

## EXAMPLES OF RACISM

# Mass defiance of racism on mines

DELEGATES to the Central Committee identified over 50 areas of racial discrimination on the mines.

### Working conditions

- Lower wages
- Separate cages
- Long waits for black workers
- Acclimatisation not for whites
- White get free boots and clothes
- Separate pay offices and administration
- Discriminatory PAYE
- Whites get higher bonuses
- Collective bargaining
- Racist personal attitudes
- Picannin system
- Eating or resting underground

### Repressive control

- Armbands for black workers
- ID cards for black workers
- Security deployed only against black workers
- White workers not searched
- Black workers are finger-printed
- Disciplinary code
- Encouraging of ethnic divisions

### Facilities

- Toilets segregated
- Cubicles for whites, buckets for blacks
- Separate change rooms
- Senior mess segregated
- Telephone usage
- Separate sports and recreation

### Medical treatment

- Segregated clinics and ambulances
- Different medical schemes
- Different payouts for occupational diseases
- Compensation takes longer
- Better treatment for whites
- Shorter sick leave

### Living conditions and family life

- Migrant labour system
- Undemocratic hostel system
- Whites get better houses and single accommodation
- Better food for whites
- Free transport for whites
- Better bursaries for white children
- Schooling assistance for whites
- Racially separate mine schools

### Training and job mobility

- Job grading racist
- Whites maintain position when transfer, blacks start again
- Difficult to transfer



Racism exists at every level of the mining industry

**THOUSANDS of NUM members and mineworkers have vowed to end racism on the mines.**

320 worker delegates at the Central Committee (CC) meeting on 21 April resolved to give the mining industry a deadline to eliminate apartheid. If this does not happen workers will take national action.

The decision was taken after weeks of protest action on the mines and a brutal response to worker demonstrations by the mine bosses. Delegates to the CC identified at least 50 areas of racial discrimination.

#### Repressive control

The challenges of the 1989 Mines Defiance Campaign against "petty apartheid" practises such as hoisting are now shifting to demands for "Justice, Peace and Democracy" directed against repressive control and the racist mine system.

The unfair allocation of facilities and working conditions have been targeted as a first step in the

campaign. Other demands common to many mines are recognition of the union, an end to union bashing and democratic hostel conditions.

The bulk of worker action, marches and protests have been in the OFS, Witbank, Secunda and Rustenburg.

#### Bosses use force

Mine management has responded with excessive force on many mines, using teargas, rubber bullets and mine security - injuring at least 500 workers. At least 300 have been dismissed on a selective basis.

The harsh and uncompromising response of management exposes the true racial basis of the mining industry.

Racism exists at every level in the industry. Mineworkers are discriminated against in wages, conditions of employment, housing, training and advancement opportunities, recreational and social facilities, and worker and human rights.

Over the last six months the chief demands expressed in worker action and petitions are

an end to segregated cages, toilets, canteens, hostels and sports. The recognition of the union, the right to form democratic hostel committees, protection from mine security and the right to bring wives into the hostels are a .ands.

#### Negotiations

Backed by worker action, the union must move to a position where it is able to negotiate the removal of what is racist on the part of employers and even government legislation. The mining industry needs be turned upside down as discrimination is eradicated.

Delegates at the CC said the main problem for workers was that companies denied there was racism and claimed privileges on the basis of "job seniority" and job categories. Workers argued seniority was a false argument because on many mines workers were discriminated against on grounds of colour.

Another problem identified at the CC with the campaign against racism was the lack of co-ordination between shafts, branches, and regions.