

PHAKAMANI!

Newspaper of the
Democratic
Left Front
(DLF)

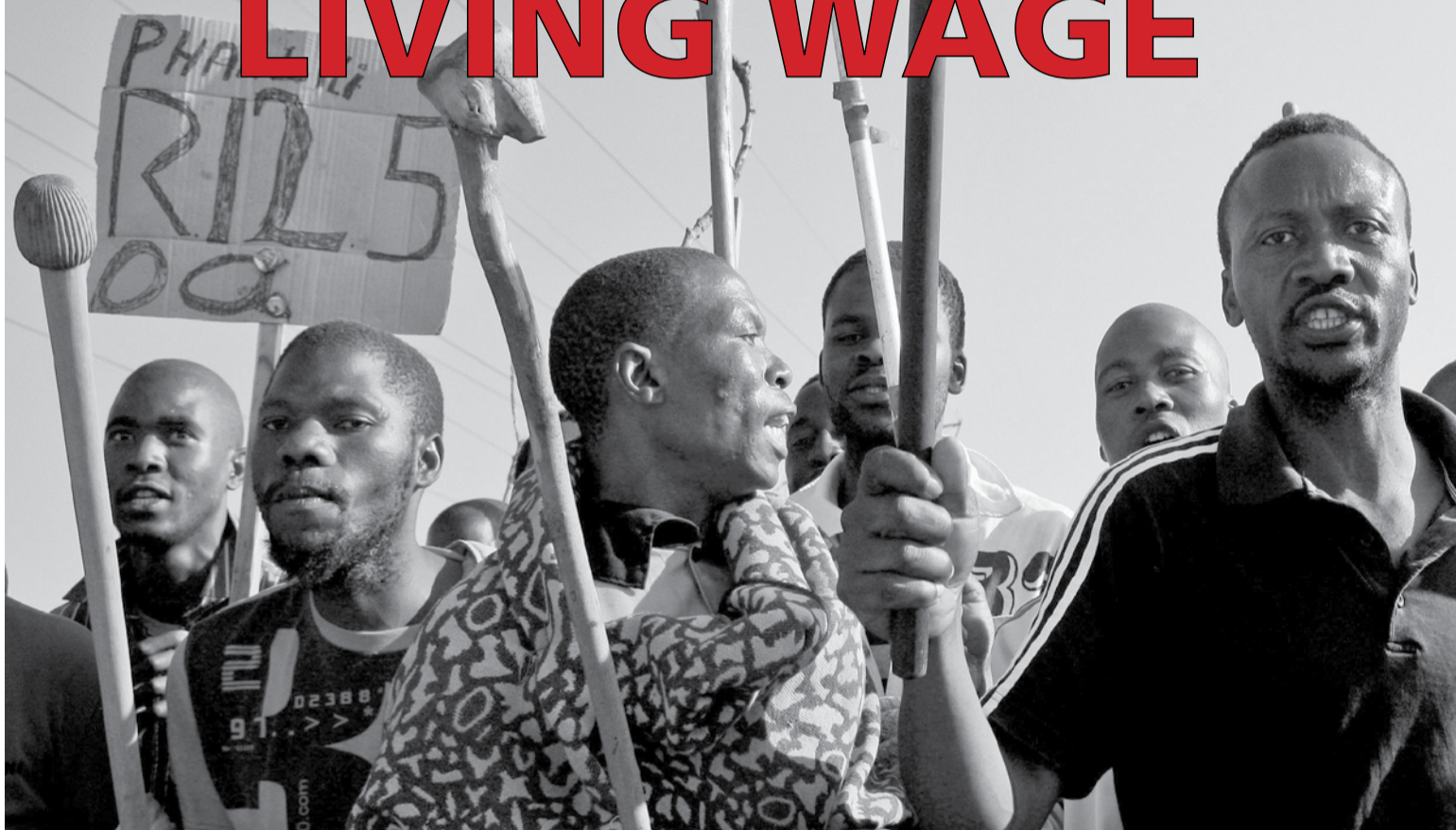
OPSTAAN!

Issue 6 • October 2012 • R2.00



MANYANANI NGE-R12 500 JENGOMVUZO OSEMGANGATHWENI

UNITE FOR R12 500 LIVING WAGE



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PHAKAMANI!
OPSTAAN!

This paper is the national newspaper of the Democratic Left Front (DLF) previously the Conference of the Democratic Left. The DLF aims to unite trade unions, social movements, community-based organisations, issue-based organisations and political groups into a united front of action against neoliberalism and capitalism. There are editorial committees in the centres where the DLF is organising, and we invite organisations to join these editing committees. We are committed to a paper largely written by members of participating organisations as worker-correspondents and invite all contributions.

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**FORWARD TO
A NATIONAL ASSEMBLY
OF STRIKING WORKERS!**

**FORWARD TO
A NATIONAL STRIKE
FOR A LIVING WAGE
FOR ALL WORKERS!**

**FORWARD TO
A MINIMUM OF R12 500!**

In every mine, workers are talking Marikana - the language of workers own militant struggle for justice and against bosses' exploitation.

Hundreds of thousands of workers are now on strike. The bosses and their puppets in some trade unions are in disarray. They do not know how to respond. Some want to give in to the demands of the workers because their profits

will still be great. Others want mine security, police and the army to attack strikers like at Marikana - Lonmin.

Now is the time for united worker action on all platinum, gold, chrome, coal and other mines. Now is the time for other workers to also raise the demand for a minimum wage of R12500 - as the striking transport workers did. Unity is strength. It is our time for united mass action for a living wage.

At Lonmin workers won 22% because they were united and refused to be intimidated despite their comrades being massacred. Their unity and united mass action alone won the biggest wage increase for years at Marikana.

