



**SECRETARIAT  
REPORT  
2019**

**NUM  
SPECIAL CONGRESS**

**POWER OF UNITY**



Nkosi sikelele! Afrika

Maluphakanyisw' uphondo lwayo,  
Yizwa imithandazo yethu,  
Nkosi sikelele, thina lusapho lwayo.

Morena boloka setjhaba sa heso,  
O fedise dintwa le matshwenyeho,  
O se boloke, O se boloke setjhaba sa heso,  
Setjhaba sa South Afrika - South Afrika.

Uit die blou van onse hemel,  
Uit die diepte van ons see,  
Oor ons ewige gebergtes,  
Waar die kranse antwoord gee,

Sounds the call to come together,  
And united we shall stand,  
Let us live and strive for freedom,  
In South Africa our land.



## 2019 SPECIAL NATIONAL CONGRESS

## POWER OF UNITY

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## ONE

### THE STATE OF THE WORKING CLASS IN MINING, ENERGY, AND CONSTRUCTION SECTORS

The capitalist onslaught on working class has caused much to be desired through various means including but not limited to perpetual and systematic restructuring of world global economy which ironically manifested itself into shattering of many sectors in our country. This agony encroached and fueled capitalists mode of production and its contradiction of exploitation of man by another man in the trade union movement worldwide has always rendered alternative type of fair economic system of things which required base on equality for in work place. We have achieved many gains ever since the democratic breakthrough ushered by 1994 dispensation. Retrenchment of workers by capitalists and introduction of labour brokering has weakened our state as the working class in this country. The recent statistics confirmed to us as the country that, ruling capitalist class has been using this weapon to strike at us and is determined to continue with this vicious agenda inter alia to weaken even the capacity of the democratic state not exert its mandate to meet the needs of working class and the poor. The results has been that, the Alliance as a center of the political economic reforms in our country has not being speaking in one voice on issues that have direct impact on the working class as whole.

People organize themselves in their communities and end up blocking cities, major roads and public amenities get destroyed by these faceless mass protests under guise of poor and or lack of service delivery. We must not forget that apartheid did not ended in 1994 but instead it was privatized and the Nationalist Party subtly retreated and gone underground. For us to understand that philosophy, we can deduce this by reading carefully the book Stellenbosch Mafia because the book is an account of how South Africa has being captured by Afrikaner brotherhood ever since the arrival of The Dutch EastIndia Company in 1652.

The arrival of the Dutch people had obviously caused serious setback to African continent and one of their vicious strategy was to disposs-



# FOREWORD BY THE PRESIDENT



ness our land and created a cheap labor in order to rise as Afrikaner capital and control the means of production mainly to replace the Anglo-Jewish industrial complex. Today like their predecessor class, they are migrating to Africa and elsewhere to create super wealth through cheap labor and extraction of raw material and ultimately impoverish the black people further. Since the inception of BEE deals we have witnessed the bankruptcy of many black through this Harvard Model of narrow and selfish proposition of starting or entering business. To this end, there is another way of exploiting the so called rise of black middle class which have tested the gleams of capitalist spoils through either tertiary education or sports and political exposure.

## TWO

### POLITICS LANDSCAPE

The political discourse is taking its shape under the serious constrain of global economic recession, coupled with our economic constrained caused by state capture and corruption amongst other critical bondage of social ills.

There are four commissions that are appointed by our state to look into or go into the bottom of this demonic root of corruption. As a result we see the desperation of counter revolutionary miraculous that engulf even our own revolutionary comrades who are implicated by revelation of corruption in state and state owned enterprises respectively. We believe that this is fringes of greater things to come because we are still scratching the surface digging in still on heads that are still going to roll. When we look at how the leaks of alarming emails which are exacerbated by irresponsible media propaganda, this is indeed a clear indication that, we still witness further down grade of our economic sovereignty and working class will be adversely affected by this political infantile disorder. The separation of powers of our public offices and its inherent powers vested in public representative must be equally respected and our courts must not overly burden with miner political disputes because they are going to be embroiled in today political squabbles.

As if it is not enough, cognizance must be taken that, we are not immune to this political disjuncture, why? Because we are part and parcel of Great South African history of mine, energy and construction workers struggle for change and quest for social justice.

Hence we were the first affiliate of COSATU to unequivocally proclaim our position post 2016 local government elections to toss Cde Cyril Ramaphosa as the suitable candidate for the position of the ANC President. Politics of renewal and down were now officially endorsed as socio economic agenda for social change and cohesion. But now we witnessed the opposite and we all know that postponed expectation causes the heart pain. We admonish that comrades must refrain from using or abusing their platforms to utter words that will defocus us from political agenda of broader unity and cohesion. And we plead with our comrades to speed-up the process of reconfigured alliance as supported by COSATU in its 2018 national congress in order to allow space for broader contribution and capacitate the ANC to provide leadership in broader society as discipline force of the left. We should root out money destructive role in politics of today hence we welcome the Bill that intend to regulate that in our society. Capitalism has created the selfish mentality first society hence we see the prevalent misuse of money in political spectrum. We all know the culprits are not only the ruling party and its factions but even opposition in this country is heavily funded because they serve the interests of the ruling class which white monopoly.

## THREE

### SOCIAL AND ECONOMIC TRANSFORMATION

The course of social justice cannot happen easily provided there is social change. Why? Because without development of productive forces and production relation in our society we are not going to change our economic freedom in our life time. The expropriation of land without compensation is one of the most important decisions ever taken to alter the economic patterns in our time. Land is the God given treasure before the first man sinned and it was a promised to mankind in

future as read in book of prophet Isaiah 65:21-23” “The shall build houses and have occupancy” Notice the promise is directed to people live their lives in today wicked world where are not owning the land or even if they owned title deeds but it is not through the inheritance of their hedged family trusts. Any time their land can be repossess by the financial oligarch or merchants banks. The transformation of financial sector is the key to productive transformation of our economy. We welcome the news that there are discovery of gas and oil in Karoo and we demand the state ownership of those not be privatized. We also want to call upon the state to discontinue the contract of Independent Power Producers due to their obscured price model in Eskom. The current loss of Eskom can be attributed to that due to poor management decisions both politically and administratively. The appointment of Jabu Mabuba is classical case and as NUM we are on record to totally reject that appointment.

## FOUR

### GENDER TRANSFORMATION

We honour our women for their heroic struggle ever since it was registered in 1956 by a march leading to UNION BUILDINGS, marching against carrying passes. The challenge of struggle against gender violence is far from being overcome by patriarchal society. Worst now is femicide or brutal killing of our mothers, sisters and grandmothers for various reasons by members of opposite sex in most cases. Today women are working in the mine and are facing numerous challenges hence we applause our Women struggle against gender base violence in our country.

Many households are headed by women and they need our commendation for playing such an important, pivotal role in the economy and in our society at large. They carry the burden of our society when we die or get sick and grow old. Their hard work is unpaid and recognized by our country men. To teach and recognize them in our society will minimize their vulnerability and exploitation. We should refrain from using derogatory terms when we talking to them in public, work place and in our private place. As August was dedicated to the struggle against gender base violence, as

the NUM we reiterate our stands and reaffirm our fortified resolute stand to oppose gender violence and root out any chauvinistic tendencies in our rank and file.

## FIVE

### INTERNATIONAL BALANCE OF FORCES

The trade war between US and China is got negative effects on global emerging markets like ours. We know for the fact that 5G technology is at the centre, hence we support President Ramaphosa for supporting China in this instant. For example we know that they will be no technological advance if we don't embrace 5G technology and China is currently in possession of that. We call on US to stop using its power to punish emerging markets and lift up sanction embargo against Cuba and Venezuela.

## SIX

### CAMPAIGNS AND IDEOLOGICAL DEVELOPMENT OF CADRES

Recently the NUM President launched war room to supervise the campaigns in line with our recruitment drive and that goes hand in hand with ideological discourse. The regional chairpersons are expected to play a pivotal role in this regard. We have named the war room after our late leader and ideological man former NUM Deputy President comrade Crosby Moni. This is fitting because of Crosby's contribution in class consciousness of our members.



## 1.1 CONSTITUTIONAL AMENDMENTS

While we acknowledge that the constitution should at all times be embraced and upheld in all respect during the constitutional meetings, we have however discovered blatant flaws which are unwilingly committed, although others are obviously orchestrated deliberately in order to circumvent constitutional imperatives. The Presidency, as the custodian of the constitution has been advocating the amendments precisely because of those shortcomings. Congress is urged to dedicate more time in making the constitution clearer by amending it where necessary. We all recall the confusion created by clause 11.3.1 in our last congress.

**“We should not hesitate to ask ourselves difficult questions”**

**– Joe Slovo.**

This is precise given the glaring ambiguity with regard to the application of the constitution. This congress must deal with proposed amendments.

## 1.2 MEMBERSHIP

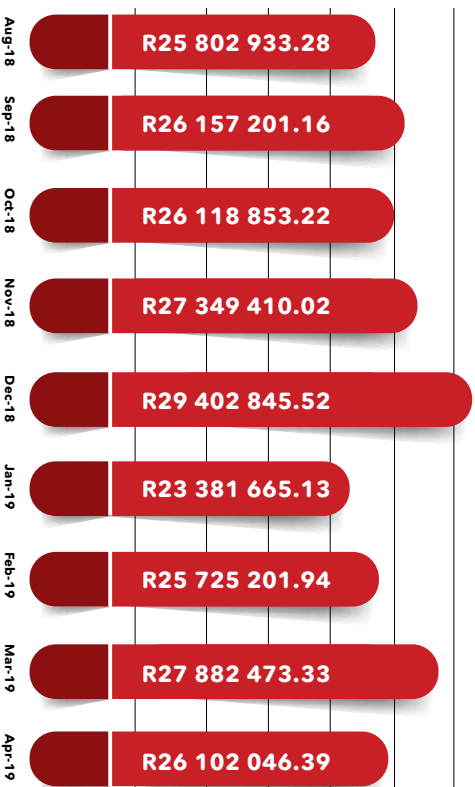
Since we internalized the membership system we have saved thousands of rand in administration fees. Pro-pay used to charge us no less than R600 000 per month for administering our membership. Although we may be saving, there is still a lot to be done to perfect the system including improving the work ethics of the staff in the Pillar. Failure to capture membership results in us losing huge amounts of money. Also, that creates the impression that our membership is either stagnant or drastically declining. A lot of recruitment has been taking place but there is no evidence in terms of rising membership figures partly due to non-capturing.

Regular in-service training for Regional Secretaries and all staff in the department will go a long way in enhancing efficiencies. The exact membership statistics at the time of writing the report were as depicted below.

# 1. ORGANIZATIONAL REPORT

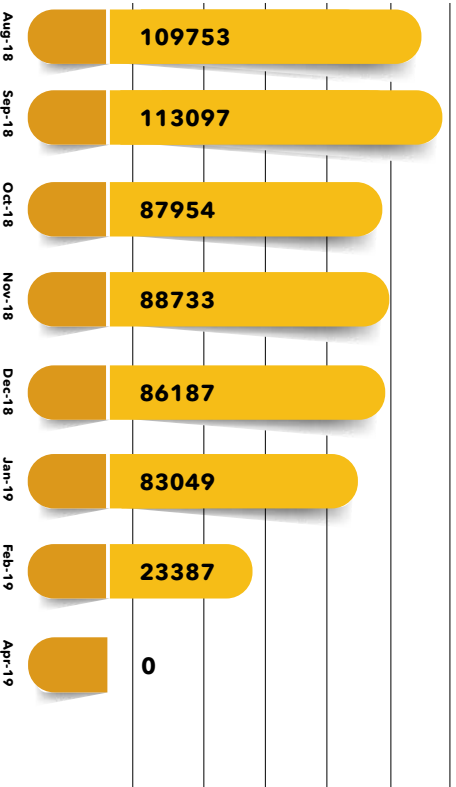


### 1.2.1 EIGHT MONTH MEMBERSHIP TRENDS IN RAND (JULY 2018- R25 701 433.32)



The trend of membership fees varies from month to month. In our view this is caused by employers whom pays late, pays once off per more than a month and lack of Membership Pillar reconciliation. It is a worrying situation if it is not addressed. The challenge is to be reversed by membership backlog update. We do not think this fluctuation is caused by retrenchments or exiting of members or rejoining of the employers but lack of capturing.

