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MEMORANDUM OF ISCOR LIMITED FOR SUBMISSION TO THE
GOLDSTONE COMMISSION OF ENQUIRY CONCERNING THE
MASSACRE OF BOIPATONG RESIDENTS ON THE 17TH JUNE 1992

SUBMITTED BY :

MACROBERT DE VILLIERS LUNNON &
TINDALL INC
348 Standard Bank Centre
291 Church Street
PRETORIA
TEL : (012) 325 1501
FAX : (012) 325 7010
REF : G HAY/ G VAN DER
WESTHUIZEN/D7/337625

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MEMORANDUM FOR SUBMISSION TO THE
GOLDSTONE COMMISSION OF ENQUIRY CONCERNING THE
MASSACRE OF BOIPATONG RESIDENTS ON THE 17TH JUNE 1992

MEMORANDUM OF ISCOR LIMITED

INTRODUCTION

1.

Iscor Limited ["Iscor"] is the owner of Kwa-Madala Hostel. There are approximately 20 000 people employed by Iscor at the Vanderbijlpark Steel Works ("the Works"). 5 700 of these employees live in Hostels. Approximately 4 800 in Kwa-Maziza and approximately 430 in Kwa-Madala.

2.

Allegations have been made that the residents of the Kwa-Madala hostel were the source of the attack on Boipatong on 17 June 1992.

3.

It is also alleged that repeated attempts were made by various organisations to persuade the Iscor management to close down the hostel, but that these attempts have been unsuccessful. The reasons for this are set out below.

4.

In the light of these allegations and submissions, Iscor deems it necessary to assist the Commission in its investigation by submitting the following information with regard to the Kwa-Madala hostel and its residents, as well as other relevant information with regard to the attack on Boipatong that is within Iscor's knowledge.

5.

THE ALLEGATIONS AGAINST ISCOR

It is alleged that :

- 5.1 repeated attempts by various organisations since 1990 to persuade Iscor management to close the down Kwa-Madala-hostel were made, but have been unsuccessful.

See: Memorandum of Tokyo Mosime Sexwale, par. 2.4

Annexure "A" thereof, par. 2, p. 1

Annexure "B" thereof, par. 4, p. 2 and par. 8, p. 4

- 5.2 persons not employed by Iscor were resident in Kwa-Madala;

- 5.3 the Kwa-Madala hostel was used as a springboard for violent attacks on the residents of Boipatong.

See: Memorandum of Tokyo Mosime Sexwale

Annexure "C1", par. 19, p. 6

Annexure "C2", par. 16, p. 8;

- 5.4 the Boipatong massacre could have been prevented if the Iscor management had closed Kwa-Madala hostel as was requested.

See: Memorandum of Tokyo Mosime Sexwale

Annexure "B", par. 8, p. 4

6.

Before setting out Iscor's response to the abovementioned allegations against Iscor, a brief history of the Kwa-Madala hostel and its residents is appropriate.

7.

HISTORY OF KWA-MADALA HOSTEL

- 7.1 Kwa-Madala hostel was erected in 1945 near the Eastern Gate of the Vanderbijlpark works within walking distance for employees. The complex had the capacity to accommodate 1 500 employees who were mainly residents of what became the Homelands. At that time the hostel was comparable with any other hostel in the country.
- 7.2 The Kwa-Maziza hostel complex in Sebokeng was completed during November 1977 and all of the Kwa-Madala residents (consisting of various ethnic groups) were to be relocated to Kwa-Maziza. A small number remained in Kwa-Madala hostel because they were dissatisfied with food arrangements at Kwa-Maziza.
- 7.3 By 1982 all residents of Kwa-Madala had been relocated to Kwa-Maziza and Kwa-Madala was closed. All services (steam, electricity and water) were disconnected. At that time, Kwa-Madala was in a very poor condition and no further maintenance of the hostel was undertaken.

THE OCCUPANTS OF KWA-MADALA

- 7.4 Certain Zulu-speaking residents fled from Kwa-Maziza hostel because of violence that began in Sebokeng on 22 July 1990. 22 People died in unrest related incidents between members of Inkatha and the ANC after an Inkatha mass gathering in Sebokeng.
- 7.5 Iscor was repeatedly requested by Zulu-speaking workers for permission to relocate to Kwa-Madala. Permission was refused by Iscor management. The number of Zulu speaking employees who left Kwa-Maziza during that period grew daily and they apparently slept in the fields surrounding the Works and continuously moved from

one place to another. Despite the opposition from Iscor and the fact that Iscor had refused permission for Kwa-Madala Hostel to be occupied, the illegal occupation of Kwa-Madala took place during October 1990.

- 7.6 On 18 October 1990 a group of 274 Zulu-speaking residents moved into Kwa-Madala and on 29 October 1990 a further 120 Zulu speaking residents followed.
- 7.7 On 30 October 1990 a meeting took place between Iscor management and the Kwa-Madala residents represented by one Moses Mtembo, whereby Iscor's dissatisfaction regarding the illegal relocation to Kwa-Madala was conveyed to them. It was decided at that meeting that negotiations must be initiated between the residents of Kwa-Maziza and that of Kwa-Madala to ensure the safe relocation of the Kwa-Madala residents back to Kwa-Maziza.
- 7.8 A further meeting was held between the two groups on 24 November 1990 wherein the Kwa-Madala residents agreed to further negotiations with other parties.
- 7.9 A Chairman, acceptable to all parties, Mr C Theron, was appointed to preside in the settlement negotiations between Kwa-Madala and Kwa-Maziza residents. A number of meetings took place but the negotiations eventually broke down on 5 December 1991.

8.