The same can happen at mines and work places across the country. The workers committees leading the miners' strikes are crucial if we are to win. They need to link up in democratic worker assemblies to unify all workers regardless of union affiliation and workplace. **We need a national assembly of strike committees.** We must not hand back the leadership to union leaders that conspire with the bosses.

Workers can achieve this if all workers come out in solidarity strikes with the miners and to raise their own living wage demands. An injury to one is an injury to all. The mineworkers are at the forefront. Lets defend them by joining them in united mass action for a living wage!

COMMUNITY ORGANISATIONS ALSO CAN PLAN SOLIDARITY ACTIONS.

**COSATU AND NACTU
MUST MOBILISE A TWO DAY
NATIONAL SOLIDARITY STRIKE
FOR A LIVING WAGE AND
AGAINST MASS DISMISSALS!**

**BUILD AND SUPPORT
INDEPENDENT WORKERS
COMMITTEES IN EVERY MINE
AND WORKPLACE TO LEAD
THE STRIKES!**

**END BUSINESS SECRETS
OF THE BOSSES!**

**OPEN THE BOOKS OF ALL
MINES AND WORKPLACES TO
THE WORKERS COMMITTEES!**

**FORWARD TO A LIVING WAGE
FOR ALL WORKERS.**

FORWARD TO SOCIALISM!

A MINeworkERS STORY

EVANS RAMOKGA IS A STRIKE COMMITTEE MEMBER AT ANGLO-AMERICAN, "AMPLATS", IN RUSTENBURG, ONE OF THE BIGGEST PLATINUM OPERATIONS IN SOUTH AFRICA. PHAKAMANI SPOKE TO HIM:

"I have been a winged operator underground at the Khuseleka shaft for two years. I used to be an underground locomotive driver at Goldfields before Anglo recruited me in

2010 and I moved to Amplats. I earned about R 4 500 a month. I used to live in a mining hostel provided by the company but quickly decided it wasn't worth it as living in a shack allows you to earn extra money.

When you stay in the hostel, the mine takes away R1700 from your wage. Even though the hostel provided 'decent' facilities, with six people sharing one toilet and one shower, I never got to eat a full meal as the dining hours only served the night shifters who could eat during the day.

"Coming Monday, 14th October, we will be entering our fifth week of 'illegal' strike

at Amplats. At Khuseleka, there are about 6 500 workers on strike and across all of the Anglo-American operations of Rustenburg about 40 000 workers are on strike. So far, the strike has been peaceful. We have been paid for the month of September which allows us to survive and to feed ourselves.

"In 2011 we had drafted a memorandum for NUM asking for higher salaries and better working conditions, but NUM repeatedly ignored our demands and didn't present them to management. They lied to the workers.

"In May this year the Anglo management promised the rock drill operators a wage increase, but they didn't address the demands of other classes of workers.

"A group of workers, including myself started to have meetings in the bush as the NUM leadership didn't allow us to meet in the mine facilities and called the gatherings illegal. They would even try to intimidate us out of them. These meetings called workers' committees happened until about 90% of the workers saw how important it was to organize around the demand for better wages, regardless of union membership or of position in the mine.

"What came out of the meetings was that all of the miners needed to have the same wage and that we didn't want any union to represent us. We were going to represent ourselves as workers without any other force. We presented a memorandum to



MANYANANI NGE-R12 500 NJENGOMVUZO OSEMGANGATHWENI

PHAMBILI NENGQUNQOUTHELA KAZWELONKE YABASEBENZI ABAGWAYIMBAYO!

MAZINGAKHWELA NGA-BASEBENZI XA BE BONKE! SIFUNA IMIVUZO ESEMGANGATHWENI NGOKU!

PHAMBILI NEMBIZO KAZWELONKE YABASEBENZI ABEBEGWAYIMBILE



nokuba babanyusele abasebenzi. Abanye bafuna oomantshingilane, amapolisa nomkhosi ukuba bonke bahlasele abasebenzi kanye njengoko kwenzwayo nguLonmin eMarikana.

Sekunjalo! Lifikile ngoku ilixa lokuba abasebenzi bazabalaze bebonke bemaneyene kwimigodi xa iyonke kweli lizwe. Eli lilixa lokuba abanye abasebenzi nabo bakhwele le nqwelo ihambayo, babange umyinge we R12 500 njengewona mvuzo usezantsi - njengokuba abasebenzi abaqhuba izigadla nabo benze njalo bade baphumelela. Umanyano ngamandla! Masimanyaneni silwele imivuzo enokusiphilisa.

Ngomanyano olu qilima abasebenzi base-Lonmin boyisa bade bakuphumelela ukunyuselwa kwabo ngomyingwe we-22%. Ababasebenzi zange bavume ukoyika ngokoyikiswa nangona urhulumente woongxowankulu wabulala isininzi samaqabane abo. Ngomanyano lwabo nomzabalazo wabo

ongajikiyo bakwazile ukuphumelela.

Olu loyiso lwabasebenzi lungayinto enokwenzeka nakweminye imigodi nezinye iindawo zengqesho kweli lizwe. Ezi komiti zabasebenzi bezikhokela ugwayimbo zibaluleke kakhulu ekoyiseni oongxowankulu. Kufuneka ezi komiti zimanyane nabanye abasebenzi bephela nokuba basuka kowuphi na umbutho okanye indawo abasebenza kuyo. Ifuneka ngamandla ingqungquthela kazwelonke emayihlanganise iikomiti zabasebenzi. Masingaphindi sinikezele amandla okulawula imibutho yabasebenzi kumagundwane athengisayo aqamele ngengubo enye noongxowankulu.