### 1.2.2 EIGHT MONTH MEMBERSHIP TRENDS (JULY 2018- 167 259 MEMBERS)



The membership figures are further demonstrating a worrying trend of membership system capturing as was alluded to previously in this report. Our manual count shows around 167 000 members and 1 511 employers. The downward trend does not necessarily reflect decreasing membership but a reflection of lack of schedule uploading and capturing.

### 1.3 INTERNAL SQUABBLES

The period between 2018 national congress has been characterised by fewer internal squabbles in our branches than in the preceding twelve months. This affected only two regions namely North East, Matlosana and to a lesser extent Rustenburg. In regard with Matlosana, Kopanang branch has been in the forefront of anarchy in the union. Anarchy went to the extent of even disrupting and completely stopping a mass meeting that was supposed to be addressed by the Deputy President of the union. The bone of contention here has been whether or not to allow all members to directly participate in the election of the branch committee. The end result of this was that the National Executive Committee suspended some members who were identified as being central to this anarchy.

The Matlosana regional conference was re-run smoothly as per the requirements of the constitution. The initial conference was dissolved due to a finding that the Regional Committee had violated the constitution in preparing for the conference.

Also, the Rustenburg regional conference had to be re-run for the same reason of violating the constitution of the union. This too went well. We can proudly say that, overall, the organization has experienced relative unity in the past twelve months.

### 1.4 EXTERNAL INFLUENCE

The organization has failed, over the past twelve months to take full advantage of the chaos taking place in the rival unions in our sectors as well as dissatisfaction of their members about lack of democracy in those unions. Our former members are willing to come back to the NUM but lack of enthusiasm within NUM to recruit them becomes a deterrent. The major deterrent is the behaviour of some of us in leadership positions who are mostly consumed about positions rather than servicing members.

We cannot discount the influence of the declining mining industry on our membership. The once mighty AngloGold Ashanti has only one operation remaining in South Africa. This used to be the biggest mining house employing more people than the other two big mining houses combined. The most painful thing is that they have mothballed most of their mines resulting in thousands of job losses especially in the Carletonville region. The company managed to find buyers for a few operations in Matlosana, saving a reasonable number of jobs. It is therefore, undeniable that the apparent planned exodus of AngloGold Ashanti from South Africa has had a huge negative impact on our membership decline.

In Rustenburg, one former CEO colluded with a rival union to force our members to pay agency fee to this union despite them being members of NUM and those of UASA and Solidarity. Our members were then overburdened with having to pay dues to two unions something our members could not afford given the meagre wages they are earning. This blatant disregard for the labour laws of the country had to be overturned by a court of law.



## 1.5 THE AFTERMATH OF YELLOW UNION STRIKES

The National Union of Mineworkers condemned with the strongest terms the barbaric maiming and killing of its members during the 2012 strike called by the yellow union which had absolutely nothing to do with cause of the oppressed and exploited mineworkers. It is our conviction that the quote by Karl Marx:

**“workers of the world unite, you have nothing to lose but your chains”**

does not encourage workers to channel their energies in fighting one another. The special congress will obviously deliberate on strategies of bringing back our brothers and sisters who were misled to think that the economic disparities in South Africa could be ended overnight.

In 2018 the very same union embarked on another futile strike in the gold sector. This, after the NUM, USA and Solidarity had concluded an agreement with the Minerals Council of South Africa. This too, like all their strikes, was characterised by intimidation, violence and murder of those who chose not to be part of the strike. The strike dragged for more than two months and yielded no extra benefit for the workers who were on strike. This time Sibanye, as the only Minerals Council of South Africa member that was affected by the strike, was resolute on not undermining the central bargaining process. After this Sibanye strike the National Executive Committee decided on concretizing the establishment of a Disaster Fund Trust to assist all members who become victims of attacks by this vigilante “union”.

## 1.6 NATIONAL YOUTH STRUCTURE

This nursery for our future leaders has been functioning well at national level over the period under review. The structure had to co-opt their Deputy National Chairperson to the

position of National Chairperson after their National Chairperson was elected last national congress to the position of National Health and Safety Chairperson. Some teething problems were encountered in some of the regions and these problems were apparently caused by the mother body. There have been reports of undue interference into youth affairs by some regional office bearers whose purpose was just to destabilise the organization. However, such behaviour had no impact on the running of the structure at national level. Although we discourage undue interference by Regional Committees, emphasis needs to be put that Youth Structures and Women Structures in the National Union of Mineworkers are not autonomous. They are the substructures of the National Executive Committee at national level and substructures of Regional Committees at regional level at the time of writing the report regions were busy with regional youth conferences in preparation for the national youth conference. The national youth conference is scheduled for November 2019.

## 1.7 NATIONAL WOMEN STRUCTURE

It is 18 years since this structure was established. Due to demographics within the industries we organize, NUM decided to name the structure Women structure as opposed to Gender structure as required by COSATU. The purpose was to allow women, who were and are still a minority in terms of employment in our industries, an uncontested terrain to nurture their leadership skills. From time to time the organization needs to assess progress made in this regard. The fact that we have not yet produced a single female Regional Chairperson of female Regional Secretary is a serious indictment on us as an organization.

## 1.8 JB MARKS EDUCATION TRUST FUND

### 1.8.1 2014 - 2018 JB MARKS EXPENDITURE

JB Marks has produced 1236 graduates since its inception in 1997 and has spent R329m over the past five years toward the education expense of its beneficiaries. For the financial year 2018, the Trust received R80m education grant from MIT and additional R8, 8m through partnerships. The Trust is set to honour additional 80 plus graduates from the Class of 2018 at its 2019 Awards. The Trust accepts 200 new intakes annually and over 2000 beneficiaries have been funded with 750 still in pipeline.

### 1.8.2 JB MARKS EXPENDITURE 2014 - 2015

No	Description	2014-2018 JB MARKS EXPENDITURE						TOTAL
		2014	2015	2016	2017	2018	2019	
1	REGISTRATION	782,221.71	945,568	903,413	1,007,730	289,377	3,928,309.71	
2	TUITION FEES	14,975,086.93	18,449,470	20,186,345	25,067,199	24,496,248	103,174,348.93	
3	BOOK	1,079,444.49	1,208,446	1,665,233	1,585,535	1,486,741	7,025,399.49	
4	ACCOMMODATION	12,224,516.68	14,977,154	18,476,090	21,670,403	20,669,863	88,018,026.68	
5	MEALS	4,625,381.26	6,078,851	7,440,015	8,324,327	9,133,393	35,601,967.26	
6	PROJECTS	622,384.54	1,414,517	955,286	328,399	96,068	3,416,654.54	
7	STUDENT SUPPORT	56,608,00	147,444	118,960	61,000	132,600	516,612.00	
8	OPERATIONAL	5,970,362.00	7,837,890	12,061,530	9,758,025	9,086,999	44,714,806.00	
9	EVENTS	4,709,543.00	6,676,821	7,014,292	9,758,025	13,136,634	41,295,315.00	
10	ALUMNI EXPENSES	130,126.00	135,651	224,157	492,060	645,681	1,627,675.00	
11	20TH ANNIVERSARY				2,031,741			
	<b>TOTAL</b>	<b>45,175,674.61</b>	<b>57,871,813.10</b>	<b>69,045,319.78</b>	<b>80,084,442.33</b>	<b>79,173,604</b>	<b>329,319,114.61</b>	

### 1.8.3 JB MARKS GRADUATES 2014 - 2018

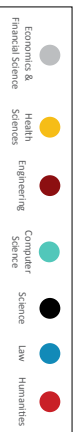
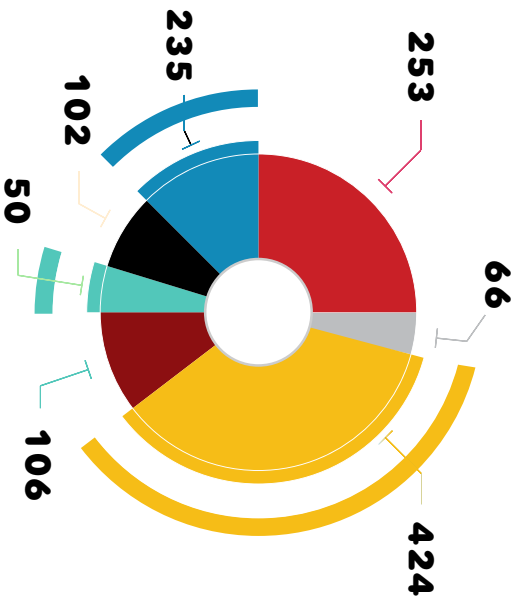
Graduates Per Field of Study

Faculty	2014						2015						2016						2017						
	1	2	3	4	5	6	1	2	3	4	5	6	1	2	3	4	5	6	1	2	3	4	5	6	
AGRICULTURE & BUILT ENVIRONMENT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION	1	2	7	-	-	-	1	2	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ENGINEERING	24	11	17	20	-	-	24	11	17	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	21	14	19	23	-	-	21	14	19	23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GENERAL	11	24	13	-	-	-	11	24	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH SCIENCES I.E. DOCTORS, NURSES, SCIENTIST ETC.	13	12	8	6	-	-	13	12	8	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HUMANITIES I.E. PSYCHOLOGY, PUBLIC MANAGEMENT, HRM ETC.	8	23	23	40	-	-	8	23	23	40	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
IT	10	2	3	6	-	-	10	2	3	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LAW	6	5	7	4	-	-	6	5	7	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>TOTAL</b>	<b>94</b>	<b>96</b>	<b>105</b>	<b>115</b>	<b>-</b>	<b>-</b>	<b>94</b>	<b>96</b>	<b>105</b>	<b>115</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>



## 1.8.4 ALL GRADUATES SINCE INCEPTION

NO	FACULTIES	NUMBER	%
1	ECONOMICS AND FINANCIAL SCIENCE	253	20%
2	HEALTH SCIENCES	66	5%
3	ENGINEERING	235	19%
4	SCIENCE	102	8%
5	COMPUTER SCIENCE	106	9%
6	LAW	50	4%
7	HUMANITIES	424	34%
<b>TOTAL</b>		<b>1236</b>	<b>100%</b>



## 1.8.5 ALL GRADUATES PER COURSES - SINCE INCEPTION

FIELDS OF STUDIES	COURSES	GRADUATES	
ECONOMICS & FINANCIAL SCIENCE	ACCOUNTING, CHARTERED ACCOUNTING, COMMERCE, COST MANAGEMENT ACCOUNTING, INTERNAL AUDITING, INFORMATION SYSTEMS	119	
	ECONOMIST , ECONOMICS AND ECONOMETRICS, CREDIT MANAGEMENT	82	
	FINANCE, FINANCIAL ACCOUNTING, FINANCIAL INFORMATION SYSTEM	52	
	<b>TOTAL</b>	<b>253</b>	
	Health Science	Medical Doctors	18
		Nurses	25
		Pharmacy	3
		Zoologist	2
		Veterinary Surgeons	4
		Health Science and Social Services	1
Equine Science & Human Molecular		5	
Health Science	Genetics	6	
	Podiatry	1	
<b>TOTAL</b>		<b>66</b>	

