga ezikhumbuzo empilo nokhuseleko.

* Kwenziwe iphulo lokuba kubekho uluhlu lokwenza abantu babe nolwazi ngistilo ugawulayo (Aids) kwaye kufundiswe nabasebenzi indlela yokusilwa.

* Kwenziwe iphul' lokuba kuzenze isibalo esiphambili sengazi

kuyo yonke lenqila. Lento inokwenziwa ngokuseka iziko lwenwadi eligcina okuhlangene neegazi. Indlela yakusebenza kweembacu ibe phantsi kohlaselo olukhulu yaza inkomfa yagqiba ngokuthi.

* Kukhankaselwe ukwakhiwa kwemigomo yokunikezelana ngabasebenzi ekuzakuthi kuxhamle abantu bomgquba kunye nabasebenzi.

* Kutshatyalaliswe ihostela kuze kwakhiwe izindlu ezilungele abantu neentsapho zabo.

Ucalucalulo lwabantu ngokobuhlanga luphawulwe njengayonanto esaqhubekayo kwimimveliso yemigodi. Inkomfa igqibe ngokuthi:

* Kwenziwe iphulo lokuphelisa onke amasolotya athi asetyenziswe ukuqhubela phambili ucalucalulo jikelele

* Imivuzo elinganayo ngemisebenzi efanayo.

* Kwenziwe iphulo lokuphelisa ucalucalulo emisebenzini.

Kuphawulwe ukuba ucalucalulo lusenzeka e Mazantsi Afrika, kwaye kuyothi kubenzima ukuba kuphindwe kwahlulelwane ngobutyebi kodwa abathile abamhlophe basoloko bedla bodwa belungiselela iintsapho zabo.

Inkomfa ichazile ngobutyebi bezombiwa benqila kwaye yathatha isindululo sokuzimisela kwe SAMF ekuqinisekiseni ukuba bonke abantu benqila bayabelana ngobu butyebi. Ukusetyenziswa kwezombiwa kufanele kuchaphazele imimveliso yomgquba kunye norhulumente. Ngokuhubeka komgaqo wokuqeqeshwa ikomiti lomama lizokusekwa ngenkxaso ye SAMF. Izithunywa ebezizimise inkomfa bezivela e Mozambique, Zimbabwe, Zambia, Namibia, Swaziland, Botswana kunye noMzantsi Afrika ebebemele abasebenzi mgodini abangaphezu kwe 700 000. Intetho yokuvula iwiswe ngumongameli we SAMF, Comrade James Motlatsi okwangumongameli we NUM eMzantsi Afrika.

Kuye kwabekwa iliso kwezi nkampani zilandelayo i De Beers, Anglo American Corporation, Lonrho kunye Rio Tinto Zinc. Kwenye inkqubo ebalulekileyo kwi SAMF sisigqibo sokuba kwandiswe iphulo lamalungelo abasebenzi kwinqila ya Mazantsi e Afrika iphela. Iziphakamiso zeli phulo kunye nokwakhiwa ngokutsha kwimimveliso yemigodi kuzokunikwa ikomishina yemisebenzi nezombiwa ye South African Development Community (SADC). Inkomfa ithathe izindululo ezibalulekileyo ekubonakala ukuba zingatsshintsha uhlobo lentsebenziswano entle kule nqila. Ngaphantsi kwesihloko esithi - Imfuneko yoshintsho - inkomfa ithathe izindululo ezimandla kakhulu ezizokujongana neengxaki zabasebenzi mgodini kule nqila. Ekuphunguleni amandla ongxowankulu, inkomfa igqibe ngokuthi:

* Kunyusa ukwakhiwa kwenkampani zemayini zalapha kweli. Kuze elingelibe yimpumelelo, kubaluleke kakhulu ukuba urhulumente kunye nezinye iintlangano zifake isandla ekukhuliseni inkampani zeli nabantu beli. Lento ingaba ngendlela zokuboleka imali, oomashini nangezinye indlela ezohlukeneyo.

* Kungenwe kwiphulo eliqinileyo lokufuna amazwe angangawo amalungu e SAMF azibandakanye nayo. Yaye kubalulekile ukuba le mibutho ingekabi ngamalungu e SAMF sisebenzisane nayo, futhi zisebenze kakhulu kwiphulo lokujoyinisa abasebenzi kwindawo abakuzo. Lento izokubanika amandla okuba bathathe inxaxheba ebalulekileyo kwaye babenegalelo kwi SAMF.

Ekuhweni imivuzo ephantsi kunye nohlelo lomhlala phantsi enganelisiyo abasebenzi mgodini bagqibe ngokuthi:

* Kubangwe imivuzo efanayo kunye nomphako womhlala phantsi yabasebenzi mgodini kule nqila.

