

Mzwandile Radebe

Facilitator: This is an interview with Mzwandile Radebe, we are in Kwa-Thema the date is 12 September 2012, interview is done by Brown Maaba. Mfowethu please give me a background as to how did you end up in up at Atlas Copco.

Respondent: Thanks for the opportunity. I started working for the company when it was called Fogesta first and then Interloc in 1995. In 1996 there was a name change from Interlock until 2000 and then it was changed again to Atlas Copco Cikoroc. It's a manufacturing company which manufactures mining products, drilling bits, rods, mostly for local and international markets. So when I started there, I was an ordinary worker, machine operator, assisting as a temp then for about three months, I was on probation. Then an opportunity came, I was appointed full time.

When I was there I got involved with labour activities, I was subsequently elected as shop steward in 1997 for three years.

Facilitator: Who introduced you into unions and so forth, you were new you had just started working and suddenly ..?

Respondent: I used to attend the general meetings held by workers, I engaged with them about issues discussed there, the co-workers saw something in me and elected me to represent them. That is how I was voted in.

Facilitator: What exactly did they see in you which they couldn't see in other people?

Respondent: You take instructions from the supervisor, he tells you from day 1 that for eight hours you're going to work like this and that and during that time you see something wrong, a supervisor offends you, which mostly it was white people who would tell you do this, do that. If you refuse to do something there's conflict. So in most cases I stood for my rights and challenged the white people. Some would try to discipline you by taking you to a disciplinary hearing, other shop stewards tell you that this is the way things are done in the company. So I learnt the processes and understood them, and made it my business to understand the labour laws. I then started to raise my voice, I stood for myself and other people.

Facilitator: So you joined NUMSA?

Respondent: Yes

Facilitator: Was it the only union there?

Respondent: Yes fortunately it was the only union.

Facilitator: Where is the company based, in Springs?

Respondent: Yes here in Nuffield and there are many companies around it, the other companies are also NUMSA affiliated. Most probably here in Springs it's NUMSA for the metal industries.

Facilitator: Are white employees unionised?

Respondent: NUMSA is for blacks mostly, at first the whites had Yster en Staal, but you know they are in the minority, so if you go on strike or legal industrial action they did not concur with us, they did their own things.

Facilitator: So there's no conflicts between the two unions?

Respondent: Not really

Facilitator: Then in 1997 you became a shop steward, what were the burning shop steward issues there in workplace?

Respondent: The working relationship, workers benefits, I would say workers benefits were taken away by management

Facilitator: Really, things like what?

Respondent: For instance, the funeral scheme, management and workers used to pay 50% each, workers started paying 100% for funeral scheme and medical aid. So those were the issues raised with management for discussion. I recall sometime in 2000, we were supposed to go to a Bosberaad with management, we are worker controlled, therefore we cannot just as a committee decide on our own and tell the workers that management has approached us to go to a Bosberaad in the Free State, in a resort to discuss company issues without their mandate. We went back to the workers and reported to them. Some agreed that we should go, 40/60%, 60 percent said we can engage with management at the Bosberaad, others felt that we were betraying them, they thought we were being bias. We had to prove to them that the times are changing, it is no longer like during the apartheid era when a black person was engaging with a white man the black man is selling out. It was

time for a change. In the end there was agreement that we should go to the Bosberaad to discuss the issues that were affecting the workers there and management. It was for business purposes. So we came back with good feedback, most of the issues were regained.

Facilitator: The funeral scheme and .., any other benefits?

Respondent: I would say the housing issue is still going on now because some staff members in management are subsidised by the company, we do not qualify for that because they say we have the provident fund you can take from the provident fund, the company does not want to assist us.

Facilitator: But initially it was there, the housing subsidy, they took it off as well?

Respondent: Yes.

Facilitator: So why don't you go on strike for these issues or why don't you go on strike for the housing subsidy?