Ukuze konke oku kwenzeke kufuneka bonke abanye abasebenzi baxhase le mizabalazo yaye nabo bazabalazele imivuzo ephilisayo. Yeyele basebenzi! Abasebenzi basemigodini bayikhombil' indlela. Masibaxhaseni. Masibajoyineni kumzabalazo omanyeneyo

**NEMIBUTHO YABAHLALI NAYO IN-
ENDIMA EBALULEKE KAKHULU EKUX-
HASENI IMIZABALAZO YABASEBENZI.**

**I-COSATU NE-NACTU MAZIZABALAZE-
ZELE UGWAYIMBO LUKA-ZWELONKE
LWEENTSUKU**

**EZIMBINI OLUXHASA IMIVUZO
ESEMGANGATHWENI NOLULWA
UKUDENDWA KWABASEBENZI!**

**XHASA IIKOMITI ZABASEBENZI
EZISEMIGODINI!**

IIKOMITI ZABASEBENZI

MAZIKHOKELE IMIZABALAZO

YABASEBENZI!

OONGXOWANKULU MABAYEKE

UKUBA NEEMFIHLO!

**MAZIVULWE ZIBONWE NGABASEBEN-
ZI IINCWADI ZEZIMALI ZAZO ZONKE
IINKAMPANI!**

PHAMBILI NEMIVUZO

ESEMGANGATHWENI

YABASEBENZI XA BEBONKE!

PHAMBILI NENKQUBO

YOBUDLELA-NDAWONYE

NENTLALONTLE YOMNTU WONKE!

management but decided to embark on an 'illegal strike' on September 12 when Anglo refused to engage with us as we were acting outside of the union structures.

"Three weeks into the strike, 12 000 workers were dismissed by SMS but we decided to ignore the news and refuse to accept their dismissal.

"Other strikes want to use NUM to help them negotiate on their behalf, but we at Amplats don't want any other union or COSATU in our struggle.

We did our research and we know that COSATU and NUM is the same thing in the end. We chose to go on an illegal strike because we wouldn't win otherwise. We will go back to work once our demand of a minimum wage of R12 500 for everyone is reached. We at least want to have a dialogue with the company. We will not bulge until management comes to address us. So far we've received no word from them apart from 'go back to work.' "

"We need to go to Harmony, and Doornkop mine in Soweto. We must mobilise them all. Platinum is our first goal, but the gold industry must go the same way. NUM will turn against us as the leadership of these strikes. But we must act like leaders. If a police helicopter flies above, we mustn't run scared; as leaders we must stand our ground. We must stand firm and unafraid.

"I think there should be a general strike in support of the mineworkers demand for a R12,500 minimum living wage."



U-EVANS RAMOKGA LILUNGU LEKOMITI YABASEBENZI EKHOKELA UGWAYIMBO KWA-AMPLATS (ANGLO-AMERICAN) ERUSTENBURG. LO NGOMNYE WEMIZI EMIKHULU WESIMBIWA EKUTHIWA YI-PLATINUM. IPHEPHANDABA I-PHAKAMANI IDLENE INDLEBE NAYE:

"Mibini iminyaka ndisebenza njenge-'winged operator' ngaphantsi emgodini eKhuseleka. Bendikade ndiqhuba ingolovane kwa-Goldfields phambi kokuba ndithathwe ngu-Anglo ngo-2010. Ndiye ndeza ke apha e-Amplats. Ndandisamkela umvuzo we-R4,500 ngenyanga. Ndandihlala kwinkomponi yasemayini kodwa ndakhawuleza ndayibaleka ndayakuzakhela ityotyombe ukuze ndonge imali. Xa uhlala entkomponi, inkampani itsala i-R1,700 yonke emvuzweni. Nangona inkomponi ineendawo zokuhlala ezizizo, apho abantu abathandathu kuphela besabelana ngegumbi elinye langasese nendawo yokuhlamba, ndandihlala ndingenakutya koneleyo kuba ikhitshi lakhona lalingabaphakeli abasebenza ebusuku ngexesha abafuna ngalo ukutya.

"NgoMvulo we-14 ka October, sizakube sigqiba iveki yesihlanu yogwayimbo ekuthiwa alukho semthethweni kwa-Amplats. E-Khuseleka, singabasebenzi abangamawaka amathandathu namakhulu amahlanu (6,500) abangenele olu gwayimbo. Kwimigodi yonke yakwa-Anglo American apha e-Rustenburg, ngamawaka angamashumi amane (40,000) onke abasebenzi abagwayimbileyo. Ukuza kuthi ga ngoku, olu gwayimbo lusaqhutywa ngenzolo. Siye sayifumana imivuzo yethu yempela-nyanga ka-September. Yile mivuzo ke esincedileyo ukubana sikwazi ukuphila kule nyanga iphelayo.

"Kunyaka ka-2011, sasifake uxwebhu lwezikhhalazo kwi-NUM apho sasifuna khona ukunyuselwa imivuzo neemeko ezingcono zokusebenza. Kodwa i-NUM yakholosa ngokungasihoyi yaye ayizange izifake izikhhalazo zethu kubaphathi benkampani. Qha yona, i-NUM yamane

ixokisela abasebenzi.

"Ku-Canzibe (May) kulo nyaka, abaphathi bakwa-Anglo bathembisa ukunyusa imivuzo yabo basebenza ngokugrumba amatye (ii-rock drill operators), kodwa abazange bazihoye izikhhalazo zabanye abasebenzi xa bebonke.

"Iqela labasebenzi endandikulo nam laye laqala ukuhlangana ethafeni njengokuba iinkokheli ze-NUM zingazange zisivumele ukubana sihlangele emayini yaye zathi iintlanganiso zethu azikho semthethweni. Ezi nokheli zazide zisoyikise zisikhuphe kwezo ntlanganiso. Kodwa ke saqhubeka nezintlanganiso phantsi kwekomiti yethu basebenzi esayikhethe ngokwethu. Zaqhubeka ezi ntlanganiso lwade uninzi lwabasebenzi lwazibona ukubaluleka kwazo nokuba masizabalazeni sixhasa izikhhalazo ezifuna imivuzo engcono, nokuba umntu wayekowuphi na umbutho okanye umsebenzi aqeshelwe wona emgodini.