* Kusekwe umbutho odibantsa yonke imibutho engaphantsi kwe SAMF kulwelwe imivuzo ephilisayo ezokuthi igcine isantya silingana nezinga lokunyuka kwamandl' emali.

I NUM IMISELE INGXABANO NE GENGOLD NGOMBA WOKWABELANA NGEMVELISO

I NUM imisele ingxabano nemigodi ye Gengold nanjengoba isaziwa into yokuba i Gengold ayiphumelelanga ukubeka uhlelo lwokwabelana ngemveliso ngokwanelisayo I NUM izokudibana ne Gengold kwibhodi yoxolelaniso (Conciliation board), eyasekwa ngaphantsi komithetho wonxibelelwano labasebenzi (Labour Relations Act), ngenzame zokusombulula ingxabano I Gengold ayiyamkeli into yokuba kubanjwe intlanganisano nyanga zonke kuyo yonke imigodi kuhlolwa uhlelo lwokwabelano lwemveliso. Ukuqiniswa kwamalungo ngokuvunyelwa kulwazi yeyonanto ibalulekileyo kuhlelo lwokwabelana ngemveliso ukwathethathethwana ngayo ye NUM kwaye ukubanjwa kwentlanganisano rhoqo kubalulekile. Ukwala kwe Gengold ukuvumela iintlanganisano ngenyanga kubonakalisa ukuba imigodi ye Gengold ayizimisela uku-phuhlisa ngokubanzi isivumelwano sokwabelana ngemveliso esasayinwa ne Chamber of Mines ukunyusa unxibelelwano lokuhlangabezana nesimo esikwi mizimveliso yemigodi I NUM ikholelwa kwinto yokuba ukuhlanganiswa kwakwabelana ngemveliso kunye nokunyuswa kancinci kwemivuzo ekwathethethwene ngako ngo Julayi yindlela elula ekimokujongwana nesimo soqoqosho kwimimveliso. Lonke olunye ulwabelwano lwemveliso kuthethathethwano ne Anglo American Corporation kunye ne Rand Mines lusetyenziswa kuzo zonke inkampani, kubo bonke abasebenzi ngaphandle kocalucalulo lobuhlanga okanye ibala. I Gengold isahleli kola hlobo localucalulo ngokulungiswa kwimivuzo isiko elidala lemizimveliso yemigodi ngokhuphela ngaphandle abasebenzi abamhlophe kuhlelo lwokwabelana ngemveliso. Inikeze iminye imibutho yabamhlophe kunye nowamagosa emibutho umongezelelo we 1,5 pesenti yokunyusa imivuzo endaweni yokwabelana ngemveliso. I Gengold

ayiyamkeli into yokuba ifakele ngokunayo nakubasebenzi abamnyama abakwi NUM. I NUM ibanga ukuba kufakelwe ngokufanayo nokubasebenzi abamnyama. I Gengold inikeze ngonyusiso lwemivuzo oluncinci ngakwamarandi kubasebenzi abakwinqanaba eliphantsi ku 1992 kuno 1991. I NUM yasivuma isiphakamiso esenziwa yi Gengold kwi Chamber, ngaphandle kokuba kuzokubakho ulwabelwano lwemveliso. Le 1,5 pesenti yokunyuswa kwemivuzo kubasebenzi abanamava ithetha into yokuba yi R60 ukuya ku R70 kubo ngenyanga, kodwa yi R7 ukuya ku R21 kumalungu e NUM. Umbutho uya-hambisana nento yokuba xa kubhatalwa imali yokwabelana ngemveliso, i 1,5 pesenti yonyusiso itsalwe phambi kokuba ibhatalwe I NUM ibanga ukuba kuvumeleke i 1,4 pesenti yokunyuswa kwemivuzo kubo bonke abasebenzi ngokulinganayo nabasebenzi abamhlophe, ifuna kugqityezelwe uhlelo lwokwabelana ngemveliso ekwenzela kulungiswe unyuso lwemivuzo kakuhle kubobonke abasebenzi, omnyama nomhlophe. I Gengold ayisamkelanga esisiphakamiso ivela ngokuthumela unyuso lwayo lokugqibela kwi NUM elingayifakanga i 1,5 pesenti.