Respondent: We were told that these issues are not bargained in the company, we must go to the National Bargaining Council, NEDLAC or so. So if we demand such things you we will be embarking in an illegal strike, there are proper processes which must be followed.

Facilitator: Do you guys have confidence in the National Bargaining Council?

Respondent: Not until last year when the whole national union marched to Johannesburg to demand the wage increase and some other issues, so when we made our demands to our reps, regional officers, our officials, they bargained differently to what the workers were demanding. For example let's say we were demanding 11%, sometimes they are forced to compromise. Feedback that we received was that the leadership has sold us out. We have little confidence in them, not 100%

Facilitator: What about NEDLAC, what is the position of NEDLAC from the perspective of the workers, do you think it's effective?

Respondent: It's effective because NEDLAC is strategic, when our leaders engaged in negotiations for wage increases, not all is achieved, some is achieved and some is not.

Facilitator: What was the reason for taking away the workers benefits, was it 1997?

Respondent: They said it was an in house agreement and then you see, I can say the HR office changes staff, so there is no continuity, everybody comes in with new terms. A new HR officer may feel that the company needs to save for its benefit and cut the employer's benefits. All they think about is profit for the company. It is all about cost savings, that is why we lost some of the benefits.

Facilitator: But for those benefits that were returned, were you guys happy with that or you still felt other things like housing need to be brought back or it's just like okay let's just move on?

Respondent: We are not totally happy because if these issues were discussed in a certain year and then you bring them back, the issues are closed for discussion they can no longer be discussed.

Facilitator: But was this an issue that had to be dealt with by also the mother body of NUMSA or was it just a blunt issue?

Respondent: It was a plant issue. So we decided that all discussions be in black and white because we tend to discuss issues with management and take things for granted that there's confirmation. A lot of things were discussed and not implemented because they were not put in writing, there is no agreement in place. For instance in the canteen, the food that was given to us, the company used to give it for free but the new HR felt that we should pay for the food because we are getting too much. So now in the canteen currently the company is subsidising, we buy food for R10, the full cost is R20, the company subsidises R10, we paid half. Transport also, we are working three shifts, it's a good thing that they pay for transport, we paid 50/50. It costs about R150 a week, so we are paying R75. In a way they are helping us because if we have to use public transport it becomes costly.

Facilitator: But then as a shop steward did you receive some training?

Respondent: Yes we were given leadership training, assertive training. I remember I attended a three day course, assertive training, how to deal with conflicts in the workplace, how to solve problems, problem solving skills; and anger management in the workplace. We were also given training in computer literacy. I commend them because an opportunity was given to people who had never been exposed to computer skills. They prioritised computer literacy.

Facilitator: And the company was willing to pay for the workers?

Respondent: Ja, they paid

Facilitator: Any other benefits that were added when you guys pushed for that as NUMSA?

Respondent: Except for the computer skills, safety was taken seriously. The environment was completely safe, the company was conscious about safety. We had first aiders, there are stringent rules regarding safety, they are displayed everywhere. They complied with labour laws, we had first aid people, safety representatives. They introduced skills training Matrics. At the end of the year they approached everyone and asked what their interests was, the type of training that interested you besides the training that was job related.

Facilitator: Is it a dangerous working environment?

Respondent: No it is more safety conscious

Facilitator: But were the incidents where people got injured at work and so on?

Respondent: Ja it's only those people who perhaps maybe who never got ..., or who went to induction. When you are employed they first took you through an induction course, so that they complied with the law. You attend the induction, they would take you to the training room for a week so that you understand how they operate before you go to your actual job. They would first familiarise you with the organisation. The training officers took you through the induction course. They will

tell you all the rules and regulations. After that, the Personal Protective Equipment is emphasised, the overalls, the safety sunglasses they emphasises. Therefore injuries are minor unless you yourself are negligent. Injuries normally would be small cuts.