Iscor SECURITY DEPARTMENT

- 8.1 Iscor Vanderbijlpark Works is a National Keypoint in terms of section 2 of the National Keypoint Act, 102 of 1980. In terms of section 3 of the said act, Iscor is responsible for taking all steps to the satisfaction of the relevant Minister in respect of securing of the keypoint.
- 8.2 Iscor has its own security personnel who perform certain security functions, mainly to protect the National Keypoint and the prevention of losses to Iscor's property.
- 8.3 The security functions include inter alia the patrolling of the border fences that surround the Works area. These patrols are in continuous radio contact with the

security control room and all other security checkpoints. These security checkpoints include gate control posts.

- 8.4 It must be emphasised that the security personnel do not perform policing functions, i.e. general crime investigation and attendance to complaints by members of the public.
- 8.5 The security departments do not perform gate duties at the Kwa-Madala and Kwa-Maziza hostels. That function is performed by employees of Iscor's housing department. At all relevant times three employees, under the supervision of Mr Moses Mtembo, controlled the only gate at Kwa-Madala hostel.
- 8.6 It should also be mentioned that the Vaal Commando, as a Defence Force unit, is also responsible for the protection of the National keypoint, but does not form part of the Iscor Security Department. The Vaal Commando mainly conducts its patrols in the area outside the Iscor border fences.

9.

THE ROLE OF ISCOR SECURITY PERSONNEL DURING THE EVENTS OF 17 JUNE 1992

- 9.1 During the evening of 17 June 1992 nine Iscor security personnel were on shift at the Works. Mr F J Nel, a Senior Control Officer, was in charge of the shift and reported at 17h15.
- 9.2 At 20h10 Mr Nel left the south gate by vehicle patrolling the outside boundary fence. The border patrol included two separate parts i.e. the western as well as the eastern boundary. During his patrol he passed the Kwa-Madala hostel. He did not encounter anything suspicious and concluded his patrol at 20h20.
- 9.3 It must be noted that because of the tremendous noise resulting from the continued steel-making processes at the Works, no suspicious noises like gunfire from Boipatong were heard by Mr Nel.
- 22:55
9.4 At 22h55 Mrs Oosthuizen, a control room security officer, received a telephonic report from Mr S De Bruto who was on duty at the north-eastern gate that a radio

report was received by him from a Mr J Malatsi, who was on duty at north gate, that a group of plus minus 800 persons were moving in the direction of the east gate.

- 9.5 Mr Nel immediately proceeded to the east gate and patrolled along the eastern boundary. Nothing suspicious was found there and he proceeded to Kwa-Madala hostel's main gate where he found Iscor security officers Steyn and Schneider together with Mr Moses Mtembo. Mr Mtembo is the supervisor at the hostel and also acts as the spokesman of the residents. He was asked whether all the residents were present whereupon he replied affirmatively
- 9.6 Mr Nel together with security officer Makubung in one vehicle and Messrs Steyn and Schneider in their vehicle, proceeded to the nursery situated at Unipark Motors. There they met two Defence Force vehicle patrols. At 23h07 they proceeded into the veld at the eastern side of the hostel and at 23h10 stopped at a certain water valve structure. They kept observation from there but saw nothing suspicious. The Defence Force members started with foot patrols in that area.
- 9.7 At 23h40 Mr Nel observed a vehicle on the tar road leading from the nursery to the east gate. He immediately investigated and established that the vehicle was used by Iscor workers that reported for work.
- 9.8 Mr Nel was informed by radio that a man was apprehended by security personnel in the vicinity of the eastern boundary fence. He arrived there at 23h50 where he established that the person was M S Luvomo, an Iscor worker with employee no. 8137441. He gave certain explanations for his presence to Mr Nel which were noted by Mr Nel in his pocket book as follows :
- "9.8.1 Kruip weg aangsien hy in Kwa-Madala bly en mense baklei.
- 9.8.2 Hy deel van groep mense was waarvan die res in die veld is."
- 9.9 Mr Nel instructed the security personnel to continue patrolling the border fences. They investigated the fence to establish whether a group of persons went over the fence, but no trace of footprints or any other evidence could be found of persons in that vicinity as one would have expected had a large group followed that route.

- 9.10 In the meantime a unit of the municipal fire brigade which was equipped with spotlights, was summoned to the scene where foot patrols were in progress. The unit arrived at the scene at the eastern border fence at 00h25.
- 9.11 The spotlight was directed at an area covered with reeds at the left side of the border fence. A person was spotted but disappeared in the reeds and could not be found, despite efforts, again.
- 9.12 At 00h40 Mr Nel met a Defence Force patrol at the east gate and took them to the eastern boundary fence where the person had disappeared in the reeds. Certain members of the security personnel crossed the border fence to investigate. When they returned at 01h00, Major Jordaan of the Defence Force fired two teargas grenades in the direction of where the person had disappeared between the reeds.
- 9.13 At 01h30 Mr Nel went to his office and stayed there until 05h15 when the shift ended. No further incidents were reported to him in this period.
- 9.14 It should be noted the Iscor Security Personnel were not informed by either the South African Police nor the Defence Force of the attack on the Boipatong residents during their shift. They were in fact not aware-nor informed of the incidents at Boipatong, neither were they aware or suspected that Kwa-Madala residents might have been involved in the attack on Boipatong residents during the night of 17 June 1992.
- 9.15 It is submitted, in the light of the aforesaid, that -
- 9.15.1 Iscor security personnel were not aware of the attack on Boipatong during the night of 17 June 1992;
- 9.15.2 incidents that were reported and observed by Iscor security were expeditiously and effectively investigated.
- Ischor management only learnt of the relevant incident at Boipatong during the course of the morning of 18 June 1992.

10.

ISCOR'S DECISION NOT TO CLOSE DOWN KWA-MADALA HOSTEL

10.1 On 11 December 1990 Iscor Vanderbijlpark Management held a meeting with representatives of the Vaal Council of Churches. The representatives demanded the closure of Kwa-Madala hostel during the meeting. Iscor answered as follows by letter dated 12 December 1990:

"With reference to our conversation of 11 December 1990 regarding the conflict situation in the Vaal Triangle and with specific reference to Iscor employees living in the Kwa-Madala complex, the Management of Iscor, Vanderbijlpark would like to state their position as follows:

We fully share your concern regarding the present situation and alleged escalation of violence. Iscor has done and is doing everything possible to ensure the safety and stability of its workforce.

