

“GETTING ON AND GETTING BY”: THE GOLD MINERS’ INFORMAL WORKING PRACTICE OF MAKING A PLAN (*PLANISA*)

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This paper discusses the interaction between formal and informal organisation of work inside the pit. The paper examines the informal working or coping strategy of “making a plan” (*planisa*) the gold miners engaged in to offset the production bottlenecks that disrupted the smooth running of the production process and which affected their capacity to achieve their production targets and increase their bonus earnings. The combination of factors compels underground workers to make a plan (*planisa*) or improvise the production process either as a result of an instruction or out of the work team’s self-initiated action. In other words, they “*get on and get by*” underground in order to cope with these organisational constraints and inefficiencies. The paper highlights the limits of formal organisation of work and the significance of gold miners’ informal work strategy of making a plan (*planisa*) as an existing and alternative working practice that shapes their subjective orientation, agency and resilience to work structures and managerial strategies.