Facilitator: What about health issues, was it the responsibility of the unions or the employers or nobody paid attention to health issues? 20:51

Respondent: I can say everyone is responsible because I can say that, I am referring to the company itself. The company is compliant in terms of health and safety, we have a doctor who comes to the workplace twice a week, we also have a nursing sister who is available everyday. In terms of health issues they introduced a system whereby they appointed a reality group. What the group does is help people with their personal problems, for instance you are suffering from something which you feel is confidential you will go and talk to this group, you can confide with them.

Facilitator: But does NUMSA encourage workers to be health conscious and so on? Today we have HIV and other diseases, TB, etc?

Respondent: Yes NUMSA is active because even the local shop stewards for all companies in Kwa-Thema is a chairperson in our company for the old Springs region. Whenever we raise safety issues he takes them to the local meeting and inform our comrades there ..., he would advise them how we are dealing with such things in our company.

Facilitator: Protective clothing, is it guaranteed?

Respondent: Yes as indicated before, that the PPE, we have safety glasses, safety shoes, overall, ear plugs .., even if you work in an environment that mostly has chemical substances, you are given these masks to use.

Facilitator: But you guys seem to be happy at the workplace, what is the point of the union?

Respondent: The point of the union is .., if you have a problem and you need to be represented in a disciplinary hearing, you have committed a misconduct you need to be represented, they cannot just dismiss you. So procedurally you have the right to be represented. They will suspend you if you have done something wrong, they will give you a date of the hearing. I can say for now the environment is healthy in the company but you know as you know people can never say they are totally satisfied. We are always grieving. There are always issues that crop up.

Facilitator: And then disciplinary cases against the workers, what kind of cases did you have to deal with as a shop steward?

Respondent: I can recall one case, one of my colleagues committed a misconduct, he was on probation in a certain position, he was operating a furnace. At first he was a CNC operator

Facilitator: What is CNC?

Respondent: He was operating a computerised numeritic machine, so he saw and opportunity, there was an advertisement. They wanted someone to fill the position. So my colleague applied for the position. He was on 8 months probation. So while on probation, on the 7th month, he made a mistake .., he forgot to do something

those were operational legalities, so the products found at the distribution centre were found not to be up to standard, not good quality for the customer to receive. It was going to cost the company millions. So the products were taken back and management investigated what happened. What they found is that the operator did not follow the instructions to the latter. So he was charged and taken for a disciplinary action. So I went there and represented him. Fortunately he was demoted and not fired but outcome could have been worse, a total dismissal but instead he was demoted.

Facilitator: So what saved him exactly from being dismissed?

Respondent: The thing is he was not the only one operating the furnace machine, they were perhaps 6 operators but changed shifts, the morning, afternoon and evening shift. So nobody noticed the huge mistake. So we argued on that basis and understood the reason that he was not alone, hence he was given the minor sentence

Facilitator: so he got a lighter sentence?

Respondent: Yes

Facilitator: But did you receive some training from NUMSA on legal issues and so on so that you could represent the workers properly?

Respondent: Yes we did attend workshops on how to handle a case if someone is being called to a disciplinary hearing. NUMSA is proactive in those things, it's one of the core issues that NUMSA is doing.

Facilitator: So any other benefits from NUMSA other than training?

Respondent: Other than training you benefit in a way that if you attend meetings you grow, you are empowered, your knowledge, understanding on industrial laws and you take it from there.

Facilitator: You mentioned the fact that labour laws have changed and they are felt at plant level?

Respondent: Ja like I'm saying, as a shop steward you must not just be a shop steward at .workshop level, you need to engage with other shop stewards, attend meetings, workshops, you will then learn how things were done in the past and learn the new ways. For instance the labour laws have changed, we now have the Employment Equity Act, the Acts have changed, the Occupational Safety and the Basic Conditions of Employment.

Facilitator: And the workers are they aware of these laws and what they mean to their lives?

Respondent: You mean locally or at company level?

Facilitator: Well at company level?