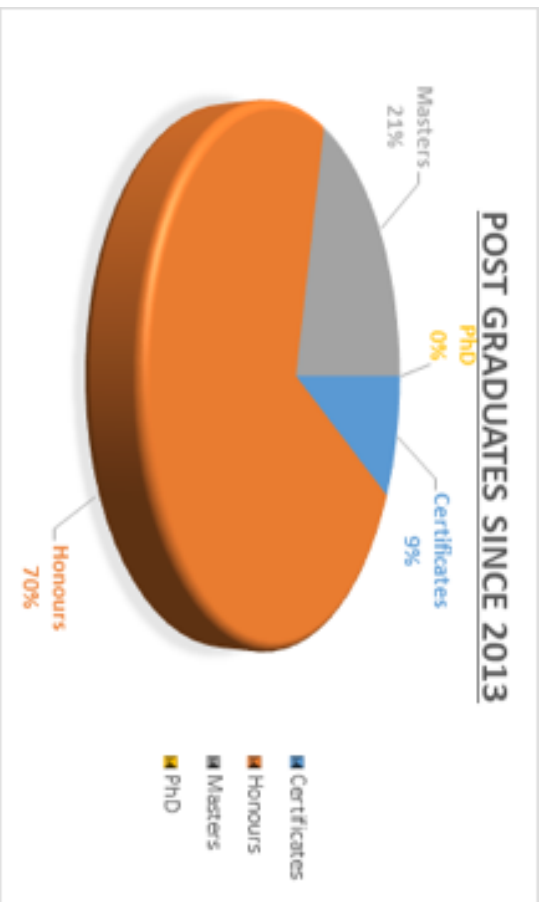
FIELDS OF STUDIES	COURSES	GRADUATES
Engineering	Civil Engineering , Industrial Engineering, Surveying, Operations Management	37
	Mining Engineering , Mineral Surveying, MDDOOP	26
	Extraction Metallurgy	17
	Electrical Engineering	96
	Chemical Engineering	19
	Mechanical / Motor Engineering , Civil	40
	<b>235</b>	
	Environmental Health	17
	Food Management	4
	Environmental Science	9
Science	Agricultural Science: Crop Sciences	1
	Agricultural Science	2
	Agricultural Economics	1
	Geology, Geoinformatics	9
	Architectural Science	5
	Forestry	1
	Ecology, Environmental and Conservation	1
	Geography and Environmental Science	1
	Geography and Hydrology	1
	Geography and Statistics	1
Bachelor of Science , Applied Mathematics and Mathematics, Construction Studies, Actuarial Science and Mathematics Statistics, Human Anatomy and Physiology and Biochemistry, Quality	Built Environment	5
	Quantity Surveying	7
	Analytical Chemistry, Biochemistry, Biomedical Technology, Chemistry	28
	<b>102</b>	

FIELDS OF STUDIES	COURSES	GRADUATES
Computer Sciences	Information Technology	87
	Computer Engineering	6
	Computer System/Science	13
	<b>106</b>	
Law	Literally Legum Baccalaureus	21
	Ba Law	20
	Political Science	5
	International Studies	4
	<b>50</b>	
Humanities	Human Resource Management and Development (HR)	71
	Psychology, Industrial Psychology, Social Science	39
	Public Management, Administration Management, Safety Management, Tourism Management, Office Management, BA, Management Services	19
	Municipal Governance and Management, Management Development, Public Relations, Public Management and Governance, International Relations, Public Admin, International Business, Town and Regional Planning, Transport Management	17
	Social Work, Community Development and Leadership,	22
	Education: Senior Phase, Primary, General, Intermediate and Senior Phase, Language and Life Orientation	38
Engineering	Business Management, Journalism, Drama, Media Practices Marketing, Tourism, Sports Management, Motion and Medium Picture, Video Technology, Culinary Arts, Logistics, Logistics Management, Interior Design, Communication in Marketing, Communication	218
		424
<b>Total</b>		<b>1236</b>

### 1.8.6 POSTGRADUATES PROGRAMME

Post graduates since 2013

NO	LEVELS OF QUALIFICATION	2019 IN PROGRESS	GRADUATES	%
1	CERTIFICATES		9	9
2	HONOURS	23	73	70
3	MASTERS	18	22	21
4	PHD	1	0	0
<b>TOTAL</b>		<b>42</b>	<b>104</b>	<b>100%</b>



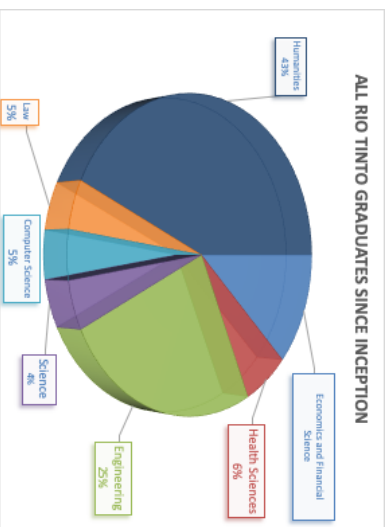
### 1.8.8 RIO TINTO (PALABORWA COPPER)

NO	DESCRIPTION	RIO TINTO 2015-2018 EXPENDITURE					TOTAL
		2014	2015	2016	2017	2018	
1	REGISTRATION	99,189	105,503	160,236	55,231.55	420,160	3,928,309.71
2	TUITION FEES	873,661	1,337,255	1,550,194	1,973,456.02	5,734,566	103,174,348.93
3	BOOKS	65,301	107,366	113,356	118,202.11	404,225	7,025,399.49
4	ACCOMMODATION	534,413	964,128	1,450,871	1,512,361.29	4,461,773	88,018,026.88
5	MEALS	310,273	524,497	645,551	1,113,314.36	2,593,635	35,601,967.26
6	PROJECTS	-	-	1,000	12,400.00	13,400	3,416,654.54
7	STUDENT SUPPORT	56,608.00	147,444	118,960	61,000	132,600	516,612.00
8	OPERATIONAL	5,970,362.00	7,837,890	12,061,530	9,758,025	9,086,999	44,714,806.00
9	OPERATIONAL EXPENSE	145,176	214,613	206,119	410,295.53	976,204	41,293,315.00
<b>TOTAL</b>		<b>2,028,014</b>	<b>3,253,362</b>	<b>4,127,328</b>	<b>5,195,261</b>	<b>14,603,965</b>	<b>329,319,114.61</b>

### 1.8.9 ALL RIO TINTO (PALABORWA COPPER) GRADUATES SINCE INCEPTION

NO	FACULTIES	NUMBER	%
1	ECONOMICS AND FINANCIAL SCIENCE	8	12%
2	HEALTH SCIENCES	4	6%
3	ENGINEERING	16	25%
4	SCIENCE	3	4%
5	COMPUTER SCIENCE	3	5%
6	LAW	3	5%
7	HUMANITIES	28	43%
<b>TOTAL</b>		<b>65</b>	<b>100%</b>

### 1.8.10 All Rio Tinto (Palaborwa Copper) graduates graph since inception



### 1.8.11 ALL RIO TINTO (PALABORWA COPPER) GRADUATES PER COURSE SINCE INCEPTION

FIELDS OF STUDIES	COURSES	GRADUATES
Economics & Financial Science	Accounting, Chartered Accounting, Commerce, Cost Management Accounting, Internal Auditing, Information Systems	8
	Health Science and Social Services	4
	Mining Engineering, Mineral Surveying, MDDOOP	2
Engineering	Extraction Metallurgy	1
	Electrical Engineering	13
Science	Environmental Science	1
	Information Technology	1
Computer Sciences	Computer System/Science	1
	Literally Legum Baccalaureus	3
Law	Ba Law (Labour Law)	2
		3

FIELDS OF STUDIES	COURSES	GRADUATES
Humanities	Public Management, Administration Management, Safety Management, Tourism Management, Office Management, BA, Management Services	4
	Municipal Governance and Management, Management Development, Public Relations, Public Management and Governance, International Relations, Public Admin, International Business, Town and Regional Planning, Transport Management	20
	Social Work, Community Development and Leadership,	1
	Education: Senior Phase, Primary, General, Intermediate and Senior Phase, Language and Life Orientation	2
	Business Management, Journalism, Drama, Media Practices Marketing, Tourism, Sports Management, Motion and Medium Picture, Video Technology, Culinary Arts, Logistics, Logistics Management, Interior Design, Communication in Marketing, Communication	3
<b>Total</b>		<b>65</b>
		30

### 1.8.12 ALL RIO TINTO (PALABORWA COPPER)

The Rio Tinto Bursary scheme established for the employees of Palabora Copper (PTY) Limited started in 2015 with R20m. A total of 346 bursaries were approved (229 unused) since 2015 and amount of R14, 603,965 had been spend for 117 beneficiaries by end of December 2018. The programme has produced 65 graduates with 84 beneficiaries still in pipeline on this programme.

### 1.8.13 MOA PARTNERSHIPS

- MOA funded 80 new beneficiaries in 2018, additional 80 beneficiaries for 2019
- Samlam funded 10 beneficiaries for 2018
- Ubank funded 4 new beneficiaries in 2018

### 1.8.14 JB MARKS ANNUAL CAREER EXPOS

JB Marks initiated this Community Outreach programme in 2012, this latter became an annual event. To date eight Annual Career Exhibition have been held across the country benefiting over 41,000 students.

In the current year 2019, the Trust held the Inaugural Gauteng Future Digital Careers Summit in Johannesburg mainly for the Grade 9 Learners to expose them to future careers to, the learners with subject's choices when they get to Grade 10 next year. The event seeks to address the challenges of skills gap demand brought by 4th Industrial Revolution.



## LIST OF ANNUAL CAREER EXPO

YEAR	DISTRICT	PLACE	HIGH SCHOOLS	STUDENTS
2012	BOJANALA DISTRICT DEPT. OF EDU	RUSTENBURG	20	1830
2013	SEKHUKHUNE DISTRICT DEPT OF EDU	BURGERSFORT	26	6001
2014	SOL BUAARTJIE DISTRICT DEPT. OF EDU	KIMBERLEY	40	3,892
2015	GERT SIBANDE DISTRICT DEPT. OF EDU.	AMSTERDAM	68	8,250
2016	TLOKWE DISTRICT CIRCUIT DEPT. OF EDU	VENTERSDORP	25	3,028
2017	MTHATA DISTRICT DEPT. OF EDU	MTHATA	11	8,910
2018	KING CETSHWAYO DISTRICT DEPT. OF EDU	RICHARDS BAY	13	2,500
2019	GAUTENG FUTURE DIGITAL CAREERS	JOHANNESBURG	118	10928
<b>TOTAL</b>			<b>321</b>	<b>41,839</b>

## 1.8.15 JB MARKS ALUMNI

## 1.8.15.1 JB Marks Alumni Activities 2019

The alumni of the JB Marks Education Trust Fund comprise of an official elected executive team of fourteen members with six portfolios. The team has several initiatives and activities that they are engaged in as listed below:

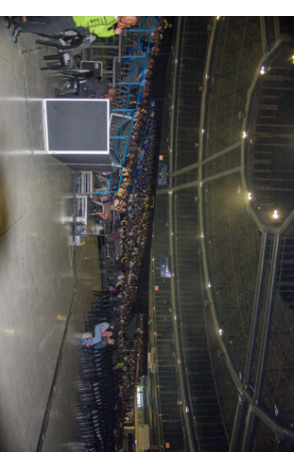
1. Alumni Career Guidance Days
2. Mandela Month Fun Day
3. Network Symposium
4. Alumni Game Changer Awards
5. Alumni AGM

Thus far, the Alumni Career Guidance Days have been keeping them busy since February. Many of the JB Marks graduates outside of the executive team have volunteered and have taken an active part in this initiative. The project involves visiting previously disadvantaged high schools from across South Africa to speak to learners in Grade 10, 11 and 12 about potential careers that they can study after they complete their matric. The graduates divide into different faculties of study and the learners then choose the faculty they are interested in. Since February this year, the Alumni have had four Career Guidance Days and still have two upcoming this month, please see stats next page:

Alumni Career Guidance Days 2019					
PROVINCE	VILLAGE/AREA	NO. OF SCHOOLS	NO. OF LEARNERS	GRADES	No. of Alumni
FREE STATE	WELKOM	3	1000	11 & 12	24
LIMPOPO	BURGERSFORD	4	962	10, 11 & 12	24
EASTERN CAPE	BIZANA	2	1300	10, 11 & 12	24
MPUMALANGA	WITBANK	3	500	10, 11 & 12	24
2018 Activities					
North West	Bloemhof	1	300	11 & 12	20
North West	Vaal Reef	1	250	11 & 12	15
North West	Moses Kotane	8	1650	10, 11 & 12	30
Swaziland	Ntonjeni & Nhlanguano	8	1,7	10, 11 & 12	30
Gauteng	New Jerusalem Children's Home	1	100	1 to 12	30

The alumni have partnered with AHCC, a company started by a former graduate of JB Marks Education Trust Fund, who have pledged to donate R10 000.00 towards alumni projects, the bulk of which will go towards the Mandela Month Fun Day and the Alumni Game Changer Award. AHCC will also be giving away school shoes to a disadvantaged school in Rustenburg in the month of June and have asked the Alumni to conduct a Career Guidance Day at the school for added value.