"Isiphumo sezintlanganiso yaba kukubana bonke abasebenzi babefuna imivuzo efanayo. Yaye sakhetha ukuzimela nokuzithethela ngokwethu kungekho mntu okanye mbutho ongomnye ozakusimela. Safaka uxwebhu lwezikhhalazo kubaphathi saze salandelisa ngokuqala ugwayimbo ngomhla weshumi elinesibini kwinyanga yoMsintsi (12 September). Saqala olugwayimbo emveni kokuba u-Anglo wala ukuba axoxe nathi kuba babesithi asifakanga izikhhalazo zethu ngomlomo we-union.

"Emveni kweeveki ezintathu sigwayimba, abasebenzi abalishumi elinesibini lamawaka (12,000) bagxothwa yinkampani ngokufumana ii-SMS ngefowuni. Kodwa sagqiba ekubeni singayisi so lo nto,

singakwamkeli tu ukugxothwa kwethu.

"Abanye kubasebenzi abagwayimbileyo bafuna ukuncedwa yi-NUM ukubana ibathethele ezingxoxweni nabaqeshi. Kodwa thina apha kwa-Amplats asifuni nayiphi na i-union no-COSATU emizabalazweni yethu.

Silwenzile uphando lwethu. Ngoku siyazi ukubana i-COSATU ne-NUM bangumgubo wengxow' enye. Sikhetha ukuba sigwayimbe nokuba akukho semthethweni ukwenza oko kuba asoze soyise singakhange senze njalo. Sakubuyela emsebenzini xa umqeshi esamkela isikhhalazo sethu sokubana owona mvuzo usezantsi mayibe yi-R12 500. Sifuna ukuthethana nabaqeshi. Asijiki de abaphathi baze kuthetha nathi. Okwangoku, asikafumani lizwi liphuma kuba ngaphandle nje kokuba bekhlose

ngokuba masibuyeleni enkomeni."

"Kufuneka siyile kwimigodi yakwa-Harmony neyase-Doornkop eSoweto. Kufuneka sishukumise bonke abasebenzi baphakame bame ngeenyawo. Sizakuqala kule ye-platinum imigodi. Neyegolide nayo kufuneka ilandele ekhondweni lwalemizabalazo. I-NUM izakusijikela ngasemva ukuba yiyo enokukhokela lemizabalazo. Kufuneka isithi basebenzi abantu abakhokelayo. Ukuba inqwelontaka yamapolisa ibhabha phezu kwethu, kufuneka singoyiki. Njengeenkokheli kufuneka siqine sizimisele enyanini.

"Ndinga ukubana makubekho ugwayimbo lukazwelonke oluxhasa ibango labasebenzi basemigodini elifuna umvuzo we-R12 500.



Mine bosses can afford R12 500!

"Can the mine bosses afford to pay us R12, 500. The answer is: YES!

IN 2011 THE AVERAGE PAY EARNED BY THE MINING BOSSES (A 'CEO') WAS R20.2 MILLION PER YEAR. THEY GET MORE THAN R55 000 PER DAY. A TOP BOSS IN A MINING COMPANY EARNS AS MUCH AS 390 WORKERS WHO HAVE THE OFFICIAL MINIMUM WAGE OF ABOUT R4700.

THE ONLY ARGUMENT AGAINST R12, 500 IS THE GREED OF THE BOSSES AND INVESTORS.

The demand for a living wage is only a threat against the super-exploitation of the mining industry. It is a threat against the bosses' greed. It is NOT a threat against the industry as such.

THEY SEND THE PROFITS ABROAD

Where does the money go that the bosses earn for selling what we extract from the earth? Last year, some 2500 legally registered mining companies made R168 billion in profits. That is the official figure. We don't know what profits they

hide to avoid the demands of their workers and what they send abroad illegally. R300 billion, it has been found, is illegally sent out of the country each year. That profits figure does not include the profits of labour brokers, who employ more than 30 out of every 100 mineworkers at wages worse than those of a permanent worker.

Out of about 2500 mining companies, only some 500 of them declare that they have made profits that can be taxed. This is a scandal. By hiding their profits they avoid paying tax – the monies used by the state to provide basic services to communities.

The big corporations, like Lonmin, Impala and Anglo, use their companies abroad to avoid showing their profits.

Less than R69 billion of the official profits of the mining houses was used in 2011 for improvements of machinery, buildings and opening of new shafts. Of the remaining R99 billion, only R10 billion was paid in taxes. There remains R90 billion rand not accounted for. These are pure profits shared among a small minority of owners.