Respondent: At company level they are aware because we also emphasise that comrades this is what we fought for so we need to uphold that and then we address those issues, we do some workshops and there are even ..., you can even see them on the walls if you enter the company, it's like a visual performance you see, when

you enter a company you see that they are there on the wall, the Acts are written on the wall, the Basic Conditions, the Safety Act and the Employment Equity, they are there. But can I say something, it's like when I'm speaking of Employment Equity, it's like up there on top, it's still not, in my opinion, it's still not okay, it's still white there.

Facilitator: Why is that the case, what is happening, the union is not doing much to fight the whiteness or there are no qualified black people to take positions at senior level?

Respondent: It's like, it's both. It's ignorance because people most of the time they see that there are these positions and they want to fill them but only to find that they are not trained. So it's a weakness from the union side and the management as well, that they don't develop people in the right direction to say we have these posts and they need to be filled but before let's take some precautionary measures, let's train these individuals or this crew so that they can grow and develop and occupy those positions. So you need to uplift yourself or train yourself to be in that position. So most of the positions are occupied by whites.

Facilitator: But the company itself, are they willing to change or effect changes or the more ...?

Respondent: They are slowly effecting changes, slowly, but not as speedily as one expects them to.

Facilitator: Has the union done anything about that, NUMSA?

Respondent: No, it's a total no because I haven't seen any changes happening speedily, if one has trained himself, if he sees an opportunity he applies, go for an interview so the panel decides

Facilitator: Ja to employ or not to employ?

Respondent: Yes

Facilitator: And then salaries, have workers always been happy with salaries?

Respondent: Ja, Atlas Copco Cikoroc you see salaries it was like .., there was this structure of wages, of how people should be paid or earn their money, there was a 13 grade structure. A person who is at Grade G is the lowest and then grade 1 is okay. So it's like, a low level worker is being called a Grade G and then the higher levels are graded as professionals. So that has changed in terms of the Basic Conditions of Employment, we have introduced a union, the workers demanded that a five grade structure is the better way to go. So we fought for that with management and they saw the light and then the 13 Grade structure was phased off and the 5 Grade structure was introduced. It's like a chronology, you see you position yourself for a certain position and in order for you to be there, you need to make your way through. It's like there is no more a ceiling. If you are a grade 1 you know that in order to earn a better living I need to be at Grade 5. For example you could be earning R20 an hour at Grade 1, so in order for you to improve your quality of life, you need to be at Grade 5, at least at Grade 5 you will earn something like R60 an hour which makes a huge difference. So 5 Grade Structure was the way to go and we achieved it as a union.

Facilitator: So there's no need for strikes?

Respondent: No

Facilitator: You guys have never had strikes?

Respondent: No we did try strike for that particular issue, but management saw light and engaged with shop stewards and an agreement was reached. So the 5 Grade structure is working at Atlas Copco Cicoroc with the other companies around when I inquire around during my rounds, at a nearby company GEC, a metal industry, they are still using the old system of the 13 Grade structure which is very oppressive.

Facilitator: Is racism an issue, has it always been an issue at your workplace or it's never been an issue?

Respondent: No it has never been an issue. It once happened that a certain white team leader, I don't know what was he trying to do or say, he wrote an email to his colleague about blacks that they are behaving like bugs, the small noisy insects, but a certain guy from our side saw the email and distributed it to all staff members. This became a big issue that there is really racism here. This was tackled with management and then the guy was immediately suspended pending a disciplinary hearing. So he went to a hearing, a white guy went to a hearing for that ..., that he's raising racism issues. Fortunately for him he was given a final warning, he was never dismissed. But racism is not there. When we hold meetings ..., we share the toilets with the general manager he won't say anything, we interact with managers in a good way actually.

Facilitator: You said the company was first called Fogesta, then it became Interoc, and the it became Atlas Copco Cicoroc?

Respondent: Yes

Facilitator: Were the benefits of the workers affected as the company changed its name?