One other activity that the alumni did this year was the Car Wash Fundraising Drive at this year's NUM Youth Structure Sports Day in Matlosana, Klerksdorp. Close to 30 alumni and current students of JB Marks volunteered to wash cars at the NUM youth event in order to raise money for Alumni initiatives. The project was a massive success in terms of solidifying the relationship between the alumni and the NUM Youth Structure and went a long way towards forming a bond that has the potential to yield even bigger results for both parties.



JB MARKS GAUTENG DIGITAL FUTURE CAREERS SKILLS SUMMIT

## 1.9 2019 NATIONAL & REGIONAL EDUCATION DELIVERY

### Introduction

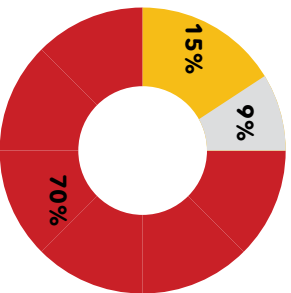
- This is the report of the Education and Training Unit since the previous National Congress which was held in July 2018.
- This report provides an update on the activities of the Education Unit and other institutions that fall under the Unit.
- The report will also include NESCO work as a driving constitutional Structure NUM. It must be reflected that this is summarised report as we have to focus on constitutional amendments as resolved by the previous congress.

#### THE FOLLOWING COURSES WERE CONDUCTED:

##### 1.9.1 NATIONAL COURSES

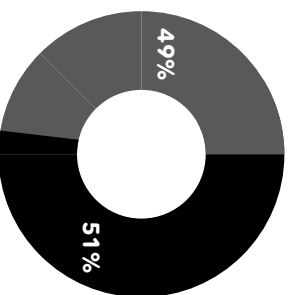
COURSE NAME	TOTAL App	START DATE	END DATE	MALES	FEMALES	MINING	ENERGY	CONSTRUCTION
TRADE UNION QUALIFICATIONS	39	1/21/2019	1/25/2019	28	11	28	8	3
ARBITRATION SKILLS	30	1/28/2019	2/1/2019	25	5	23	6	1
TRADE UNION QUALIFICATIONS	0	2/18/2019	2/22/2019	0	0	0	0	0
WOMEN STRUCTURE INDUCTION	37	2/25/2019	3/1/2019	0	37	30	3	4
SKILLS DEVELOPMENT & EMPLOYMENT ACT	30	3/25/2019	3/29/2019	16	14	23	3	4
TRADE UNION QUALIFICATIONS	0	3/25/2019	3/29/2019	0	0	0	0	0
	136			69	67	104	20	12

##### JAN 19 - APR 19 NATIONAL ATTENDANCE SECTOR SLIT



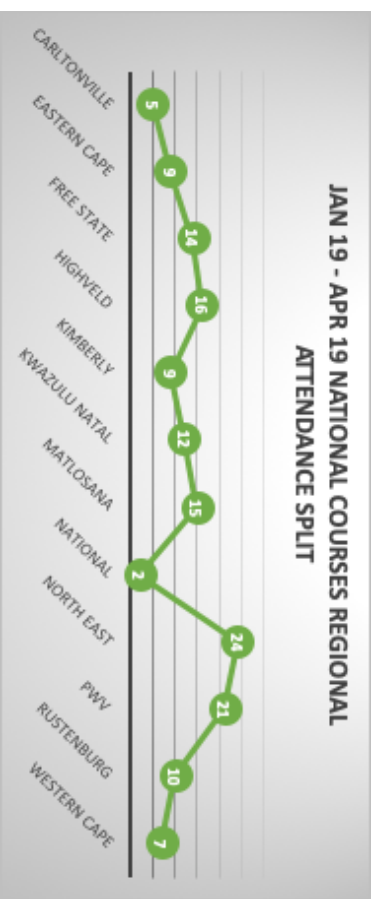
● MINING ● ENERGY ● OTHER

##### JAN 19 - APR 19 NATIONAL ATTENDANCE GENDER SLIT



● MALES ● FEMALES

### JAN 19 - APR 19 NATIONAL COURSES REGIONAL ATTENDANCE SPLIT



#### 1.9.2 REGIONAL

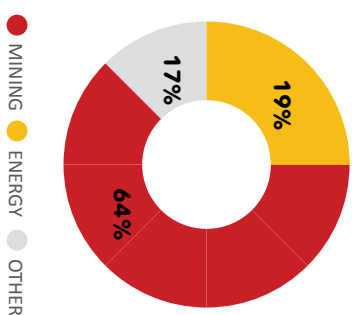
##### Regional Courses

TABLE 2 REGIONAL COURSES

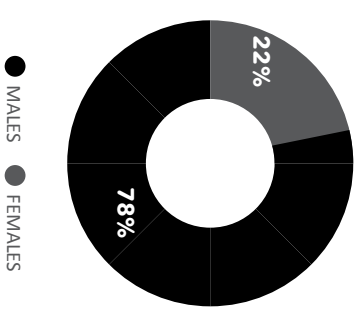
COURSE NAME	TOTAL App	REGION	START DATE	END DATE	MALES	FEMALES	MINING	ENERGY	CONSTRUCTION
INDUCTION	27	Eastern Cape	2/25/2019	3/1/2019	13	1	0	0	14
INDUCTION	7	Eastern Cape	4/8/2019	4/12/2019	23	8	4	7	20
INDUCTION	18	Free State	5/28/2018	6/1/2018	15	0	0	0	15
INDUCTION	24	Free State	7/16/2018	7/20/2018	15	3	18	0	0
INDUCTION	24	Highveld	10/15/2018	10/19/2018	23	5	1	27	0
Skills Dev. & Employment Act	22	Highveld	11/5/2018	11/9/2018	23	8	2	29	0
Induction Intermediate	14	Kimberley	1/15/2018	1/19/2018	9	1	10	0	0
INDUCTION	21	Kimberley	7/9/2018	7/13/2018	18	3	21	0	0

COURSE NAME	TOTAL APP	REGION	START DATE	END DATE	MALES	FEMALES	MINING	ENERGY	CONSTRUCTION
INDUCTION	9	KwaZulu Natal	8/13/2018	8/17/2018	21	3	13	9	2
INDUCTION	15	Matlosana	5/28/2018	6/1/2018	17	3	18	0	2
INDUCTION	59	Matlosana	10/1/2018	10/5/2018	18	3	17	2	2
INDUCTION	31	North East	5/7/2018	5/11/2018	6	3	9	0	0
Case Handling	28	North East	5/28/2018	6/1/2018	18	11	16	1	12
Case Handling	31	North East	6/4/2018	6/8/2018	46	13	47	0	12
Skills Dev & Employment Act	20	North East	7/16/2018	7/20/2018	22	2	17	0	7
Arbitration Skills	21	North East	8/6/2018	8/10/2018	14	1	15	0	0
Case Handling	15	North East	9/10/2018	9/14/2018	17	5	19	0	3
Induction	29	North East	9/25/2018	9/28/2018	14	1	13	0	2
Case Handling	20	PWV	11/5/2018	11/9/2018	17	3	18	2	0
Induction	6	PWV	4/1/2019	4/5/2019	19	8	15	7	5
Induction	10	Rustenburg	7/2/2018	7/6/2018	20	7	27	0	0
Case Handling	15	Western Cape	10/15/2018	10/19/2018	5	1	6	0	0
Labour Law Case Handling	27	Western Cape	1/14/2019	1/18/2019	7	0	7	0	0
	493				400	93	313	84	96

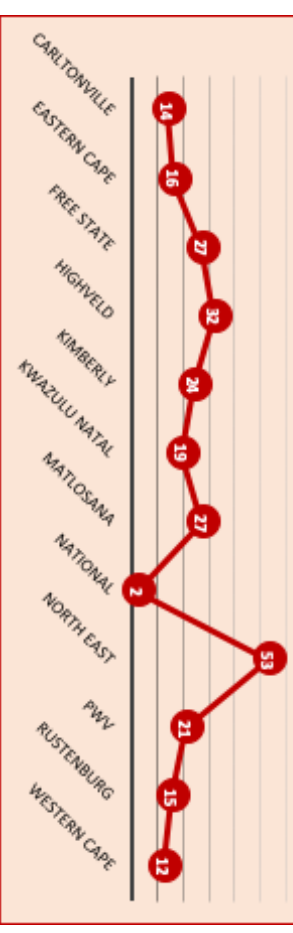
JUL 18 - APR 19 REGIONAL ATTENDANCE SECTOR SPLIT



JAN 19 - APR 19 NATIONAL ATTENDANCE GENDER SPLIT



JUL 18 - APR 19 NATIONAL COURSES REGIONAL ATTENDANCE SPLIT



EDUCATOR	REGION	COURSE
LUCKY MABLETSA	1. FREE STATE 2. CARLETONVILLE 3. MATLOSANA	1. ARBITRATION COURSE
		2. INTERNATIONAL SCHOOL
		3. LABOUR LAW (ACCREDITED)
		4. (TREASURERS COURSE)

EDUCATOR	REGION	COURSE
LUCKY MABILETSA BETTY MACUACUA	1. PWV 2. EASTERN CAPE 3. KWA ZULU NATAL	1. COMPUTER INTRODUCTION 2. COMPUTER INTERMEDIATE 3. (LEADERSHIP DEVELOPMENT) 4. (MIDDLE MANAGEMENT)
AMON TETEME	1. HIGHVELD 2. KIMBERLEY 3. FREE STATE	1. EEA & SDA COURSE 2. NEGOTIATION SKILLS 3. TRAIN THE TRAINER 4. (TRANSFORMATION AND CHARTER)
Andre Engelbrecht	1. WESTERN CAPE 2. NORTH EAST 3. RUSTENBURG	1. GENDER AND THE LAW 2. INTRODUCTION TO LABOUR LAW 3. POLITICAL EDUCATION 4. (COLLECTIVE BARGAINING)
Khosi Mkhwanazi	COORDINATION AND LOGISTICS	1. DITSELA COURSES
Lucky Mabiletsa, Betty Macuacua, Andre Engelbrecht & Amon Teteme		Trade Union Qualification (Accredited) Occupational Health & Safety Skills programme (200)

#### 1.9.4 The following national courses have been approved for 2019:

- Accredited Courses
- Labour Law
- Trade Union Practice
- Short Courses
- Arbitration Skills
- Advance Course
- Computer Course (Basic, Intermediate)
- Computer Training Systems
- Employment Equity / Skills Development
- International School
- Minute Taking & Report Writing
- National Political School
- Negotiation Skills
- Train the Trainer
- Gender and the Law
- Leadership Development
- Middle Management
- Ditsela Courses

The outcome of 2018 National Congress and the NEC Strategic meeting emphasized that the Union needs to focus on Political Education and sustaining the membership. Therefore we propose that in all the National and Regional courses, we request that one day should be dedicated to Political Education discussions.

#### 1.9.5 PARTNERSHIPS

COURSE	PARTNERSHIP
1. ARBITRATION COURSE	NUM
2. LABOUR LAW (ACCREDITED)	MIT
3. COMPUTER INTRODUCTION	NUM
4. COMPUTER INTERMEDIATE	NUM
5. (LEADERSHIP DEVELOPMENT)	MIT
6. (MIDDLE MANAGEMENT)	MIT
7. EEA & SDA COURSE	NUM
8. NEGOTIATION SKILLS	NUM
9. TRAIN THE TRAINER	NUM
10. GENDER AND THE LAW	NUM
11. INTRODUCTION TO LABOUR LAW	NUM
12. POLITICAL EDUCATION	NUM & FES
13. (COLLECTIVE BARGAINING)	MIT
14. DITSELA COURSES	NUM
15. TRADE UNION QUALIFICATION (ACCREDITED)	MIT, ETDPSETA & EWSETA
OCCUPATIONAL HEALTH & SAFETY SKILLS PROGRAMME (200)	MIT



### 1.9.6 UPDATE ON PARTNERSHIPS

NO.	PROJECTS	STATUS
1.	ICT Training in Partnership with WITS Education and MICT Seta	The IT Seta was approached and they referred us to MQA as the Seta responsible for our Mining Seta. The Application is now with MQA, hoping to conclude the agreement before the end of June 2019.
2.	E-Learning (Pilot on NUM Induction Manual)	NESCO to finally approve the Manual before it can be Piloted.
3.	Construction Industry Partnership (Danish Project)	Presentation was made at Danish bilateral meeting with NUM Construction Coordinator. <b>Work in progress.</b>
4.	National Business Institute on Internships	Work in progress. <b>Follow up meeting to be convened.</b>
5.	EBMTC – MIC (EBMTC Academy)	Funding has been secured and the Project Plan is being implemented.
6.	Health and Safety	Unit has been informed and we are awaiting feedback.
7.	North West University (Middle Management)	MOU to be signed between NWU and EBMTC. Recruitment will start soon after.
8.	MIT (Labour Law and TUQP)	Project Plans are currently being implemented.