If the mining companies were democratically run by the workers we would control the profits. As workers we

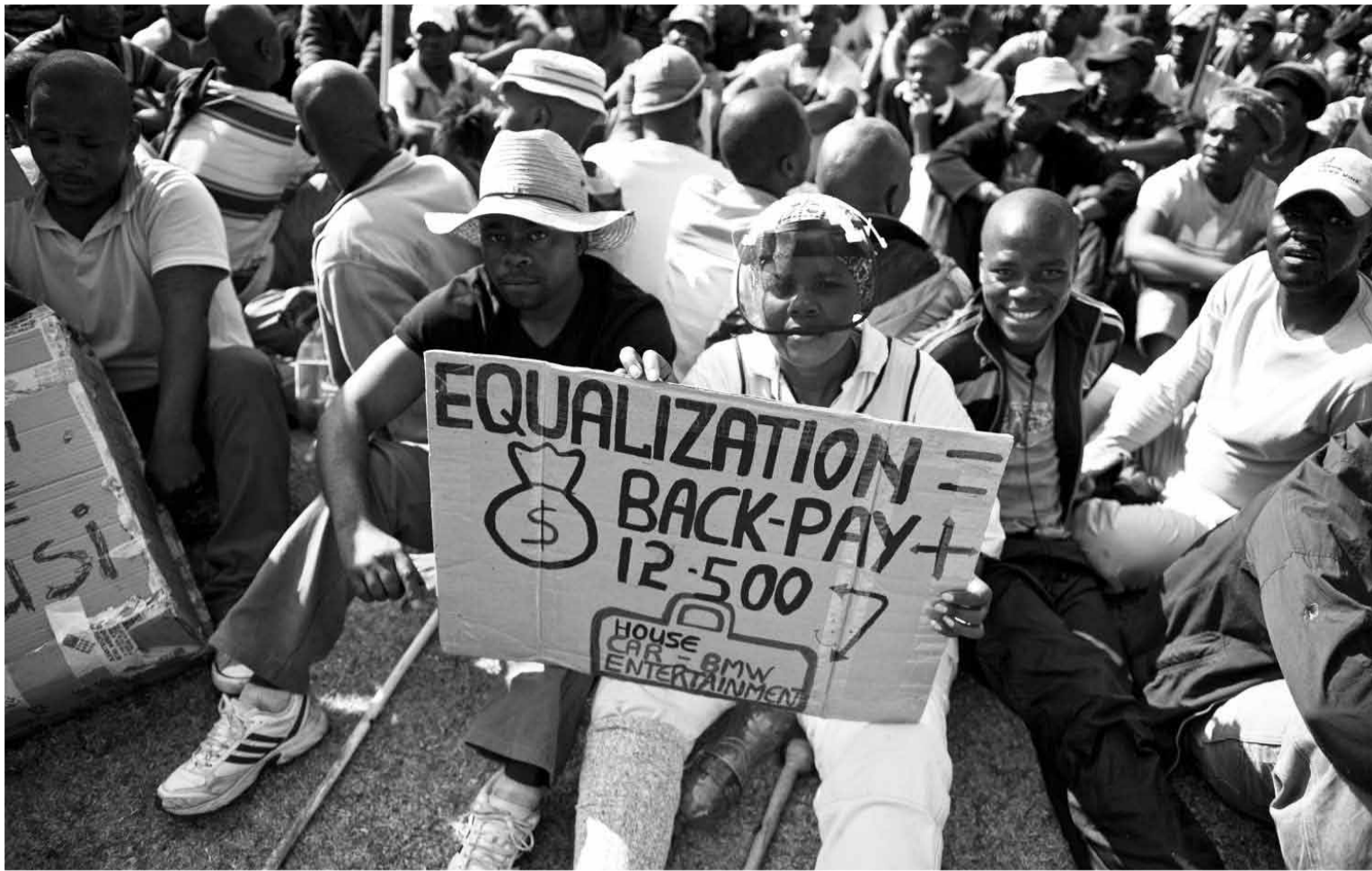
Out of about 2500 mining companies, only some 500 of them declare that they have made profits that can be taxed.

there would be tons of money to invest in our communities, ensuring decent houses and schools for our children.

The bosses know they can afford R12, 500 per month, That is why they are divided. That is why Lonmin finally gave in to a wage increase of 22%. That is why Implats negotiated with the strike committee. The unity of the bosses is coming apart because of the power of the workers.

Our demand of R12,500 is entirely reasonable and can be won.





There remains R90 billion rand not accounted for. These are pure profits shared among a small minority of owners.

Oongxowankulu bangakwazi ukusihlawula iR12 500!



INGABA OONGXOWANKULU ABAPHETHE IMIGODI BANGAKWAZI NA UKUSIHLAWULA I-R12 500 NANGAPHEZULU? IMPENDULO INYE: EWE!

KUNYAKA KA-2011, UMYINGE WOMVUZU OWAMKELWA ZIINGQONYELA ZEMIGODI YAYIYI-R20.2 MILLION NGONYAKA. NGAMANYE AMAZWI, INGQONYELA NGANYE EPHETHE UMGODI YAMKELE UMVUZU OYI-R55 000 NGOSUKU KUNYAKA OPHELELEYO. NGAMANYE AMAZWI, UMVUZU WOMSEBENZI OWAMKELA IR4700 NGENYANGA UPHINDAPHINDWA AMATHUBA ANGAMA-390 NGUMVUZU WENGQONYELA NGANYE EPHETHE UMGODI.

INYE QHA INTO ETHINTELA UKUBA SIFUMANE I-R12 500: KUKUBAWA KOOHLHLESAKHE ABANGOONGXOWANKULU NABATYALI-ZIMALI.

Ibango labasebenzi elifuna imivuzo esemgangathweni enokusiphilisa liqalile ukuguqula izinto kuba ngoku lijolisa iintolo ngqo koohlhlesakhe bgokubhenca phandle uburhovu babo. Ukufuna umvuzo ophilisayo akuzokuphelisa ishishini lemigodi njengokuba besitsho oongxowankulu.

OONGXOWANKULU BATHUTHELA INGENISO YABO KUMANYE AMAZWE

Iyaphi kanti le mali ingaka yenziwa ngoongxowankulu ngamandla ethu? Kunyaka ophilileyo, iinkampani ezisemthethweni zemigodi ezidlulayo ku-2500 ngenani zenze isixa esifikayo kwi-R168 billion kwingeniso yazo. Esi sixa se-R168 billion seso sisaziyo ngokweenkcukachamanani zikarhulumente. Asinalwazi tu ngezinye izimali abazenzayo abazifihlayo ze bazithuthele kumanye amazwe.