Respondent: Not because of the name change it's because of the Human Resources changing

Facilitator: Explain that to me please?

Respondent: I mean the position of an HR, Human Resources is for a short term, the HR is there for a certain period, a year or so, so when he comes there he sees that these people are benefiting like this and then he changes the whole thing, he phases some of the benefits off. And then when the workers come and demand and ask we've been getting this why are you phasing it out, he says no you are getting more, I am taking this off, I am minimising, I'm saving costs. So another HR comes he comes with his own philosophy, he says I can see you've gone this far, I am now going to apply this and that.

Facilitator: But who really runs the company, is it the HR or management?

Respondent: The general manager

Facilitator: But it seems HR has more powers than anybody else?

Respondent: No you see, he takes instructions from the general manager, it's like he must impress the bosses. So if he's done this and then his period of staying there is extended, but if he doesn't comply with that no his days are numbered

Facilitator: They get rid of him

Respondent: Yes

Facilitator: Have you ever been victimised at work as a shop steward maybe, the bosses wanting to get rid of you and so on and so on, or any other shop steward in the workplace?

Respondent: Not me in particular, a certain shop steward who was vocal. He was victimised. It's a certain guy uMusa from Kwa-Thema used to be vocal and then but .., he was not actually victimised by a direct manager of the plant but you could see where that was coming from. The team leader instructed him to do a job that he did not quality to do, so when the guy said no I cannot do it because it is not my job description, I am not supposed to do this. He was then taken to a disciplinary hearing and dismissed immediately. So I can say he was a victim of circumstances.

Facilitator: And did the union do anything about that?

Respondent: No the guy made a huge mistake, he didn't want to be represented, so he was over confident so when he got dismissed the union could not assist him.

Facilitator: So you were a shop steward for how many years?

Respondent: Three years

Facilitator: And what were you major achievements in that three years, 1997 to 2000? What were you major achievements?

Respondent: My major achievements was I've won some cases instead of people being dismissed they were given minor sentences, like the one I mentioned about the guy who cost the company so many millions, it was supposed to be an immediate dismissal, he was instead demoted. Some of the other I recall, a certain guy (interruption, phone rang) where was I? You asked me about my achievements I had as a shop steward, I said I defended some people. I was saying there was this guy who came drunk at work in the morning. So the plant manager called the shop steward of the plant, I was not a shop steward of that plant. He called that guy ..., he had apparently caught the guy sleeping. He was taking a nap on the machine. He said "hey you, you're drunk" it was a morning shift a Monday. So he told him to bring his shop steward to his office. So when the guy went to the shop steward, the shop steward refused and told him that I told you yesterday not to take too much and go to sleep early. So he refused. So the guy came to me. When he came to me and explained the story, I approached his team leader, I changed the scenario of the story. I convinced the team leader to inform the manager that this guy is having problems, he told him over the weekend, that he has some domestic issues so he's thinking deep. So when the manager caught him he was not asleep he was just thinking. So we went to the manager and when we got to his office the manager was complaining, screaming, and then I said to him this guy spoke to your team leader that he is having some issues. So he didn't want to be absent from work but he is forcing himself to be here to do the production for you. So the team leader got the report that this guy is having some issues, personal issues, so you can't just assume that this guy is drunk. I can tell you now .., his story at home is too bad and he cannot concentrate. I then asked the team leader in front of the manager, the team leader agreed and then the manager changed his mind and said sorry, don't do it again, take time off. The guy was safe. Instead he was drunk, so as a shop steward you need to manipulate some things you see.

Facilitator: Ja, find your way. So any challenges of being a shop stewards?