### 1.9.7 ELIJAH BARAYI MEMORIAL TRAINING CENTRE

- The SARS issued a PBO Status
- An Operational budget submitted and approved by the Mineworkers Investment Trust.
- Internal Financial Accounts migration set up.
- New EBMTC (PTY) LTD to start operating with the Hospitality activities
- **EBMTC Academy**
  - Deed of Transfer Issued in the name of EBMTC Academy.
  - Renovations Started in early January 2019
  - EBMTC Academy is now registered with the South African Revenue Services for Income Tax and Value Added Tax.
  - Rates and Taxes Account has been transferred to EBMTC Academy.
  - Electricity upgrade is currently applied for.
  - The building is currently under renovations and scheduled to be completed in June 2019.
- **The following trades are being prepared for under EBMTC Academy:**
  - Electrician
  - Plumber
  - Fitter
  - Turner
  - Welding
  - Boiler Making
  - Bricklaying
  - Instrumentation
  - Diesel Mechanic

### 1.9.8 NESCO

This Sub Structure continue to be the custodian of innovation and growth of the NUM. It is befitting for us to start a process of reviewing our Ten year plan as it is nearing its end. This responsibility calls for all structures of the Union to start deliberations on the future of the NUM in the current political epoch.

Trade unionism in our country is becoming fashionable and in the process losing its strategic objective of worker control. This is as a result of new formations of trade unions. Our solution to this new challenge remains political Education Across all structures of NUM including its functionaries. It is for this reason that we have included political schools across all Regions and this program must be continuous.

Our National Skills Development plan as guided by skills development Act has been reviewed by Minister of Higher education and reestablishment of Sectoral Education and Training Authorities (SETAs) within the new SETA Landscape. This confirms a need for us to continue to look at sectoral needs as we advance Education Training and development.

#### State of Education Sub Structure

This constitutional structure is meeting according to the year plan. The structure continues to play its role as envisaged by the union. Our RESCOs are also sitting as expected in our Regions with some having slight challenges of attendance

BRESCOs are a concern as they are not functioning as expected in most Branches. For the period of 2018/19 attendance was very good in our NESCO except when the regional structures of Matosana and Rustenburg we disbanded. Our observation is that the Union is still far behind with the Gender representation in the structure.

We edge comrades to be mindful of women emancipation as we continue with Elective conferences.

#### Achievements

We have successfully reviewed the Induction manual to keep to the needs of our members in the current epoch

Our training Academy will soon be open as resolved by our previous congress. Congress resolved on intensifying political Schools across our union structures and we have started and majority of Regions have heeded to the call and others are still to start.

Our strategic Relationships with the SETAs relevant to our organising sectors continue to bear fruits desired in sustaining our training initiatives

Most critical is ability to develop stewards into dynamic Leaders in Mining Construction and Energy

#### Challenges

Due to Budget limitations planned training interventions are limited to allocations made.

Regional and Local training interventions are clouded and disturbed by political power battles. Our Educators are still centralised and some Regions struggle to keep to planned training interventions.

The issue of inductions of elected leaders in all structures of the union continues to be a problem as it is done late towards the end of term of offices. This affects service delivery to members.

NESCO notes with concern that MQA is the only SETA that keeps the organisation updated and is always accountable.

Our Branch Educators initiative is not effectively monitored by Regions and some branches still do not have these Functionaries.

The last meeting of the structure at the time of writing the report was on the 22 to 23 May 2019 and the attendance was very good.

The event will be hosted by the Free State region. The first task team meeting was on the 10th May 2019 at Free State regional office in Welkom. The date for this event is on the 14th September 2019.

#### Accredited Programmes

For this financial year, the following programmes will be funded by the Mineworkers Investment Trust under EBMTC operational cost.

Trade Union Qualification Practice.

#### Labour Law

Under Trade Union Qualification Practice, we managed to source out additional external funding from EWSETA and EDTPSETA.

The EWSETA approved One Million as the bursary for 57 learners.

The following criteria were used to select additional students:

- Unsuccessful applicants from all the regions except for Rustenburg and Kimberley.
- Other Labour Law Students

From EDTPSETA, we managed to secure R250 000 for 15 learners from the TUQP group.

#### 1.9.10 SETAS

There is a concern around participation of our members in the SETA boards. This special congress should resolve the union and reporting on SETA activities. The following are our members in the SETA's.

SETA	REPRESENTATIVE
EWSETA	NDLELA RADEBE TSHIMANE MONTEDI
MQA	AMON TETEME RINGO SHIKATI TSHIDZI MATHAVHA MASIBULELE NAKI
CETA	JOSEPH MONTSETSE THEWBALETHU NDLOVU

#### SETA Re-Establishment

SETA's are established for a five-year period through the provisions of the Skills Development Act. The MQA has been given a renewal certificate for its establishment as a SETA until 31 March 2020. Minister of Higher Education and Training in terms of Skills Development Act, 1998 as amended, issued a Government Notice, Gazette No.39386 inviting comments from organizations, interested stakeholders, the public and the current SETAs on the proposed new landscape of Sector Education and Training Authorities (SETAs) as published in the above mentioned gazette. It required written comments should be submitted within 21 working days from the date of the publication dated 08 August 2018. So far we are not sure what will happen by end of March 2020.

Congress is being informed that we made submissions to the MQA in regard to nominations for the Board and its Committees. However, due to uncertainties relating to the seta landscape, only nominations of the Board were approved. The MQA Executives together with Board Chairperson decided to extend appointments of the existing Committees Representatives until end of March 2020.

Following allocation of the host region to Free State Region, the MQA was formally notified and the first meeting of the task team was held on the 10 May 2019. Subsequent to the formal notice to MQA, the region was advised to approach mining companies within Free State to host the event. The region therefore engaged Harmony Gold which at this point in time agreed and formally notified the region. We are disappointed that company representative failed to attend the first meeting of the task team but the region was tasked to engage the company in order to express our concern because this affected the planning of the event.

## 1.9.1.1 SKILLS DEVELOPMENT AND RESEARCH

**The Skills Development and Research Unit of the MQA** is responsible for implementation of the programmes against the annual performance plan as required by the DHET service level agreement. Further to improve skills development planning and decision making through research, manage implementation of research and administer sectoral data by meeting the following expectations:

- Quality research which is qualitative and quantitative
- Trends analysis within the labour market
- Advise industry on skills shortage
- Information of national and regional needs and emerging areas
- Facilitate the disbursement of mandatory grants by regulated time frames
- Ensuring quality of data received

### 1.9.1.1.1 The Skills Planning and Research Committee role and function is to make decisions, advice management and recommend to the Authority on the following matters;

- Registration of mining and minerals sector companies within MQA
- Development and capacity building of training committees
- Development, functions and capacity building for skills development facilitators
- Review the submissions of the workplace Skills Plans, annual training Reports and Sector Skills Plan

- The Organizing Framework of Occupations (OFO) codes for the mining and minerals sector
- Review the research related to skills development in the mining and minerals sector.

### 1.9.1.1.2 Registration of mining and minerals sector companies within MQA

In July 2017 Skills Research and Planning Committee had discussions on the number of companies submitting WSP/ATRs to the MQA and raised number of annual submissions as a concern. In order to understand the true nature of the companies required (as per MHSA Amendment Act No.74 of 2008 S10 (5) to submit WSP/ATRs to the MQA requires access to the DMR data of the mine license holders list. The committee decision was that MQA engage DMR to assist with access to mine license holders list so to enable MQA to encourage mine license holders to submit WSP/ATRs.

The MQA conducted an analysis to ascertain the number of registered mine rights holders with the DMR in comparison with the number of MQA registered organizations and how many are required to submit a WSP/ATR to the MQA. The aim was to advocate the submission of WSP/ATRs and increase the MQA Levy Revenue by aligning organizations that should be registered and submitting WSP/ATRs annually to the MQA. The analysis findings concluded on the following:

- According to DMR there are 1882 mine rights holders in South Africa. It is critical to note that the number of mine rights holders does not translate to 1882 unique SDL numbers, in some instances mine rights holders may share SDL number.

- This resulted in the reduction of organizations represented by SDL number. Reviewing the mine rights holders against the MQA employer data, 849 mine rights holders matched (573 using mine names and 276 by mine owners). Out of the 849 matched organizations, 577 mine rights holders have unique SDL numbers (421 mine names and 156 mine owners). The 577 mine rights holders with unique SDL 209 submitted a WSP/ATR in 2018 of the total 759 MQA received submissions. The area of concern is the 368 organizations that could be matched to an SDL number, but yet did not submit a WSP/ATR.

#### Recommendations:

- MQA to formally engage the affected companies (368) in regard to WSP/ATR submissions
- Organized Labour and Employers to engage companies at various regions
- Registrations with DMR should be part of the DMR Audit process during mine audits
- Data clean-up is required for mine license holders list to determine status of the mines that could not be matched
- DMR issue instruction to all mines that are non-compliance to MHSA provisions
- DMR to implement punitive measures for non-compliance to S10 (5) of the MHSA and S55 to enforce adherence to the act

## 1.9.1.2 2019 WSP/ATR Submissions

The target for the 2019/2020 financial year is 750 submissions of the WSP/ATR was the 30th April 2019 with approved extensions expected to be submitted by end of May 2019. However, applications for extensions are submitted by end of March 2019. The submissions as at end of March 2019 were 87 and currently ongoing. The SDR Unit is conduct report on submission during June 2019 and further anticipates doing evaluations, approvals and the feedback in August 2019.

### 1.9.1.2.1 Review of research related skills development in mining and minerals sector;

- **2019/2020 Sector Skills Plan (SSP)** submission to DHET approved in March 2019. Following the approval of the National Skills Development Plan (NSDP), it became imperative that MQA revise the framework in order to align with NSDP. It is also necessary to reflect on the past 4yrs of the SSP Framework implementation, to strengthen the areas in which weaknesses were identified. The SSP working group was held to brainstorm the proposed changes and areas of revision.
- **Green Skills within MIMS** - The research aims to explore what are green skills needs within the sector value chain focusing on priority areas such as air and water pollution, scars green skills influence on career pathing and demand and supply challenges. The research has been completed and engagements are ongoing within MQA committees in regard

### 1.9.12 2019 WSP/ATR Submissions

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#### 1.9.12.1 Review of research related skills development in mining and minerals sector;

- **2019/2020 Sector Skills Plan (SSP)** submission to DHET approved in March 2019. Following the approval of the National Skills Development Plan (NSDP), it became imperative that MQA revise the framework in order to align with NSDP. It is also necessary to reflect on the past 4yrs of the SSP Framework implementation, to strengthen the areas in which weaknesses were identified. The SSP working group was held to brainstorm the proposed changes and areas of revision.
- **Green Skills within MMS** - The research aims to explore what are green skills needs within the sector value chain focusing on priority areas such as air and water pollution, scars green skills influence on career pathing and demand and supply challenges. The research has been completed and engagements are ongoing within MQA committees in regard to implementation mechanism in line with funding policy on the part of the discretionary grants projects.
- **WSP/ATR 2017 Submissions and 8 year Trends Analysis Report** – To provide an updated trends analysis of the sector in terms of geographic locations, size and composition of MMS companies. This is also to capture the trends in training

offered over 8 year period of WSP/ATR submissions. The report has been

completed and key findings impacting on skills development in the sector, i.e., change of hard to fill vacancies over the past years will be submitted to the Board Strategic Session in July 2019. This will then inform organization planning and strategy for the next financial year.

- **Skills Development support for Ex-Mineworkers in the MMS for the period of 3yrs**

The research aims to look at the efficacy of the skills development and training of retrenched workers in the past 3yrs period and focus on such areas and programmes aimed at re-skilling ex-mine workers and their impact on socio-economic status. This research topic is delayed due to procurement of the provider in regard to service level agreement and research should have been concluded in March 2019.