Ingxelo zikarhulumente zibonisa ukubana ifikelela kwi-R300 billion ngonyaka imali ekhutshwa ngoongxowankulu ngokungekho mthethweni kweli lizwe. Esi sixa asikayifaki enye imali yenziwa zii-labour brokers eziqesha umyinge we-30% babo bonke abasebenzi basemigodini. Njengokuba sisazi, imivuzo yabasebenzi abaqeshwe zii-labour brokers yona mincinane kakhulu.

Kwezi nkampani zemigodi zifikelela ku-2500 ngokwenani lazo, zingamakhulu amahlanu (500) kuphela eziye zikhuphe iingxelo ezichaza ingeniso yazo ekuthi kutsalwe irhafu kuzo. Linyala elibi eli! Ngokufihla ingeniso yazo, oongxowankulu babaleka ukuhlawula irhafu le ifunwa ngurhulumente ukuze akwazi ukuzisa iinkonzo ebantwini. Iinkampani ezinkulu (Lonmin, Impala noAnglo) zisithela ngesebe lenkawu kuba zibhaliswe kumanye amazwe ukuze zifihle ingeniso yazo.

Kunyaka ka-2011, kwingeniso echazwe kwiingxelo ezifumanekayo zenkampani zemigodi ingaphantsi kwe-R69 billion imali esentyenziswe ziinkampani zemigodi ekuthengeni oomatshini amatsha, ekuphuculeni izakhiwo nasekuvuleni ii-

shafts ezintsha. Kule-R99 billion isalayo, ibe yi-R10 billion kuphela ethe yahlawulwa njengerhafu. Iphi ke ngoku enye i-R90 billion? Apha sithetha ngengeniso enkulu kakhulu ekugqelwana ngayo ligcuntswana loongxowankulu.

Ukuba iinkampani zemigodi bezilawulwa ngabasebenzi ngokwabo ibiyakuba ngabo abalawula le ngeniso. Njengabasebenzi, besiya kuzihlawula imivuzo esemgangathweni yaye kubekho intsalela yemali eninzi enokonela ukuphucula iimeko zokuphila kwiilokishi neelali zethu, ze kubekho izindlu nemfundo esemgangathweni.

Oongxowankulu bayazi ukubana bangakwazi ukuyihlawula le-R12 500. Yiyo lo nto bengathethi ngazwilinye. Yiyo lonto uLonmin wade wavuma ukunyusela abasebenzi nge-22%. Yiyo lonto uImplats ede wavuma ukuxoxa nekomiti yabasebenzi ekhokela ugwayimbo. Amandla emizabalazo eluqilima yabasebenzi iqalile ukuvula iintanda kudonga obelukade lumanya oongxowankulu.

Ibango lethu le-R12 500 lisemgaqweni yaye singakwazi ukuyizabalazela de siyifumane.

FOR WORKERS' CONTROL OF UNIONS

We salute the workers of Marikana who have shown us that a workers' union is not an office, but is workers themselves united in struggle for their needs.

During the struggle in Lonmin the workers rejected their union, the NUM, and did not immediately join the AMCU. Instead their union was the

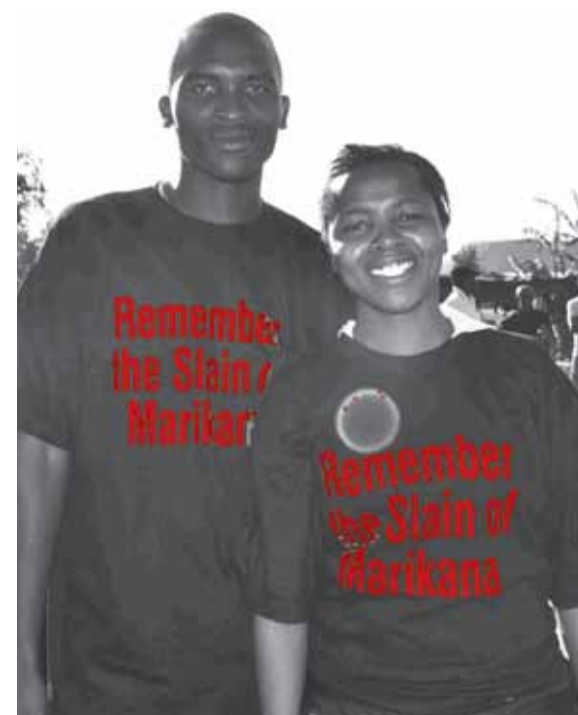
mountain – workers sitting and discussing how to strengthen their strike, how to build support, how to deal with scabs, what demands to put forward. The workers on the mountain controlled their leaders, the strike committee. They told them what to do, gave them mandates, and they received daily report-backs. This is how a workers' union should operate.

The workers of Marikana showed us that workers are tired of unions that are no longer controlled by the members. Unions that don't do what workers tell them to do. Union leaders who sit with the bosses protecting profits instead of

organizing the struggle against bosses' power and the bosses' system. Shop stewards that have become supervisors for the bosses instead of representing workers. Union leaders that organize agreements putting chains around workers and stopping them from fighting for a living wage.

Workers can only move forward by breaking those agreements, as the Marikana strikers showed us. Workers can only get what they want by rejecting bosses' politics and the bosses' laws. The strength of a strike is not in the LRA certificate. It is in the unity and action of the workers. A strike is strong when workers make it strong. A union is strong when workers make it strong, when workers control it.

That was the case in the 1980s when workers had shop stewards councils, where there were union locals, where



there was worker control.

Let us use the strike committees as building blocks. Let us link them up with each other, and plan to link up with other sections of workers. Through these committees we can find the ways to pursue the struggle to take control of our unions.