Our ultimate objection is to have all our employees living together harmoniously in Kwa-Maziza. The reason why we allowed some of our employees to move to Kwa-Madala is that they felt their lives threatened in Kwa-Maziza and to force them to return against their will, has the potential of creating further tension and conflict at this stage.

Extensive negotiations between the leaders of residents of Kwa-Madala and Kwa-Maziza and Management to ensure the return of the residents to Kwa-Maziza have been underway for several weeks and considerable progress has been made. The continuation of the negotiations are scheduled for early January 1991.

There is an understanding between the residents of Kwa-Madala and Management that only Iscor employees may live in the hostel and several inspections by our security department have been carried out to ensure compliance with this agreement. The latest inspection was during the evening of 11 December 1990".

- 10.2 A further meeting with representatives of the Vaal Council of Churches regarding the alleged involvement of Kwa-Madala residents with crimes was held on 24 September 1991 on request of the Council. A copy of the aide-memoire of the meeting is attached hereto as annexure "1". The following extracts of the minute are significant:

"Mr Carstens made a plea for the mistrust and blame fixing between Iscor and the V.C.C. to stop and that positive joint solutions be sought instead. On the national level a peace agreement has been signed and in the spirit thereof we should try to work together. Iscor have tried to reconcile the two factions in its workforce at numerous occasions but could not succeed. Maybe the church is in a better position to get the Zulus back to Kwa-Maziza.

Reverend Tsotetsi agreed with the sentiments expressed and made a recommendation for the establishment of a joint monitoring Commission for Kwa-Madala.

Mr Eksteen undertook to convey the recommendation to top Management and to reply within two weeks".

A letter from the Council, dated 4 October 1991, was sent to the Works Manager in response to the meeting, and the following extract thereof conveys the goodwill between the parties:

"We appreciate the manner in which we jointly conducted the discussions as well as the sound undertakings taken thereto. The deliberations gave us courage and confidence of looking forward to the future and the day when all working for goodwill be one with no thought to their separation as white and blacks, or other distinctions".

Iscor's reaction on the meeting on 24 September 1991 was addressed to the Council by letter dated 8 October 1991 and included the following statement:

"Regarding your proposal of a joint monitoring Commission, Iscor Management have no objection in principle providing that agreement be reached on the structure and terms of reference of the Commission by

all parties concerned. From our side, we suggest that representatives of both Kwa-Madala and Kwa-Maziza hostels be included and that the terms of reference of the Commission should cover both hostels. We furthermore suggest that the proposed Commission in some way be linked to the National peace accord".

- 10.3 It is Iscor's submission that it is evident that Iscor over a period attempted to negotiate with all interested parties to overcome the Kwa-Madala problem. It was at all times Iscor's intention to close down the hostel and to relocate the Kwa-Madala residents. Iscor, however, had an obligation towards the hostel residents, as towards all its employees, to treat them as humanely and fairly as possible. There was also an obligation towards the community at large not to over-react and thereby to create greater instability and conflict in the area. Because of serious conflict between the opposing parties, Iscor's endeavours to solve the Kwa-Madala issue through negotiations, failed.

11.

NON-ISCOR EMPLOYEES AT KWA-MADALA HOSTEL

- 11.1 There was an understanding between the residents of Kwa-Madala and Iscor that only Iscor employees would live in the Kwa-Madala hostel.
- 11.2 It is, however, no secret that some displaced Zulu nationals followed Iscor Zulu speaking employees to Kwa-Madala hostel. This was taken up in a special meeting on 25 January 1991 with the Kwa-Zulu representative. It has been established that approximately 430 employees of Iscor and approximately 100 non-employees were resident in Kwa-Madala at the relevant time.
- 11.3 A letter dated 4 February 1991 in this regard was received from the Kwa-Zulu representative wherein time was asked to place the matter on an agenda for discussions with the ANC. A copy of the said letter is attached hereto as annexure "2".

- 11.4 On 20 February 1991 the Kwa-Zulu representative was informed by letter that Iscor had no option than to evict all non-employees from Kwa-Madala. A copy of the letter is attached hereto as annexure "3".
- 11.5 In the policy statement made by Iscor of 1 August 1991, on the Kwa-Madala issue [annexure "4"] the following was said:

"The same procedures regarding visitors are followed at both Kwa-Maziza and Kwa-Madala. During two recent raids by the SAP, no evidence was found of illegal occupants. All the occupants of Kwa-Madala are Iscor employees. All visitors found during the raid were properly signed in by the Iscor employee/Kwa-Madala occupant".

12.

VIOLENT ATTACKS FROM KWA-MADALA

- 12.1 In a letter dated 15 August 1991 the Women's Ministries, Vaal Council of Churches alleged that, inter alia, Kwa-Madala was used as a springboard for terrorist attacks on the residents of Boipatong.
- 12.2 Iscor's reply to the allegations is contained in a letter dated 19 August 1991, annexure "5", where reference is made to the policy statement on the Kwa-Madala hostel issue. A copy of the policy statement is attached hereto as annexure "4". With regard to reports as to "the housing of Inkatha Warlords, Vigilantes and Criminals in Iscor's Kwa-Madala hostel where violence is planned and executed and from where members of the ANC are attacked" the policy document responds as follows:

"All the allegations have been thoroughly investigated by Iscor and no evidence could be found to convince Management that the Kwa-Madala hostel should be managed differently to that of Iscor's other hostel, Kwa-Maziza".