Ingxabano ichaphazela abasebenzi abayi 25 000 nezimayini zilandelayo:

* Beatrix Mines (Pty) Ltd* Braken Gold Mines Ltd* Buffelsfontein Gold Mine * Grootvlei Gold Mine* Kinross Gold Mines Ltd* Leslie Gold Mine* Marievale Consolidated Gold Mine* St Helena Gold Mine* Stilfontein Gold Mine * Unisel Gold Mine* Winkelhaak Gold Mines Ltd. I NUM igqibizele ngempumelelo isivumelwano sokwabelana ngemveliso nemigodi ye Anglo American ne Rand Mines. I Gengold ngoku yiyo yodwa eshyekileyo engekawufezekisi ukulungiswa lwemivuzo kunye neemeko zokusebenza ekwavunyelwana ngazo ye NUM kunye ne alamber of Mines.

Isisombululo sokwabelano ngemveliso kwimigodi ye AAC

I Freegold, Vaal Reefs, Western Deep Levels kunye ne Elandsrand zifikelele isigqibeni ne National Union of Mineworkers, Council of Mining Unions kunye ne Mine Surface Officials Association of South Africa ngomba wokwabelana ngemveliso. Uthethathethwano ngoluhlelo luyingxalenye yokulungiswa komvuzo ekwafikelelwa kuyo phakathi kwe AAC's Gold, Uranium Division kunye nemibutho yabasebenzi emithathu kuthethathethwano lomvuzo kumzimveliso. Malunga noluhlelo, inkampani nganye izokubeka ecaleni amapesenti amahlanu (5%) ekuzokwabelwa abasebenzi, ukunyuka kwezina lemveliso lixhomekeke kwisiqingatha esifumanekileyo semveliso yekota ezine ezidlulileyo ephela ngo Juni kulo nyaka. Ukunyuka kwezina lemveliso liyi R69, 2 million kwimigodi ye Freegold, R5, 7 million e Vaal Reefs, R21, 4 million e Western Deep Levels ize ibeyi R10, 5 million e Elandsrand. Ekwenyukeni komgangatho we mveliso, amashumi amabini (20%) epesenti asechaziwe emveliso azokwenziwa afumaneke kuzokwabelana abasebenzi, ukuyo kuma ngobukhulu bungamapesenti ayi 25 omvuzo ofumanekayo. Ngokwesivumelwano imveliso echaziweyo kwimigodi yegolide, udibanise nemveliso ye uranium apho ibonakala khona, ukwehla kwendleko zokusebenza kwimigodi yegolide, kukwehla kwenzala ebhatalwayo, ukwehla kwemali ehlawulwa yimayini, kukwehla kwezicwangciso zokusetyenziswa kw mali. Njenge mveliso ixhomekeke ekupapashweni kweziphumo, ekubalweni nasentlawuleni, kwesamba semali izokuba isezimpazameni ngekota, intlawulo yokuqala yekota ka July - September izokwenziwa ngethuba lika October.

Isivumelwano sifikelele nasekuhlolweni ukudibeneyo kohlelo ngabaphathi kunye nemibutho yabasebenzi ngokulandelelana.

INDATYANA

ABASEBENZI MGDINI KWI-MAYINI YEGOLIDE I PRIMROSE BEBE NGENELE UGWAYIMBO

Abasebenzi mgodini kumgodi wegolide e Primrose kufutshane ne Germiston bebe ngenele ugwayimbo bebanga isivumelwano se NUM kunye nokubuyiselwa emsebenzini komsebenzi owayegxothwe ngendlela engafanelekanga ngabaphathi bomgodi. Ngomhla we 13 - 16 ku October 1992, abasebenzi mgodini e Primrose bangena kuqhanqalazo betshutshisa abaphathi ukuba bavume imibango yabo. Intlanganisano yabanjwa nenkampani ngenjongo yokusombulula intsonda badala. Umbutho kunye nenkampani bavumelana ngale miba ilandelayo

* Isivumelwano sexeshana sokungena emacekeni enkampani makuthethathethwane ngaso yimibutho yomibini phakathi ku November no Desemba 1992.

* Asikho isinyathelo soluleko ezizokuthatha kubasebenzi ababathathe inxaxheba kugwawimbo ngomhla we 13 - 16 October 1992.

* Inkampani imbuyisele emsebenzini u comrade Alfred Mgijima ukusukela ngomhla we 20 October 1992.

* Ikomiti elihlanganayo lwemashaft steward kunye nabaphathi lisekwe ukuze libhlangahlangise izi Stop Order.

* Umvuzo unyuke nge R1 isthit kubo bonke abasebenzi ukusukela ngomhla we 1 October 1992.

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 DESIGN, LAYOUT, TYPESET, PRINTED AND DISTRIBUTED BY
FUTURE PRESS
 5A May Road, Fordsburg, 2092, Johannesburg, 200
 Tel: (011) 834-7034, Page: (011) 331-9291/10,
 (011) 331-8001/3, Code: 21275, Fax: (011) 836-6166