ABASEBENZI MABALAWULE IMIBUTHO YABO

Siyabakhahlela abasebenzi baseMarikana ngokuthi basibonise ukubana umbutho wabasebenzi awuphelelenga e-ofisini qha, koko ungabasebenzi ngokwabo bemaneyene kwimizabalazo yokufezekisa izidingo zabo.

Kumzabalazo wabo kwa-Lonmin, abasebenzi bayikhabele kude i-NUM, yaye abakhange bangxamele ukujoyina i-AMCU. Endaweni yoko, umbutho wabo yaba yila ntaba bebehlanganela kuyo mihla le kumnyama kumhlophe. Le ntaba yaguquka yaba ngabasebenzi besidl' imbada, bexoxa ukuba bangawuqinisa njani na umzabalazo wabo, bequlunqa amaqhinga okufumana inkxaso ukuqinisa umzabalazo wabo, bezama iindlela zokuthintela

amagundwane ayeqeshwa endaweni yabo, yaye bekwaxoxa namabango amabawafake kumqeshi. Imbada yabasebenzi phezu kwentaba ibe yiyo ebilawula iinkokheli zabo ebizikwikomiti yabo ebikhokela ugwayimbo. Ibingabasebenzi ngokwabo abebexelela ezi nkokheli ukubana mazenze ntoni na, ziye ziphethe mphako uthini na ezingxoxweni noongxowa-nkulu. Yaye abasebenzi bebefumana iingxelo ngokwenzekayo mihla le. Le yindlela ekufanele ukubana imanyano yabasebenzi iqhube ngayo imicimbi yayo.

Abasebenzi baseMarikana basibonise ukubana abasebenzi badikiwe yimibutho abangasayilawuliyo. Imanyano zabasebenzi ezingalawulwa

ngabasebenzi, iye ibe zizo ngoku ezixelela abasebenzi ukuba mabenzeni na. Iinkokheli zeemanyano zabasebenzi

ezidla sithebeni sinye noongxowankulu zikhusela uburhovu boongxowankulu endaweni yokuba zakhe amandla nemizabalazo yabasebenzi ze koyiswe amandla nenkqubo yoongxowankulu. Ii-shopstewards ziguquke zaba ziimpimpi zoongxowankulu endaweni yokuba zimele abasebenzi. Iinkokheli zabasebenzi ezijikela abasebenzi ngasemva zibophelela abasebenzi ngamatyathanga engcinezelo, zibathintela kwimizabalazo yabo efuna imivuzo esemgangathweni enokubaphilisa abasebenzi.

Abasebenzi mabavul' indlela ngokuqhawula baphelise oonmogwana bezivumelwano ezenziwe ziimanyano zabasebenzi noongxowankulu. Ngulo mzekelo ke emasiwufunde eMarikana. Inye kuphela indlela yokuba abasebenzi bafumane oko bakufunayo: mabanyevulele imithetho yoongxowankulu. Amandla nefuthe ogwayimbo lwabasebenzi ayikokufumana isigunyaziso se-LRA (Labour Relations Act). Endaweni yoko, ifuthe namandla ogwayimbo lwabasebenzi luxhomekeke ekumanyaneni nasekuzabalazeni kwabasebenzi. Ukuqina komelele ugwayimbo kuxhomekeke ekuqineni nasekuzimiseleni kwabasebenzi. Umbutho wabasebenzi uqine kangangoko abasebenzi beqinile, oko kwenzeka xa abasebenzi bewulawula umbutho wabo.

Kwakunjalo kakade kwiminyaka yangaphambili, apho abasebenzi babesiba neentlanganiso zabo ne-

shopstewards zabo, apho basebenza khona, apho kwakulawula abasebenzi ngokwabo.

Masisebenziseni ezi komiti zabasebenzi bezikhokela ugwayimbo njengesiqalo. Mazidibaneni ezi komiti zabasebenzi, yaye mazizame unakhonakho wokuba zifikelele nakubanye abasebenzi. Ngolu hlobo, singafumana amaqhinga amatsha okuqhubela phambili umzabalazo wokuba imibutho yabasebenzi ilawulwe ngabasebenzi ngokunokwabo.



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Imbizo kazwelonke yabasebenzi ifuneka ngamandla!

Imizabalazo nogwayimbo lwabasebenzi kwimigodi emininzi ide yafikelela kwisigaba sokuba abasebenzi bebonke BAMANYANE badibane babeyimbumba yamanyama! Oongxowankulu baneqonga labo eliyi Chamber of Mines. Oongxowankulu abayeki ukuhlangana bebhunga beyila amaqhinga okoyisa imizabalazo yabasebenzi. Bade banenya lokudibanisa norhulumente kwelo gumgedle labo lokoyisa abasebenzi.

Xa kunje, lilixa lokuba abasebenzi kwaLonmin, Amplats, Implats, Aquarius, Goldfields, Samancor nayo yonke eminye

imigodi bahlangane baxoxe baqulunqe amaqhinga okuphumelela amabango nezikhalazo zethu. Ewe, abasebenzi abebegwayimbile kwimigodi ngemigodi babeke amabango ngamabango. Ewe kakade, umgodi ngamnye wohlukile.

Kodwa xa ewonke lamabango alatha into enye: abasebenzi xa bebonke bafuna imivuzo ephilisayo, esemgangathweni. Bonke abasebenzi batheth' intwenye naleya yaseMarikana. Bonke abasebenzi bafuna iR12 500 ubuncinane. Ifuthe elishushu neli namandla labasebenzi abadlulayo kumakhulu amawaka (100,000)

abagwayimbileyo likhule laba ngumsinga onamandla ovakalayo, nokhuthazayo. Lo msinga uvule ithuba lokuba abasebenzi basondele ekuguquleni ngokupheleleyo iimeko zabo zokusebenza nezokuphila. Yinto engafane yenzeke le. Into edla ngokwenzeka kukubana abasebenzi bazigwayimbele nje kulo nkampani inye kube kuphelele apho. Ngokumanya bonke abasebenzi phantsi komzabalazo. Masikhumbuleni ukubana abasebenzi baseMarikana benze njalo nabo ukuze boyise ngokufumana umyinge we-22%.