"In the light of the above and the fact that other preventative steps have been taken, such as buses carrying employees to and from work are escorted by members of the Security Forces. Iscor is convinced that the

request to inter alia, demolish Kwa-Madala and force these employees to return to Kwa-Maziza against their will, cannot be considered".

- 12.3 It must be mentioned that Kwa-Madala was raided from time to time by the S A Police and Iscor Security.
- 12.3.1 On 14 January 1991 four suspects were arrested in Kwa-Madala by the S A Police.
- 12.3.2 On 5 February 1991 Iscor Security raided the hostel and found traditional weapons, which were seized.
- 12.3.3 On 4 July 1991 an arms-cache was found and several suspects arrested.
- 12.3.4 Iscor is not aware of any prosecutions resulting from any raids.
- 12.4 It is submitted that Iscor could not, in the light of the serious conflict between the occupants of Kwa-Maziza and Kwa-Madala have demolished Kwa-Madala and forced those residents to return in safety to Kwa-Maziza.

13.

THE PREVENTION OF THE BOIPATONG MASSACRE HAD ISCOR CLOSED KWA-MADALA

- 13.1 It is clear from the evidence before the Commission that violence in the Vaal Triangle area involves much more than the Kwa-Madala issue. It involves mainly political conflict between the ANC and Inkatha supporters and between Zulu and Xhosa people.
- 13.2 Politically inspired killings are taking place throughout the Vaal Triangle and more specifically also in Kwa-Maziza. With regard to the violence in Kwa-Maziza a meeting between Iscor Vanderbijlpark Management and a group of Kwa-Maziza residents was held on 11 June 1992 to discuss Iscor's concern about the violence in that hostel. A copy of the minutes of the meeting is attached hereto as annexure "6".

- 13.3 The mere closure of Kwa-Madala would therefore not have stopped politically inspired killings and neither will the demolition of Kwa-Madala achieve this. This aspect was debated in a meeting on 2 July 1992 between Iscor Vanderbijlpark Management and representatives from the National Union of Metal Workers [NUMSA]. Mr L More on behalf of NUMSA conceded that the demolition of Kwa-Madala hostel would not stop the killings. A copy of the minutes of the meeting is attached hereto as **annexure "7"**.
- 13.4 It is finally also submitted that the demolition of Kwa-Madala and moving of the residents to a new venue would not have solved the strife between the opposing groups, it would have involved the mere transfer of the Kwa-Madala problem to somewhere else.

14.

THE FUTURE OF KWA-MADALA HOSTEL

After negotiations with all interested parties following the massacre an agreement between Iscor and all interested parties was reached with the following terms:

- 14.1 The Division of Kwa-Madala in two sections.
- 14.2 The eastern section to be vacated and the western section to be used as accommodation for an interim measure.
- 14.3 Access to this section of Kwa-Madala will only be through the east gate security point.
- 14.4 A corridor from the security point into Kwa-Madala has been constructed.
- 14.5 All entrances and openings on the North side facing the road have been closed.
- 14.6 Barbed wire has been fitted on all gutters to prevent anyone from climbing in and out of the hostels.

-
- 14.7 A 2,4 meter steel wall to divide Kwa-Madala has been constructed. The barbed wire on top has been completed.
- 14.8 The reintegration of Iscor workers into Kwa-Maziza as part of the healing process has been agreed upon. The parties involved will be residents of Kwa-Maziza, the residents of Kwa-Madala, NUMSA-COSATU and Iscor management. This committee will involve its own frame of reference. The target date for the reintegration is 21 September 1992. Iscor will consult with the committee on the feature of the hostel complex.
- 14.9 After the final evacuation of the complex it will no longer be used for accommodation purposes.

15.

ISCOR GROUP HOUSING POLICY

- 15.1 The future accommodation of Iscor employees is being approached through a corporate strategy which has been approved by management.
- 15.2 This strategy entails a movement from the traditional rental scheme and hostel accommodation to home ownership.
- 15.3 Hostels in their present form will, where possible, be converted into family units. This process has already commenced at Kwa-Maziza.
- 15.4 Rental houses will be sold to employees. The Home Ownership Scheme has been streamlined for this purpose by making a housing subsidy an integral part of the employees' salary packages.
- 15.5 The corporate strategy, however, has obstacles such as the financial risks in the low-cost market which limit the availability of funds. The present violence and threatened boycotts of bond repayments has an adverse effect on the availability of bond finance to employees.

- 15.6 This strategy will have to be implemented after further consultation with the various centres having regard for the needs of Iscor workers.

- 15.7 The potential success of the strategy is seen in the long term rather than in the short term. Successful implementation will require political stability in a non-violent society.

AIDE MEMOIRE OF MEETING HELD BETWEEN ISCOR MANAGEMENT AND THE
VAAL COUNCIL OF CHURCHES ON 1991-09-24 AT 11H00 IN ROOM G48
MAIN BUILDING

PRESENT:

Messrs	L Eksteen (Chairman)	-	Iscor
	L Carstens	-	Iscor
Mrs	H Trollip	-	Iscor
Messrs	S Tsotetsi	-	Vaal Council of Churches
	D Morobi	-	"
	P Mooran	-	"
	I Kolokoto	-	"
Mrs	S Lehlekiso	-	"
	H Shange	-	"
	J Bohloko	-	"
	B Sekla	-	"
Mr	I Khalema	-	Vaal Weekblad

WELCOME

The Chairman welcomed all present and outlined the purpose of the meeting i.e. to discuss the alledged involvement of KwaMadala residents in violence in Boipatong.

DISCUSSION

Rev. Kolokoto refered to the previous meeting with Iscor Management during December 1990 and the undertaking given by Messrs Basson and Delport that KwaMadala will be closed if any resident is proven guilty of violence. A number of accused persons stated in court that they reside in KwaMadala although they do not work for Iscor. The question is why did Iscor not close KwaMadala?