Respondent: The challenges are, you need not to focus on your position, you must uplift yourself, see opportunities take them, see where that gets you, break that ceiling. The challenges mostly is with management, if they see that you are a threat, most of the time they bribe you, ask you to say things to staff and they give you something behind their back. Some people sell their own people, they are later appointed to management positions – that is if you control your people, in some instances they make you a supervisor. After that you start telling staff, if you don't do this disciplinary action will be taken against you. Those are some of the challenges you must be vigilant. Me as an individual, I started on the lower level as I said in the 13 grade structure and then what I achieved is a different position, it was not given to me I worked for it, I pushed myself up to that level until I reached the ceiling. Meanwhile I was focussed on uplifting myself, they then retrenched people

Facilitator: It came which year?

Respondent: 2009

Facilitator: What were the reasons for retrenchment, how many people were retrenched?

Respondent: At first I can say, in February 2009, 40 people were retrenched from 200, 40 were given their severance packages in February and then there was the recession around June/July and then management approached us again, there were negotiations again for retrenchment. So probably in December we took the severance packages. They then reinstated us again in 2010.

Facilitator: And NUMSA couldn't do anything about the retrenchment?

Respondent: they tried to prevent it but management said if you say we must not retrench we go on a short time, meaning we work shorter days, the hours are reduced and the salary is reduced, everything is minimised. So when the shop stewards came and the organisers, the NUMSA officials came to us and told us that this is the position management is putting on the table, we are trying to avoid the retrenchments but management's response is this, they will minimise everything, so what's the option. They needed a mandate from us. So the mandate was that no give us our severance packages and go home, that was the mandate from the shop floor, from the workers. The choice was ours.

Facilitator: And then you were brought back again as a temp?

Respondent: Yes as a temp, I can say in terms of that period, management and the shop stewards they negotiated, the outcome was that if there are positions vacant the priority will be given to those retrenched – the retrenchment agreement, many things were agreed to by both parties, so even now, most of the people have squandered their severance packages but you can see that when they come back they are able to make a living, that's a good thing about it because priority is given to those that were retrenched. It's a recall period for three years.

Facilitator: And which institutions do you supply, you supply mines am I right?

Respondent: Yes, local and international

Facilitator: Only mines?

Respondent: Ja mining products

Facilitator: Now Marikana is here, what is the effect, how is this going to affect your industry?

Respondent: Ja with this Marikana as being one of the local customers we have, it's like .., we love our country so we can't just say we will be affected by this, we can say we will be affected but we must sympathise with the people there, if the people demand their living wage we can't say no. But in our company, for now management hasn't approached us and told us sad news or so, it's business as usual. There is no impact or effect currently.

Facilitator: So you're still fine?

Respondent: Yes, if there was going to be an effect management would have approached us regarding Marikana. They have not as yet.

Facilitator: Was it worth it to be a shop steward?

Respondent: Ja it was worth it, definitely because I was .., I have grown from that, I've gained some knowledge, I've gained some experience in industrial relations. When I came there I had no idea regarding the procedures of labour law, I have industrial knowledge.

Facilitator: Have you guys been affected by the labour brokering issue?

Respondent: You mean labour brokers, those consultants who use people like ..

Facilitator: Ja who bring in people and take a certain percentage from their salaries.

Respondent: Not in our vicinity, I can say in our company there is this philosophy they use, that you work k.., it's the same philosophy of the labour brokers but they don't use the labour brokers. There is this group of people who will work for a certain period and then they renew their contracts, every time they renew. They work for three months and the contracts are renewed, three months, they call them LDC's, Limited Duration Contractors, they don't have any benefits like medical aid, etc., or any other incentives like bonuses. In our company we work for targets. Management sets targets for a month, if we achieve the target we are given an incentive. So the LDC's do not benefit from that and yet they contribute to the targets and sweat on the production and at the same time their contracts are renewed constantly, we do not know for how long. It's the same strategy of the labour brokers.

Facilitator: So this has nothing to do with NUMSA? NUMSA doesn't want to get involved in that, or what is the future of these workers?