Ukuze abasebenzi baphumelele, kufuneka besebenzisene bakhe umanyano oluqilima. Masixoxeni ukubana singabasebenzi basemigodini nakwezinye iindawo zengqesho singaliphumelela njani na idabi lokufumana imivuzo ebhadlileyo neemeko zokuphila ezisemgangathweni zabasebenzi xa bebonke!

Abasebenzi mabamanyane balungiselele umngcelele omkhulu oya ngqo ePitoli. Ngolu hlobo sakubonisa ukuba simanyene yaye sizimisele ukuzabalaza de siphumelele. Abasebenzi mabaxoxe ukuba banga njani na ukumanya oodade nabanakwabo nabantwana babo abangabahlali ezi lokishini ukuze nabo baphume baxhase lemizabalazo yabasebenzi.

Inkumbula yabantu abangaqeshwanga iphose ithemba kwababasebenzi bagwayimbayo yaye iyalixhasa ibango lemivuzo esemgangathweni. Bayazi ukubana ngaba basebenzi abaxhasa iintsapho zabo ezingasebenziyo. Nabo abo bangaqeshwanga abamanga - sele beqalile ukwakha imibutho yabo yokuzabalaza, ezabalazela inkxaso-mali yokuziphilisa

ejoliswe kwabo bangaphangeliyo. Abantu abangasebenziyo kwiilokishi neelali zethu bayasokola: abanamisebenzi, abanazindlu, abanamanzi, abanambane, nezinye nje izinto ezibalulekileyo ukuze umntu aphile ngondiliseko. Imizabalazo yabo isekwayimizabalazo yethu. Imizabalazo yethu njengabasebenzi isekwayimizabalazo yabo nayo. Nabo aba bangaphangeliyo mabamenywe babekhona kule mbizo kazwelonke yabasebenzi. Imibutho yabo bangasebenziyo nabo mabaxoxe ukubana banganagalelo lithini na ukuphumelela imivuzo nenkxaso-mali esinokukwazi ukuziphilisa ngayo.

Ikomiti zabasebenzi ebezikhokele ugwayimbo maziqhubeke zikhokele imizabalazo yokuphucula imivuzo yabasebenzi neemeko zokuphila ezisemgangathweni. Elona nyathelo lilandelayo libalulekileyo iyakuba kukubana ezi komiti zabasebenzi zibize isibhadlalala sembizo enkulukazi kazwelonke eyakuthi izinyaswe ngabameli beekomiti zabasebenzi, kwakunye nabanye abasebenzi abazimisele ukuzabalaza, kwimigodi nakwezinye iindawo zengqesho. Abameli beendawo ezingqongwe imigodi nabo mabamenywe babekho kule mbizo.

Okona kubalulekileyo, kukubana sisonke sakheni siyile amaqhinga okoyisa oongxowankulu. Masisebenziseni le mbizo kazwelonke ukuze ibe sisibhadlalala esilawulwa ngabasebenzi ngokwabo esiqinisa imizabalazo yethu, de soyise.

Yeyele!



Mineworkers Indaba is urgent

The strikes in the platinum, gold and other mines have come to a point where workers need to UNITE and come together like never before. The bosses have the Chamber of Mines. The bosses are meeting all the time to discuss how to defeat the strike. The bosses sit with representatives of the government to look at the best ways to defeat the workers. It is now time that workers from Lonmin, Amplats, Implats, Aquarius, Goldfields, Samancor and all the mines where workers are fighting for a living wage must sit and discuss strategies to win our demands. Workers are struggling at different mines, in different parts of the country, and are raising different demands because each place is unique.

But all these workers are demanding a living wage. All th[ese] workers are talking the language of Marikana. All these workers are demanding a minimum of R12 500. The fact that more than 100 000 workers are on strike at the same time has made the strike powerful. It has created a real chance to change the conditions of mineworkers. This situation does not happen so often. Normally workers at one mine go on strike by themselves. By uniting all workers in struggle the mineworkers can win. Remember Marikana workers won 22%.

To win workers must co-ordinate and create unity in their action. We must discuss how we as mineworkers at all mines and all workplaces can win a living wage and living conditions for ALL.

Workers must come together to plan a big march to Pretoria to show to all workers their power and determination to win. Workers must discuss how they can unite their brothers and sisters in the community in support of their demands.

Many unemployed workers are looking to the mineworkers and supporting their struggle for a living wage. They know every mineworker supports many family members who do not have a job. Some of the unemployed have formed their own organisations to fight for a living income. They should be invited to send representatives to the mineworkers Indaba. Many poor people in our communities are struggling for jobs, decent houses, water, flush toilets, affordable electricity and many other basic things. Their struggle is our struggle. Our struggle is their struggle.

The workers committees must lead the struggle for a living wage and for decent living conditions. A big step forward in this struggle would be if the committee would call a big indaba of representatives of all workers, of workers wishing to be part of the struggle for a living wage at

all mines. Representatives of the mining communities struggling for decent services should be invited to be in solidarity. Representative of the unemployed should join in discussions on how we can win a living wage and income for all.

But most importantly we must discuss our strategies and tactics to defeat the bosses. For this we need a mineworkers

assembly, called by the worker committees, led by the committees and controlled by the committees.

An Injury to one is an injury to all!