Mr Eksteen answered that Iscor have no knowledge of any KwaMadala resident who was proven guilty in court and even if there were, Iscor will not punish all the other innocent residents by putting them out on the street. They are Iscor employees and Management must care for them.

Rev. Tsotetsi asked the chairman if he can give a categorical assurance that there are no non-Iscorians residing in KwaMadala.

Mr Carstens then explained in detail how the system of visitors and gate control operate at both KwaMasiza and KwaMadala. He also explained Iscor's views on crime in the hostels and the role of the police. KwaMadala is not a jail and Iscor do not intervere in the after-hour activities of its workers. On the other hand Iscor also have a responsibility towards the communities within which it operate and sincerely wants to contribute towards promoting peace in the region. For that reason Iscor reject the V.C.C. allegation that it is insensitive towards the KwaMadala issue.

Mr Carstens made a plea for the mistrust and blame fixing between Iscor and the V.C.C. to stop and that positive joint solutions be sought in stead. On the national level a peace agreement have been signed and in the spirit thereof we should try to work together. Iscor have tried to reconcile the two factions in its workforce at numerous occations but could not succeed. Maybe the church is in a better position to get the Zulus back to KwaMasiza.

Rev. Tsotetsi agreed with the sentiments expressed and made a recommendation for the establishment of a joint monitoring commission for KwaMadala.

Mr Eksteen undertook to convey the recommendation to Top Management and to reply within two weeks.

The meeting was closed by prayer.



CHAIRMAN



KWAZULU GOVERNMENT SERVICE

KWAZULU-REGERINGSDIENS

Ikheli Locingo:
Telegraphic Address:
Telegrafiese Adres:

Inkomba:
Ref. No.: 3/7/5
Verw. No.:

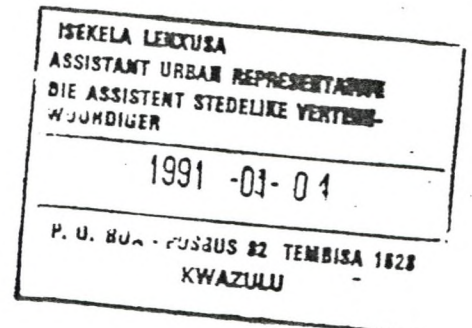
Ucingo: (011) 825-5260/1
Tel. No.:

IHOVISI LIKA
OFFICE OF THE
KANTOOR VAN DIE

Assistant Representative
147 President Towers
President Street
GERMISTON 1401

1991 February 04

Mr H. Viljoen
Personnel Manager
ISCOR



Sir

PROBLEM OF NON-ISCOR EMPLOYEES AT MADALA HOSTEL

Following the special meeting arranged by Messrs Carstons and Bason of ISCOR on Friday 25 January 1991 and the KwaZulu Representative, we wish to make the following observations.

1. It is unfortunate that seven months after violence erupted in Sebokeng, all parties involved are unable to resolve their differences.

An initial conciliatory meeting with ANC affiliates, chaired by Major General Erasmus was held on 15 August 1990, and deferred to a later date.

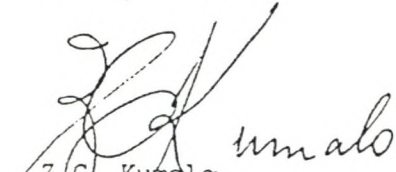
A subsequent meeting scheduled for 16 November 1990, the ANC affiliates did not attend.

2. It is regretted also that ISCOR¹⁵ now implicated by the presence of some of our KwaZulu Nationals who followed their colleagues to Madala Hostel, and in that way raising objections from the opposing groups.

The problem of these displaced KwaZulu Nationals encompasses all of us. We, therefore, plead with the Management to give us time to place this matter on the Agenda for discussion at the envisaged meeting of the African National Congress and the Inkatha Freedom Party on 29 January 1991.

We thank ISCOR for their kind understanding and cooperation in this matter.

Sincerely yours


Z.C. Kumalo
KwaZulu Representative



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ISCOR LTD
YSKOR BPK
VANDERBIJLPARK

2 VANDERBIJLPARK 1900

(016) 880-9111

7-48316

FAX / FAKS (016) 880-

TELEGRAMS ISCOR / TELEGRAMME YSKOR

MRS ZC KHUMALO
KWAZULU REPRESENTATIVE
PO BOX 82
TEMBISA
1628

OUR REF
ONS VERW

YOUR REF
U VERW

1991-02-20

Madame

I hereby acknowledge receipt of your letter dated 1991-02-05.

We are very pleased to learn of your successful meeting with the ANC held in Durban on 1991-01-29 and trust that positive results will soon be a reality, also in the Vaal Triangle.

As you are surely aware, Iscor was drawn deeply into the court case concerning the latest Sebokeng massacre due to the fact that some of the accused were arrested in our Kwamadala Hostel.