Respondent: NUMSA tried to engage the employer on the matter but management was strategic, they said we've employed people so this .., we've retrenched, we've made a recall and employed people, so the economy of the country is still running, we are sympathising with these people, we do not know where we will end up with them but at least we are giving them bread at the end of the day. So NUMSA has never challenged that vigorously.

Facilitator: In general are workers happy with NUMSA?

Respondent: Not 100% because you can hear some comments on the corridors or perhaps maybe if there's a meeting they say shop stewards .., they are unilateral if perhaps maybe there is a .., there is always this thing of taking points, shop steward management points for monthly meetings. As a shop steward, if someone is .., you're saying you're calling a meeting and then you say comrades we are here to take points for shop steward/management meeting, you should be considerate in saying that you are noted. If someone is raising a hand and then he is raising an issue, like he is saying there is this funeral policy we have and then .., can you ask management to do 1,2,3 – you yourself as a shop steward answers on behalf of the company. As a shop steward you shouldn't do that. If someone is raising a point and then you see the point is valid, you note the point and take it up with management. Shop stewards tend to dictate and answer on behalf of management. They don't take the matter up with management and give you feedback. If they see that the point is challenging them it is only then that they note it. Therefore people are not 100% confident.

Facilitator: What is the future of NUMSA in the workplace, does it have a future?

Respondent: Ja I can say it has a future because of these demands we have achieved so far. Speaking about the future, NUMSA offers bursaries for the younger generations, Mbuyiselo Ngwenda Bursary is there, a certain comrade who passed on. He was an organiser of NUMSA so our young comrades will benefit from that, it's working, there are forms that were given out and people have applied and some have benefited from that. So it's an investment in the future. Also NUMSA has introduced this .., I don't know whether it's capitalism or what but the way I see it has aligned itself with ABSA Bank for people to take housing loans. People will get into debts or they will benefit I don't know. Is it capitalism or socialism.

Facilitator: Ja it is capitalism definitely

Respondent: But the focus of NUMSA is supposed to be socialist

Facilitator: Ja, it's your union. The future of the company, does it have a future. There were retrenchments, employment, retrenchment, employment ..?

Respondent: There is a future there because since we went back, management is doing some quarterly briefings, updating us on the business focus, how are we performing, where are we, where are we going, for how long. So it's a future based company, their focus is now in the future, it's promising.

Facilitator: Any closing word, or is there anything else that you think is important?

Respondent: I thank you for this opportunity Mr Maaba and then whatever I said is for the benefit of my comrades, it's for the benefit of the country and then we love this country we need to develop it economically and then I will be happy if more people can get jobs. And then this Marikana issue currently is .., it should just speed up and be solved and we continue with our normal lives. I thank you.

Facilitator: Great, thanks man, that was wonderful

END

Collection Number: A3402

Collection Name: Labour Struggles Project, Interviews, 2009-2012

PUBLISHER:

Publisher: Historical Papers Research Archive, University of the Witwatersrand

Location: Johannesburg

©2016

LEGAL NOTICES:

Copyright Notice: All materials on the Historical Papers website are protected by South African copyright law and may not be reproduced, distributed, transmitted, displayed, or otherwise published in any format, without the prior written permission of the copyright owner.

Disclaimer and Terms of Use: Provided that you maintain all copyright and other notices contained therein, you may download material (one machine readable copy and one print copy per page) for your personal and/or educational non-commercial use only.

People using these records relating to the archives of Historical Papers, The Library, University of the Witwatersrand, Johannesburg, are reminded that such records sometimes contain material which is uncorroborated, inaccurate, distorted or untrue. While these digital records are true facsimiles of paper documents and the information contained herein is obtained from sources believed to be accurate and reliable, Historical Papers, University of the Witwatersrand has not independently verified their content. Consequently, the University is not responsible for any errors or omissions and excludes any and all liability for any errors in or omissions from the information on the website or any related information on third party websites accessible from this website.

This document forms part of a collection, held at the Historical Papers Research Archive, University of the Witwatersrand, Johannesburg, South Africa.