- **Technology and Skills Development in Mining**

– To gain an understanding of the impact of changing technology and its implications on skills development in the sector. There is a possible collaboration with Mandela Mining Precinct (CSIR) and MQA further entered into partnership with Mintek and CSIR to undertake the project in March 2019.

- **Women in Mining** – To gain an insight into factors that influence access and mobility in and within occupational structures in mining. The MQA went into partnership with Commission for Gender Equality but it then withdrew and now in process of identifying other relevant possible research partners.

- **Occupational Health and safety in MMS**

– The aim of this research is to investigate drivers of health and safety matters in the workplace and examine the nature of interventions intended to attain health and safety and productivity in the sector. The MQA entered into a partnership with the MHSC in March 2019 to undertake the research project.

### 1.9.12.2 Workplace Based Learning Programme Agreement Regulations Of 2018

The Minister of Higher Education and Training on 28 October 2018 signed the regulations (Workplace Based Learning Programme Agreement Regulations 2018). The Regulations repeal the 2007 Learnership Regulations. The new regulations implementation date is 01 April 2019. So the 2007 Learnership Regulations are still in effect till 31 March 2019. There are no major changes between the above two sets of regulations. However, the SETAs and the sector will have to note the following changes;

- Revision in the Template for Registration of Learnership Programmes with the DHET
- Inclusion of all categories of Internships in the Annexure A therefore extending the regulations to Internship Programmes over and above Learners in Learnerships and Apprenticeships

The SETAs are required to comply with provisions of the regulations from 01 April 2019. The MQA in consultation with stakeholders in the sector made the following recommendations to DHET in order to allow sufficient time for implementation and compliance;

- DHET consider granting a temporary exemption period of 18 months to close identified gaps.
- Review resources, systems and processes and align with regulation prescripts in order to attain full compliance
- DHET provide seta with opportunity to engage in discussions on the contents of the submissions and decisions on matters raised before expected implementation date

### 1.9.12.3 QCTO Plan to Revoke SETAs Quality Assurance Delegated Functions

The DHET in consultation with Quality Council for Trade and Occupations (QCTO) engaged in a process of finalising the plan of the SDA, Act No.97 of 1998 as amended.

The strategy focuses of the following four key areas;

- Quality assurance of historically registered qualifications and skills programme
- Accreditation of skills development providers (SDPs)
- Quality assurance assessments
- Certification

The QCTO will engage with SETAs to craft agreement to facilitate transfer of QA functions of QCTO. The QCTO has already implemented a plan for across the SETAs regarding accreditation of SDPs. Through the implementation of the agreements, a proper function transfer of resources to the QCTO so that it is able to undertake all the quality assurance functions related to qualifications on the Occupational Qualifications Sub framework (OOSF) and to determine more accurately the cost of quality assurance.

MQA therefore conducted workshops in January 2019 for all stakeholders and made submissions to the QCTO requesting exemption and time for QCTO pilot implementation in order to test capacity of the QCTO.



### 1.9.12.4 Draft National Register of Artisan Regulations for Public Comment

The Minister of DHET issued the Draft “National Register of Artisan Regulations” for Public Comment in November 2018 and the regulations are published for comments for 31 days from signed date.

The Regulations are issued in terms of Section 26C of the Skills Development Act No. 97 of 1998 as follows:

(1) *The Director-General must maintain a register of persons-*

- (a) *who have obtained an artisan qualification in terms of this Act or any repealed Act; and*
- b) *who are practicing that trade.*

*Further the draft regulations indicate that “the DoL and SETAs will monitor the registration status of Artisan at workplaces after the transitional period to enforce the registration requirements.”*

### 1.9.12.5 Labour Capacity Building Workshop

The NESCO report of the meeting held in November 2018 encompassed our challenges pertaining to the capacity building workshops that could not take place due to MQA financial constraints. The report further indicated that engagements were taking place between Labour Convener, Labour Coordinator and management about the funding of the workshops.

In February 2019, the following tentative dates suggested as possible dates for the workshops. We drafted letter for the attention of the CEO to approve and provide funds for workshop to be conducted including related logistics.

- 29 – 30 April 2019
- 06 – 07 June 2019
- 21 – 22 November 2019

We were told that there are no funds and workshops were not budgeted in the 2018/2019 financial years. This resulted to a meeting with the Acting CEO in April 2019 and made commitment and further explained that the financial situation of the organization has improved, therefore workshops will be covered in the current financial year 2019/2020. We had to move the dates from 29 – 30 April to 6 -7 June 2019 so to avoid short notice to regions and allow time for logistics.

To our surprise, we were told that the workshops are not budgeted and therefore the Acting CEO requested Corporate Services Executive Manager to sources funding from other activities that could be possibly delayed in order to accommodate the workshops. The response was that unfortunate that due to budget cut the workshop cannot be accommodated and it had to wait for budget review to see how this can be accommodated. The budget review is annually conducted every September each year. We thought it would be appropriate to bring this situation to the attention of the NESCO with a view of considering engagement of the MQA Executive Management at the highest level.

### 1.10 THE NATIONAL EXECUTIVE COMMITTEE

The National Executive Committee has been functioning well with minor hiccups. All meetings have taken place in line with the constitution except when we were, in August 2016, confronted with local government elections. We therefore agreed to cancel one out of the six meetings per annum required by the constitution and shelved another one after the Central Committee. Attendance to the NEC by members of the Committee in 2016 was as follows:

NAME	POSITION	Region
JOSEPH MONTSETSE	PRESIDENT	HEAD OFFICE
PHILLIP VILAKAZI	DEPUTY PRESIDENT	HEAD OFFICE
KOLEKILE SIPUNZI	GENERAL SECRETARY	HEAD OFFICE
William Mabapa	DEPUTY GS	HEAD OFFICE
Mpho Phakedi	TREASURER GENERAL	HEAD OFFICE
Helen Diatlle	CHAIR. EDUCATION	HEAD OFFICE
Duncan Luvuno	CHAIR. H & S	HEAD OFFICE
Sipho Mlungwe	SECRETARY H&S	HEAD OFFICE
Olehile Kgware	SECRETARY EDUC.	HEAD OFFICE
Lydia Nkopane	CHAIR. NWS	HEAD OFFICE
Mathapelo Khanye	Secretary NWS	Head Office
Trusure Thekupi	Act. Chair. NWS	Head Office
Bonginkosi Mrasi	Secretary NWS	Head Office
Zimisele Ponti	Chairperson	Carletonville
Mbuyiseli Htavana	Secretary	Carletonville
Buyile Jikeka	Chairperson	Eastern Cape
Mzuvukile Ntenti	Secretary	Eastern Cape
Tanki Malefane	Chairperson	Free State
Tshepo Mollibeli	Secretary	Free State
Nelson Ratshoshi	Chairperson	Highveld
Tshilidzi Mathavha	Secretary	Highveld
Neo Moyo	Chairperson	Kimberley
Cornelius Manhe	Secretary	Kimberley
Phillip Gogo	Chairperson	KZN
Muzikayise Zakwe	Secretary	KZN
Khaya Ngaleka	Chairperson	Matosana
Masibulele Naki	Secretary	Matosana
Essob Mokgonyana	Act. Chairperson	North East
Phillip Mankge	Secretary	North East
Ndlela Radebe	Chairperson	PWV
Isaac Kazi	Act. Secretary	PWV

NAME	POSITION	Region
Mkululi Pakade	Chairperson	Western Cape
Sonwabile Fisa	Secretary	Western Cape
Daniel Balepile	Chairperson	Rustenburg
Geoffrey Moatshe	Secretary	Rustenburg

Comrade Truasure Thekupi was co-opted by the Youth Structure to act after comrade Duncan Luvuno was elected to the position of National Health and Safety Chairperson in the last congress. Comrade Essob Mokgonyana was co-opted by the North East Regional Committee to act as Regional Chairperson after comrade Phillip Vlakazi was elected as Deputy President and comrade Isaac Kazi was co-opted by the PWV region to act after comrade Mpho Phakedi was elected as Treasurer General.

The National Executive Committee has established sub-committees which are intended to assist it in facilitating the work of the NEC. Some of these sub-committees have been struggling due to NEC members deployed there failing to honour their responsibilities. Hereunder are the sub-committees referred to, how they are constituted and attendance to meetings:

#### 1.10.1 HR COMMITTEE MEMBERS 2018 ATTENDANCE TRENDS 2018 MEETINGS

MEETING	PHAKEDI M	MOLIBELI T	ZAKWE M	NGALEKA K	MIRASI B
1 28 JUNE 2018	ATTENDED	APOLOGIZED	ATTENDED	Apologized	Attended
2 19 JULY 2018	ATTENDED	ATTENDED	ATTENDED	Apologized	Attended
3 30 AUGUST 2018	ATTENDED	ATTENDED	ATTENDED	Apologized	Attended
4 21 SEPTEMBER 2018	ATTENDED	APOLOGY	ATTENDED	Attended	Attended
5 19 NOVEMBER 2018	ATTENDED	APOLOGY	ATTENDED	Apologized	Attended

#### 1.10.2 HR Committee Members 2019 Attendance trends 2019 MEETINGS

MEETING	PHAKEDI M	MOLIBELI T	ZAKWE M	NGALEKA K	MIRASI B
1 19 FEBRUARY 2019	ATTENDED	ATTENDED	ATTENDED	Apologized	Apologized
2 12 APRIL 2019	ATTENDED	APOLOGIZED	ATTENDED	Apologized	Apologized
3 11 JUNE 2019	ATTENDED	ATTENDED	ATTENDED	Absent	Attended
4 16 AUGUST 2019					
5 3 OCTOBER 2019					
12 November 2019					

#### 1.10.3 ECONOMIC TRANSFORMATION

MEETING	RADEBE N	RATSHOSHI N	JIKEKA W	FISA S	MIRASI B
18/7/18	ATTENDED	ATTENDED	ATTENDED	Apologized	Apologized
16/10/18	ATTENDED	ATTENDED	ATTENDED	Absent	Apologized
8/3/19	ATTENDED	ABSENT	ATTENDED	Attended	Attended

#### 1.10.4 POLITICAL COMMISSION

NAME	REGION	NAME	REGION
JOSEPH MONTSETSE (CHAIR)	HEAD OFFICE	Phillip Vlakazi	Head Office
Zimisele Pontl	Carletonville	Ndlela Radabe	PWV
Wellington Jikeka	Eastern Cape	Daniel Balepile	Rustenburg
Tanki Malefane	Free State	Mkululi Pakade	Western Cape
Nelson Ratshoshi	Highveld	Duncan Luvuno	Head Office
Neo Moyo	Kimberley	Helen Dlatle	Head Office
Phillip Gogo	KZN	Truasure Thekupi	Head Office
KHAMA NGALEKA	MATOSANA	Kolekile Sipunzi	Head Office

## 1.1.1 STATE OF THE REGIONS

### 1.1.1.1 CARLETONVILLE

For the period under review we had a relatively calm period as an organisation. The region has been recruiting but in as much as we recruited, we have been losing members in a faster rate due to, mainly the demise of AngloGold Ashanti. This implies that we have not realised any significant growth in the region. Although we have lost our majority status in Driefontein, we still have strong NUM presence in that mine. We need to put more effort in trying to bring back the lost membership because they are waiting for us to recruit them.

### 1.1.1.2 EASTERN CAPE

The vastness of the region is a big challenge in terms of service provision. However, the National Executive Committee decided to maintain three offices in the region namely East London, Port Elizabeth and Mthatha. This leads us to have expenditure that far exceeds revenue income. Organisationally the region is very stable.

In terms of recruitment, there is no visible growth. In fact there is a decline in membership. Here we cannot blame retrenchments for not growing as we would do in mining regions. There is potential to grow but, unfortunately, we are not doing enough to exploit it. We must remember that membership is what pays our bills and salaries. A further decline in membership may be disastrous for the region.

Our participation in COSATU activities has improved a lot. The region deserves a round of applause. We cannot imagine a COSATU without the NUM in any province of the country.

### 1.1.1.3 FREE STATE

Free State has experienced relatively quiet times as compared to the previous term. Regional Committee meeting took place as per constitutional requirement. The region, like most of our regions, has been experiencing

membership decline. Our majority at Beatrix, the biggest branch, is border-line. We have not yet taken advantage of false promises to workers by AMCU.