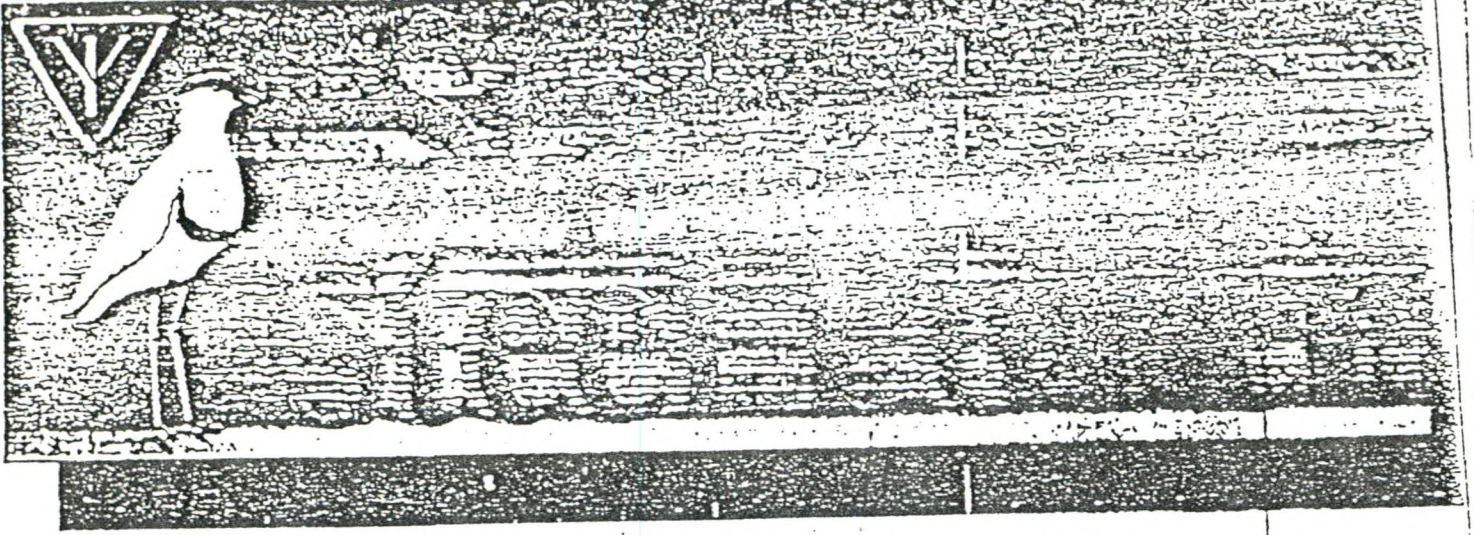
In the light of the very negative publicity and our real predicament, we have no other option than to evict all non-employees from Kwamadala.

We trust that you will have appreciation for our position and look forward to continuous good relations with your government.

Yours faithfully


J.L. VILJOEN
WORKS PERSONNEL MANAGER

DATUM/DATE : 1991-08-01 NO 18 / PP 10117 TEL : 22007/22005



KWAMADALA - ISCOR POLICY

Recent press reports regarding "The housing of Inkatha war lords, vigilantes and criminals in Iscor's Kwamadala hostel where violence is planned and executed and from where members of the ANC are attacked", refers.

Iscor's management strongly denies these allegations and points out that:

* All the allegations have been thoroughly investigated by Iscor and no evidence could be found to convince management that the Kwamadala hostel should be managed differently to that of Iscor's other hostel, Kwamasiza.

* Iscor even agreed to investigate the allegations with the interested parties and a mediator, but at their request the investigation was called off as it was felt that the differences between the inhabitants of the two hostels should be resolved by the two groups themselves.

* The same procedures regarding visitors are followed for both Kwamasiza and Kwamadala. During two

recent raids by the SAP, no evidence was found of illegal occupants. All the occupants of Kwamadala are Iscor employees. The visitors found during the raids were all properly signed in by the Iscor employee/Kwamadala occupant.

In the light of the above and the fact that other preventative steps have been taken, such as buses carrying employees to and from work are escorted by members of the security forces. Iscor is convinced that the request to inter alia, demolish Kwamadala and force those employees to return to Kwamasiza against their will, can not be considered.

It is Iscor's objective to treat all employees objectively and on an equal basis and the company will continue to do everything possible to ensure the safety and wellbeing of all its employees.

Iscor's standing invitation to all interested parties to bring specific instances of misconduct to its attention, still stands, and as in the past, will receive serious attention and corrective action will be taken where necessary.



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WOMAN'S MINISTRIES
VAAL COUNCIL OF CHURCHES
PO BOX 3630
VEREENIGING
1930

OUR REF
ONS VERW

YOUR REF
U VERW

1991-08-19

Mesdames

THE HARBOURING OF ENEMIES OF PEACE AND LIFE AT KWAMADALA

Your letter delivered by hand on 1991-08-15, refers.

IsCOR Management strongly denies your allegations that we are insensitive to the Kwamadala issue.

I am informed that you are already in possession of the policy statement on Kwamadala made by us on 91-08-01. From your letter however it appears that you do not accept our bona fides in this regard, or are still not clear as to our real position.

In the light of the above assumptions, I propose a meeting to exchange further information and clarify our respective positions. We await your reply as to your acceptance of our proposal and a suitable date.

I attach an official copy of our policy statement on Kwamadala issued on 91-08-01 and wish to assure you of our sincere intentions to contribute towards bringing peace to our region.

Yours faithfully

GM HOFFMANN
GENERAL WORKS MANAGER

Direktore: Dr. M.T. de Waal (Voorsitter); W. van Wyk (Besturende Direkteur); P.A. Olivier (Adjunk-Besturende Direkteur); W.A.M. Clewlow; C.T. Fenton;
J.M. Kahn; D.L. Keys; G.P. Morum; J.L. van den Berg; Dr. C.J. van Wyk

Directors: Dr. M.T. de Waal (Chairman); W. van Wyk (Managing Director); P.A. Olivier (Deputy Managing Director); W.A.M. Clewlow; C.T. Fenton;
J.M. Kahn; D.L. Keys; G.P. Morum; J.L. van den Berg; Dr. C.J. van Wyk

MINUTES OF A MEETING BETWEEN ISCOR AND A GROUP OF KWAMASIZA RESIDENTS HELD AT 15H00 ON 1992-06-11 IN THE OUDITORIUM

1. WELCOME

The Chairman welcomed all and said he wish the meeting will be fruitfull. Mr Mc Donald opened with a prayer.

2. The inmates of Kwamasiza wanted to know why they were called at the meeting. The Chairman informed them that Management is very concern about the violence at Kwamasiza and asked of there is any suggestions from their side to solve the problem.

The Residents said they are astonished that Management wants to negotiate with them now, because in the past Management requested a constitution before any negotiation. The Chairman said again that Management is very concern about the violence and that is the reason why they were called at the meeting.