### 1.1.1.4 HIGHVELD

Highveld has been one of the stable regions organisationally. The yellow union is still struggling to penetrate them despite having their Head Quarters in the region. We salute the resilience of our members and leaders in this region. Although the region has experienced job losses, it is, together with Rustenburg the only region that has shown some growth in terms of membership.

### 1.1.1.5 KIMBERLEY

The diamond mining industry in the area has matured and reached a state of decline. De Beers, one of the world's major diamond miners has sold all their major operations in the region to smaller miners. Due to the shift in membership numbers, the region has decided to relocate their offices from Kimberley to Kuruman. In terms of the organisation, we had a harmonious period.

### 1.1.1.6 KWA-ZULU NATAL

Organisationally we are stable in this region. This is one region where Regional Committee members are very robust in discussing organizational issues. However, failure by staff members to honour Regional Committee meetings is a bit worrying.

### 1.1.1.7 MATLOSANA

The region has experienced upheavals organizationally. Up to now, the matter pertaining to Kopanang Branch has not yet been resolved. In fact, at the time of writing this brief overview those who had been suspended by the NEC due to their wayward behaviour, had threatened to take the union to court. These are the people who have been writing snes to the General Secretary urging the NEC to expel them so that they could join NUMSA.

This is the second time the union has been taken to court by individuals in the same branch and the main question is, "who is their sponsor?"

As alluded to previously in this report, the region successfully held a regional conference re-run as directed by the NEC.

### 1.1.1.8 NORTH EAST

The region has had its fair share of problems. In one of the branches, the branch leadership was found guilty of having sold union property and could not account for the proceeds of the sale. The matter has been appealed and the NEC had not yet finalised the case at the time of writing the report. In another branch, a chairperson was charged and suspended by the region for bringing the union into disrepute. As she had been waiting for the appeal hearing, she was dismissed by the company for refusing to go back to her original position.

We congratulate the Acting Regional Chairperson who has been elected as the ANC Chief Whip in the Limpopo legislature.

### 1.1.1.9 PWV

The region has experienced a few instances of instability. The major one was the strike at South Deep that turned out to be violent and nearly took the life of the Regional Chairperson. It later transpired that the then Branch Chairperson was working strongly to recruit for NUMSA whilst still leading NUM. This gives reason why they could not call off the strike despite being ordered to do so by the region. Genuine concerns raised by members, especially at Doornkop and Gold One need to be given the necessary attention.

The region has shown no signs of growth despite it being the economic hub of the country. The potential for growth in the Construction sector is not being exploited. However, the efforts of our Kloof Branch during the AMCU strike where they recruited a significant number of members.

### 1.1.1.10 RUSTENBURG

We have not taken advantage of the dissatisfaction the AMCU members have due to false promises and lack of democracy in their organization. There is regular recruitment. However, there is no significant growth. Rustenburg has never recovered from the mass killings of our members in 2012/2013. Even those who have realised that they had been lied to by the rival unions are afraid to come back to NUM due to fear that they may be murdered. This is one of the major contributing factors for workers to be reluctant to come back home.

This region may easily reclaim its former status as the biggest in the NUM in terms of membership. Workers who were lied to by the yellow union are waiting for us to recruit them. We urge the leadership in this region to rise up and do their utmost best to give reason why members have to come back to NUM.

*\*This is a commission composed mostly of Chairpersons but unfortunately, it could not hold a single meeting.*

### 1.1.1.1 WESTERN CAPE

For the period under review the region office has been very much stable. The relationship among office bearers and staff has improved a lot. This kind of atmosphere has had a positive influence on service delivery. The geographic vastness of the region is also a negative fact on service delivery.

### 1.1.2 2018 Congress Resolution on Regional Co-ordinators

The resolution to phase out the position of Regional Co-ordinators came into effect sooner than everybody expected. This was due to many of them refusing to be redeployed to other regions where the organisation felt they would be more effective in growing the organization. Seven of them had to leave the organization within a space of three months. Five were offered separation packages, one went on early retirement and the other was dismissed and a settlement was arrived at between the two parties. This also includes two Pillar Heads, one from Services and the other from Human Resources.

The departure of Regional Co-ordinators, whose job was chiefly administrative, has apparently left some undue pressure on Regional Secretaries as we all know that Regional Secretaries are political leaders. Some regions have raised concerns that this congress resolution has to be reviewed as the need for this extra administrative hand has been amplified. It is on that basis that the matter is presented to this special congress for consideration.

### 1.13 LEADERSHIP CODE OF CONDUCT

This is a document that is meant to guide the organization on how leadership should conduct themselves and how shaft/shop stewards council should function. The document is being presented to congress to consider the amendments that are being proposed.

### 1.14 EMPLOYMENT OF RECRUITERS

Employment figures have not improved since we embarked on employing Recruiters to augment our recruitment drive. This, therefore translate to less people to recruit. The 15th National Congress decision to employ Recruiters was on an experimental basis whereby it would be reviewed from time to time. Indeed the National Executive Committee has reviewed the system after realising that it was not paying the expected dividend. A system aimed at incentivising Recruiters to perform has been introduced. Recruiters have a basic salary, which we acknowledge is very low, but can be improved up to the level they were at before provided they recruit the required number of new members per month.

### 1.14.1 ORGANISING, RECRUITMENT & RETENTION STRATEGIES

The union launched a national organising, recruitment and retention campaign at the Misty Hills Hotel and Conference Centre in Krugersdorp in July 2018; he was making a clarion call for all structures of the NUM to work out a way forward for a militant trade union that is in danger of losing its relevance. The strategic retreat was initiated by the President, Cde Montsetse in response to 2018 union membership figures that showed participation at an historic low. Membership has fallen further since then.

For union leaders, doing their job with dedication and passion is not enough. Economic shifts have hit industries with high numbers of union members. Overwhelmingly, new jobs are either not in unionized industries or not in permanent employment – or not in either – and the NUM is not adapting fast enough to this new reality.

The proposals on where to go from here mostly fall within three strands of unionism: community, professional identity and digital. These strands are not mutually exclusive because as a strategic and visionary trade union, we need to move from a contest of ideas to a reservoir of ideas.

### 1.14.2 Teaming Up With Community Groups

Community trade unionism is the strategy commonly associated with the COSATU affiliation which pursues change outside the workplace, in coalition with other like-minded community groups. It has been spectacularly successful in the formative years of the NUM for campaigns on health and safety, decent working and living conditions and better pay and a minimum wage, which to date is translating into pockets of living wage levels.

The downside is that these political campaigns do not translate into membership growth, at least not in numbers that offset the money invested. Without modification, this is not a long-term growth strategy.

### 1.14.3 ALIGNING WITH PROFESSIONALS

Identifying professional within the industry is where the union works very closely to maintain its relevance for that group of workers. It advocates for its profession, not just in industrial tribunals, but in industry forums as well. It often directly provides training on the skills required for that job. This strategy is working a treat for the NUM as it bargains on their behalf in mining and Eskom. It is on a growth trajectory and now in Eskom Holdings SOC we are the largest trade union in terms of density and militancy.

However in a world where most people will have multiple careers, professional identity is not as strong as it used to be.

Most South African trade unions find this strategy a challenge because they are industrial unions not craft unions - their members have a variety of occupations so it is difficult for the union to clearly brand itself as the voice of this or that worker.

### 1.14.4 FINDING MEMBERS ONLINE

In this age of digital technological advance the NUM needs to reach and recruit members

online. This sidesteps the difficulties of obtaining workplace access from hostile employers. However converting online sympathizers into paying members may prove more difficult than it sounds. This is one reason America's United Food and Commercial Workers abandoned its highly visible "Our Walmart" campaign that was lobbying the supermarket giant via online channels to change its practices.

If the NUM does not perfect digital unionism first, others will take it into their own hands to advocate. Digital tactics feature strongly in the current wave of labour activism. This will develop with or without the involvement of incumbent unions.

Other unions in the United Kingdom have created subdivisions to focus on new economy workers and each combines elements of community, professional identity and digital unionism. They are partnerships between unions and other groups, focusing on a narrowly defined group of workers rather than being a catch-all, and are digitally savvy.

The NUM through the Membership & Revenue Pillar will have to pioneer this initiative as a matter of urgency and not wait to observe the outcomes of our rivals as to whether the different strands are pursued dogmatically or integrated into union strategies.

### 1.14.5 RECRUITMENT TO DATE

Strong trade unions are necessary for effective collective bargaining - an important way of regulating industrial relations and of determining workers' wages and benefits. The above tables above clearly show that without Regions taking a turn for good and embark on fierce recruitment campaign in their regions, we will continue to fail the resolutions we took in the 15th and 16th National Congresses respectively. We then qualify not to be called servant leaders whose vision is driven by a strategy to transform the workplace and grow membership density to the peaks we reached before 2013 and continue to be the ever-growing militant trade union."



The National Union of Mineworkers has probably done more than any other union to offer customised benefits to its members. Workers soon learn that decent wages, skilling and reskilling, education opportunities, safe working conditions and humane living conditions can make membership of the union worthwhile. Once we are in the workplace, however, there have to be more compelling reasons to join a union, which, by this stage, wants to take its subs from our salaries, and when recent legislation means we are quite well protected in terms of pay, equality and other important issues. Workers are still joining the NUM, though, so why should this be?

### 1.14.6 EMPLOYMENT LAW

The right to withdraw our labour has been enshrined in law since the last century, but this course of action is only the start and, in some cases, the end of a dispute without a strategy to carry the message further and to debate an issue beyond the initial grievance. It is very difficult for an individual, or even a group of people, to do this without being familiar with the laws and protections afforded to workers.

### 1.14.7 REALITY BITES

The National Union of Mineworkers says workers who are members of the union are less likely to lose their jobs and that they are 10% more likely to earn higher salaries and wages than non-members. This alone may make people join, but there are more pertinent reasons. Following the near-decade of austerity introduced since the financial crash, many people, particularly those in the mining and quarrying sector found themselves made redundant for the first time in their lives.

At such a difficult time, they turned to their trade union to help navigate them through that minefield. They relied on their union to make sure they were given as much notice as possible and to make sure they were fairly dealt with, even if they could not save their jobs, and properly compensated. It therefore follows that family and

friends of those who were affected will also have heard about the difficulties of losing a job and livelihood and will have been convinced about the value of membership of NUM.

They will by now realise that jobs can be lost as well as found, and so membership of NUM does not just matter when they have a job but might even be more valuable when they lose one.

### 1.14.8 EVERYDAY ISSUES

Of course, people do not only use the NUM when they are in danger of losing their jobs. NUM offers free opportunities to train for new roles or promotion. NUM also support workers by advising them prior to meetings and appraisals and can even accompany them when they have the dreaded meeting with the boss.

Not everybody has the strength or confidence to broach important issues or to represent them when asking for a fair chance at progression within their firm. Finally, if a worker has a grievance or a disciplinary issue, they can also turn to the NUM to represent them legally and to advise them on their rights during the process.

Some think that this more than compensates them for membership fees.

To all of us and with this information at hand: why are we not successful in recruiting workers?

#### Nota Bene:

(i) These are signed-up membership and the Membership & Revenue Pillar provides information on paid-up membership from these monthly figures.

(ii) A total of 516 so-called signed-up membership by Rustenburg during the May 2019 period has not been included as they still have to submit full details of every signed-up member.

(iii) Each Region is expected to recruit 6 percent

of the total membership at end of December every year.

(iv) Rustenburg 'signed-up' 516 is not counted because they remitted the statistics without accompanying details of an individual member.

• There are comrades who, as from June 2019, fall under the new recruitment process, namely

Table 1: Recruitment Done by Regions, 2019													
REGION	JAN	FEB	MAR	APR	MAY	Ju	JuI	Aug	Sep	Oct	Nov	Dec	YTD Total
CARLETONVILLE	152	128	79	61	60								480
EASTERN CAPE	0	0	0	0	0								-00
FREE STATE	180	193	197	152	278								990
HIGHVELD	306	209	240	0	0								755
Kimberley	0	0	0	0	0								-00
KwaZulu-Natal	0	0	0	0	0								-00
MATLOSANA	0	0	0	0	0								-00
North East	0	0	0	0	0								-00
PWV	400	400	150	0	0								950
Rustenburg	126	600	162	269	(516)								1,157
Western Cape	0	0	0	0	0								-00
GRAND TOTAL	1 164	1 530	818	482	338								4 848

- Mathomola Sehularo & Boy Mtsi – from PWV Region
- Wiseman Matshaya and Siphok Mkentane, from Free State Region.
- Victor Mkhize from KwaZulu-Natal, and
- Joseph Ngcobo from Kimberley Region.