The Residents said it seems if Management accused them of the violence to which the Chairman responded that Management does not want to pin point anyone, they just want to solve the problem.

The Residents also wanted to know by which name did Management called them at the meeting. The Chairman said the "Kwamasiza Inmates".

The Meeting suggested that the Top 20 and Numsa Shop Stewards come together to try and solve the problem. They also stated that Numsa Shop Stewards always have threats about violence.

The Meeting stated that a Policeman was shot at the gate of a flat and that there was no report handed in. They were also attact while there were Soldiers present. They fear for their lives in town (outside the works) one of them was threatened.

The Meeting said that they have nothing to do with the violence; they started with peace and will end with peace. They also stated that Mr Steenkamp know about what is going on in Kwamasiza and knows exactly who cause the violence.

MINUTES OF A SPECIAL MEETING HELD BETWEEN ISCOR VANDERBIJLPARK MANAGEMENT AND REPRESENTATIVES FROM NUMSA AT EMFULENI COUNTRY CLUB ON 1992-07-02 - 12:20

24

ISCORPRESENT

Mr : JL Viljoen (Chairman)
 CG Theron
 JJ Peters
 P Lewis
 AC Fokker
 P Brits

NUMSAPRESENT

Mr : L More
 M Chaster
 S Kharoli
 I Mceie
 P Masenya
 J Mokoko
 J Ndebele
 S Matlou
 P Mafunda
 Z Nonjali

After a request from Mr L More it was agreed by all the parties present that the Numsa delegation can have a discussion with Iscor Management without the representatives of Kwa Masiza and Kwamadala.

Mr L More :

- Was of the opinion that the meeting was arranged to be between just Iscor and Numsa.
- Suggest that a committee with representatives from Iscor and the local community be formed to look into the various options to utilize Kwamadala i.e. family units or small business.

Mr Viljoen :

- Stressed the fact that a fax was sent to Mr Woodington on 92-07-01 with no reply.
- The contents of the fax was read to the delegation.
- The decision was already taken that Kwamadala will be closed.
- This meeting is to determine the procedure and time frame for the transfer of the residents of Kwamadala to Kwa Masiza and to find mutual ground or interim arrangements to integrate them in to Kwa Masiza.

Mr L More :

- Numsa share this sentiment - However temporary accomodation i.e. the Holiday Inn, empty houses in Vanderbijlpark and contract hostels in Sebokeng must be considered.
- Stress the fact that the people will not go back to work untill Kwamadala is closed down.
- Those residents of Kwamadala who are not quilty can go back peacefully to Kwa Masiza.
- It will be easy for Iscor to take the Zulu's to another venue (safe place) in order for the people to go back to work and restore normality.

Mr Viljoen :

- The Zulu's were prepared to move out of Kwamadala last Friday and to fend for themselves.

Mr L More :

- Mr van Wyk said that the 397 Iscor workers must be placed in a safe place and that emotions must not rule the mind.
- Thousands gather daily at Boipatong to discuss and look at Kwamadala.

Mr Viljoen :

- Wants to involve the Zulu's in the discussion in order to get their consent.

Mr L More :

- The Holiday Inn is a safe venue with strict security which will ensure that the people can be monitored.
- Appeal that thousands wants to go back to work - the only stumbling block is Kwamadala.
- Stress the fact that they don't have any problems with Zulu's - there are many Zulu's in the townships - there are even Zulu's in their delegation
- They don't want any revenge.

Mr Viljoen :

- Since the meeting with Mr van Wyk in Johannesburg a lot of options were considered i.e.
 - a tent town, but due to the lack of facilities it won't be practical.
 - certain farms on the outskirts of Vanderbijlpark were considered.
 - most of the options are not practical

- Ask for a joint monitoring committee at Kwamadala until such a time the problem is solved - Iscor can even hire an outside firm to do the monitoring
 - The Zulu's will leave Kwamadala this afternoon if asked by Management - they will then find their own housing.
- Mr L. More :
- It is not true - the Zulu's did not say they will leave Kwamadala.
- Mr Viljoen :
- I will ask the Zulu delegation to join this meeting and they will confirm my statement.
- Mr L. More :
- Arrange housing at the Holiday Inn and get an independent peace force to monitor the residents.
- Mr Viljoen :
- Ask for more suggestions and reiterate that :
 - 1 Management accepts the fact that the buildings at Kwamadala is a problem.
 - 2 Management stated openly that Kwamadala must be closed down.
 - Ask the delegates that the parties must be constructive in solving the problem in a human way.
 - Appeal for understanding of Iscor's problem.
- Mr Jeffrey Makoko :
- Request that the residents of Kwamadala not be referred to as Zulu's - there are members of this delegation who are also Zulu's.
 - Made the allegation that there are also other ethnic groups staying in Kwamadala.
- Mr Viljoen :
- Suggest "residents of Kwamadala" as an alternative.
- Mr Makoko :
- Consent must be given by the residents of Kwa Masiza as well before the transferring of the Kwamadala residents to Kwa Masiza.
 - It is however strange that Iscor, who owns Kwamadala must get the consent of the residents to vacate it.
 - Believe it is Management's prerogative to decide.

- A monitoring committee is not practical
- the residents of Kwamadala is covered by the National Peace Accord and with a local peace committee already established it is not necessary to have another peace keeping force.
- We are discussing the fate of 397 people but we don't take the thousands of people in the Vaal Triangle's well being in consideration - the whole population is against the 397.
- Why must the whole population suffer because of the 397 - they are not needed in the community.
- The Kwamadala residents must be removed and transferred elsewhere until such time the problem is solved.

Mr Viljoen :

- You say we have full control and it is our prerogative to evacuate the Kwamadala residents.
- For argument sake - do you agree that it is also Iscor's prerogative to remove all the residents of Kwa Masiza because of the political inspired killings that are taking place in Kwa Masiza.

Mr Mokoko :

- Kwamadala was not used for housing purposes since + 1985 - thus according to Iscor it is not a place where people could live.
- It is not an official hostel as Kwa Masiza and therefore Iscor don't have to negotiate with the present residents to vacate it.

Mr Viljoen :

- Agree that it is not an official Iscor hostel anymore but stress the fact that a human way in transferring the residents must be found.
- All the options looked at are not practical.
- It does not help to demolish Kwamadala and move the people to a new venue - it will just move Kwamadala.

Mr Simon Matlou :

- Again ask for another venue and suggested that the Riveira Hotel be contacted - a delegation must be elected to negotiate with the various hotels.

Mr L More :

- Iscor actions are holding back thousands of people who want to go back to work.

Mr Viljoen :

- No problem to vacate Kwamadala today and blow it up tomorrow.

Mr L More :

- Wants to know where the residents are going to stay seeing that the investigation has not been concluded.

Mr Viljoen :

- That will be a problem for the police.

Mr L More :

- Will take the suggestions to their caucus.

Mr Viljoen :

- For record purposes - do they have a problem with the residents of Kwamadala, who are not guilty, to move back to Kwa Masiza.

Mr L More :

- Kwa Masiza is not a safe place until the investigation has been completed.

Mr Makoko :

- The 6-7000 residents must give all their consent to the transfer.

Mr Viljoen :

- Please discuss in your caucus the possibility that the people stay in Kwamadala until the completion of the investigation.
- One person from the UK and one from the USA will be involved in monitoring the Goldstone commission.

Mr L More :

- Their mandate is that the people want Kwamadala down before they will return to work.

Mr Viljoen :

- Requested that the other two delegations be included in the discussion.

Mr L More :

- NO - they are only prepare to meet with Management.

Mr Viljoen :

- The fact that you reported for the meeting imply that you agreed to the contents of the fax.

Mr L More :

- Did not see any fax.
- Was told about the meeting by Mr Woodington.
- There will be a march tomorrow from Boipatong to Kwa Madala during which a memorandum will be handed to Management.

Mr Viljoen :

- Ask the delegation whether they think the killings will stop when Kwa Madala is demolished.

All the delegates :

- No

Mr L More :

- Claims that all crimes committed are planned in Kwa Madala.
- Those who are guilty must be brought to justice.
- Acknowledge that the demolition of Kwa Madala won't necessary stop the killings.

CAUCUS

MEETING RESUMES AFTER CAUCUS. THE DELEGATION NOW INCLUDES THE FOLLOWING REPRESENTATIVES FROM KWA MASIZA :

- Mr : S Maqubela
- VS Madolo
- N Qwanti
- SL Mdivasi
- PT Labalga

Mr Viljoen :

- Had a discussion with the representatives from Kwamadala - they are prepared to move back to Kwa Masiza - however they have a problem with the time limit.
- The following points were agreed upon by both parties :
 - 1 Kwamadala must be vacated.
 - 2 Kwamadala won't be used for accomodation in future.
 - 3 Some of the residents of Kwamadala posseses skills which are needed at Iscor and must be kept in employment.
 - 4 The residents of Kwamadala must be integrated in Kwa Masiza.
 - 5 A time period for the reintegration and reconsiliation must be allowed.
- The only problem is the immediate removal of the Kwamadala residents.
- Have discussed in the caucus the possibilities and difficulties of where to relocate the people.
- There are certain alternatives which were not discussed with our management before.
- Don't want to disclose these alternatives before an agreement from management.
- A meeting will take place at 15:30 today with the management team during which the proposals will be made.

Mr L More :

- Don't want to jeopardise any proposals but would like to know what they are.

Mr Viljoen :

- Will look at a block of flats.
- Another alternative to accomodate the residents will require a lot of construction work which will take more time.

- Ask the delegation that they must realise that it will take some time to vacate the block of flats - normally 1 month's notice to the present residents as well as the time for their resettlement.

Mr L More :

- Management still believes that the Kwamadala building can not be used for other purposes.

Mr Viljoen :

- Again gives the undertaking that Kwamadala will never be used again to accomodate people.
- It is a pity to demolish it if it can still be used for i.e.
 - training purposes or small business development.
- However, management will decide on the future of Kwamadala.

Mr L More :

- Refers to the stumbling block - will it take one month.

Mr Viljoen :

- Reiterated that it was just a suggestion
 - not approved yet.
- The normal procedure is 1 month's notice.

Mr L More :

- March will take place tomorrow.
- When can feedback be expected.

Mr Viljoen :

- Depending on the outcome of the meeting with management tomorrow at 09:00.
- Is this decision/feedback important with reference to the march.

Mr L More :

- Yes it's very important.

Mr Viljoen :

- It might be possible later today or else tomorrow morning (by fax)

Mr L More :

- Reiterated the fact that this is a very serious problem and that one month will be to long.
- Suggest that 7 days will be a more acceptable margin.
- Want Mr Viljoen at Kwamadala or a delegation from management to receive the memorandum from the people.

Mr Viljoen :

- Request from managements side that the delegation must calm the people and tell them that negotiations are taking place to solve the problem.
- Several discussions have taken place and that there is only one stumbling block - time.

Mr L More :

- Ask management to tell the residents of Kwamadala that they don't have anything against them.

Mr Makoko :

- Management delegation must be at Kwamadala at 12:00 tomorrow.
- The residents of Kwamadala must be confined to Kwamadala.
- Will make sure that the march will be peacefully.

Mr L More :

- Stressed the fact that the march will be peacefully.

Mr Viljoen :

- Was the march arranged with the police?

Mr L More :

- Maj. Steyn was to discuss it with Brig. Venter.
- They will quickly hand over the memorandum and then leave peacefully.

Mr Viljoen :

- Thank you for the constructive manner in which the meeting was conducted.

The meeting adjourned 15:05.

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