The rest of the comrades are still on the previous contract but they too if they fail to deliver for three consecutive months would be called in for appraisal and if this continues without positive results, their contract would be terminated before the time subject to the NUM following due processes of the law.



### 1.14.9 INNOVATIVE WAYS

There has been significant growth of precarious work in South Africa over the past decades. We have encouraged Regions to adopt strategies that would help them to counteract this trend by firstly scanning the environment, training/recruiters, and forming alliances with communities to counteract this trend and reach precarious workers and examines the extent to which these strategies have been implemented. Unfavourable external shifts have placed greater pressure on the NUM to develop appropriate internal strategies and structures to strengthen their capacity for reaching precarious workers. The Regions have been encouraged to use community unionism strategies to organize precarious workers outside of the workplace and sustainable sourcing strategies to regulate their conditions through procurement mechanisms. These strategies are relatively effective means of reaching precarious workers in the context of legal constraints on the union and changes in the organization of work and production. The internal governance structures of the NUM needs to be reformed if these strategies are to be adopted more widely.

#### 1.14.10 The challenge for the NUM is to scan the Eastern Cape Province and get the sub-contracted, out-sourced and temporary employed workers to organise and recruitment them to stem the tide of precarious work arrangements.

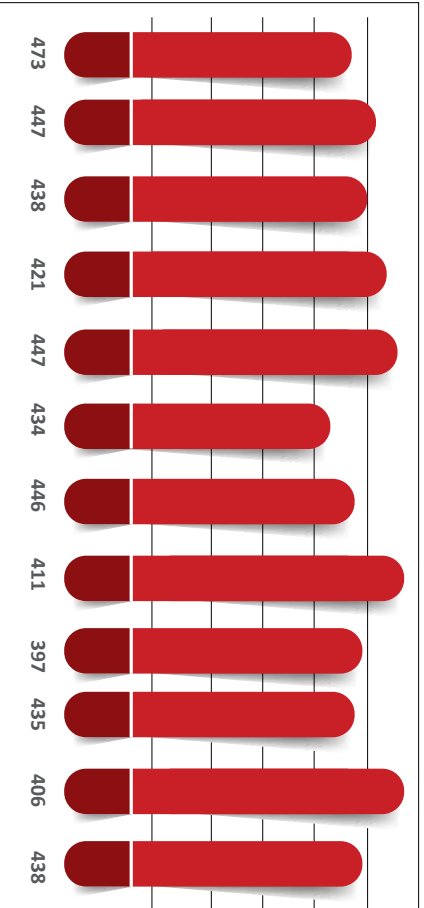
The Production Pillar had agreed with the Region to examine the strategies that can be adopted to counteract this trend of making workers “owners of firms” although they do not have decision-making powers.

We will continue engaging the Eastern Cape and any other Region on these strategies to help them manage organising, recruitment and retention campaign.

#### 1.14.11 MINING & MINERALS SECTOR

The South African mining industry is expected to continue shedding jobs as more and more mines become deeper and resources harder to find. This will result in people being replaced by machines in the next few years – especially in the gold and platinum mining sectors.

The mining industry has lost almost 81 000 jobs in South Africa from 2008 to the fourth quarter of 2018.



This is an industry where the employment profile is changing globally because what is happening is that mines are getting deeper and harder to mine. So there is an inevitable move towards technology, automation and digitisation, but that is going to change the nature of the employment profile – but what it does do is that it keeps mines open for a lot longer and brings these resources that are currently unimaginable.

#### 1.14.12 OBSTACLES TO MEMBERSHIP GROWTH IN CONSTRUCTION INDUSTRY

The nature of the industry make workers to be nomadic, that is moving from one province to the other and whenever they ask for services from the region they would be in at that time, they are told to first resign from the original region and join the region they presently are in and it is only after this that they could be services.

Secondly, Organisers would do the normal introduction of the union to the management and that would be the last time members see this Organiser. In most instances workers would take up to five years without seeing a regional leader or Organiser to even paying a visit to a site or workplace

Thirdly, in other regions the leadership and Staff would promise to come to the site and/or firm

to resolve whatever problems workers have and that would be the last time workers hear of them up to the point when workers get dismissed.

Fourthly, workers have taken upon themselves to, without having been trained by the union at any stage, taken to negotiate improvements in wages and other conditions of employment.

Fifth, one Organiser was told in a meeting with Management to vacate the meeting and workers negotiated by themselves while they sought advice from regional leadership. The source of this election being that worker are “not educated and the GPI-linked wage offer was better than they think” while this Organiser did not even know what was the entry level wage rate at that particular firm.

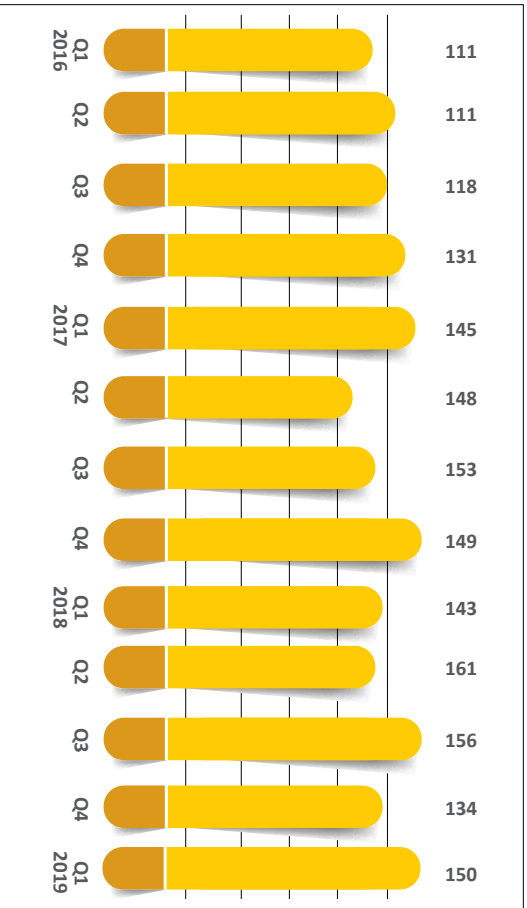
Sixth, Construction workers in the main are by-passed when it comes to capacity building programmes of the union. See Education and Training capacity building statistics.

Seventh, a big number of members have not been issued with a Golf-shirt up to date as per the resolution of the 15th National Congress. This also applies to issuance of a NUM Membership Card.

### 1.14.13 THE ELECTRICITY, GAS & WATER SECTOR: ESKOM HOLDINGS SOC

Then power utility intends to reduce its workforce headcount by 4.2 percent to 31, 675 workforce for 2018/19. The cash-strapped Eskom is under pressure to reduce its costs amid falling electricity demand and claims that it was overstaffed. Eskom's handling of employee costs often comes up when the utility applies for tariff increases. According to NERSA, Eskom was projecting to reduce worker headcount by 2 percent to 33, 056 in 2017/18 from 33 559 workforce in 2016/17. The power utility further forecast a labour headcount reduction for 2018/19 4.2 percent to 31 675. NERSA claims that the reduction in the labour force would not be due to restructuring by Eskom, but through natural attrition and workers leaving for various reasons such as voluntary retirement.

**Figure: Total Employment in the Electricity, Gas & Water Sector**

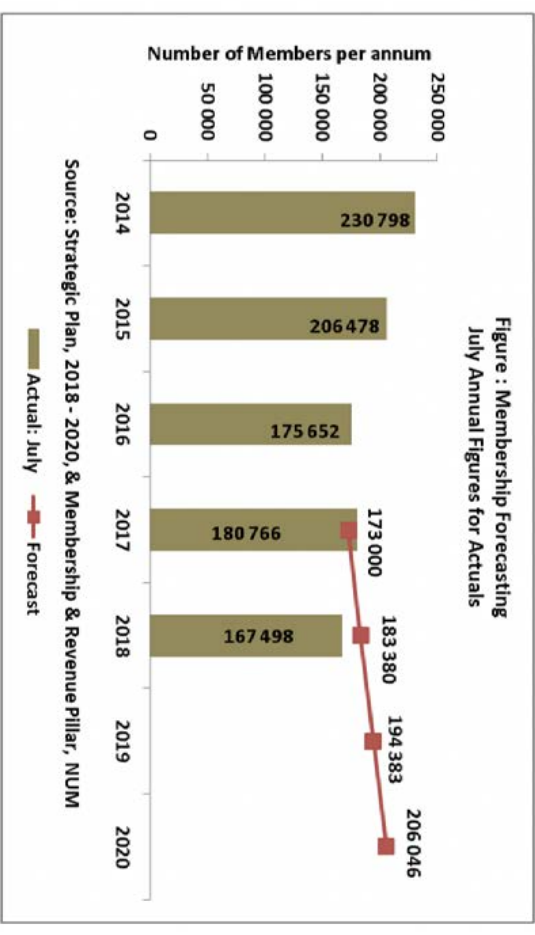


### 1.14.14 COST PER WORKER

NERSA has calculated the average cost per worker to be R643 000 for 2016/17, R675 000 for 2017/18 and R708 000 for 2018/19. This then would translate to an increase of 5 percent based on the average cost per worker, which is an inflation increase. The complement of the labour force has also come under NERSA's glare. The regulator said in 2007 Eskom was able to produce 239, 109 gigawatt hours (GW/\*) with 32 954 workers, which resulted in 7.26GW/\* per worker. In its latest application to the regulator, Eskom applied to produce 216 771GW/\* with 39 186 workers which translated to 5.3GW/\* per

worker. This means that Eskom is producing less GW/\* with more workers and higher worker costs. The excess labour based on this analysis amount to 6 232 which amounted to approximately R3.8bn.

The National Union of Mineworkers (NUM) has demonstrated that it would resist unilateral moves to reduce the utility's staff complement. While the NUM has the majority trade union density at 17, 000 members it expected to be fully consulted before any decisions were taken about cutting employment numbers. The union is of the view that the problem at Eskom is poor leadership and financial mismanagement. They must fix that first before rushing to cut jobs.



**Figure : Membership Forecasting July Annual Figures for Actuals**

Source: Strategic Plan, 2018 - 2020, & Membership & Revenue Pillar, NUM

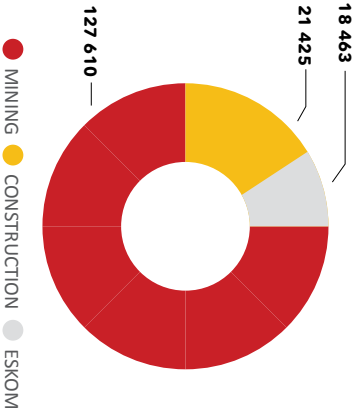
Actual: July Forecast

We have seen what employment numbers are per industry and how we have been doing despite the retrenchments we are facing – that there is much room to reach our prime years provided we firstly go all out to organise, recruit and retain members and come up with plans on how to retain these members.

Secondly that all leaders are visible at the coalface to ensure that Staff render quality service the first time and are always on time to resolve workers grievances.

Thirdly, we welcome any worker who wishes to come back to the NUM and promise to make them feel at home.

**Figure: Membership by sector as at July 2018**



We have seen what employment numbers Fourthly, that every member of the union is given the responsibility of recruiting their fellow colleague into the union. Going back to basics taught us that every worker who is directly recruited by their colleague has strong bond with the NUM because they see everything unfolding before their eyes and every step of the struggle their colleague is with them fighting to achieve what they are struggling for.

## 1.15 RESOURCE MANAGEMENT

### Overview

The Finance Pillar, as the support services Pillar to the organization, does not perform any line function activities. The report will therefore deal with support service activities rendered to Pillars and Regions. The Pillar does not deal directly with members but plays a major and pivotal role in oiling the whole machinery of the union by providing resources such as vehicles, cellular phones, landlines, furniture, photocopiers, office space, flight, accommodation and car hire bookings, and stationery to regional and national staff and office bearers. The report should therefore be viewed from a service and resource provision perspective and not from direct core delivery of services to members.

The report will deal with the following key areas to performance of the Pillar:

- Coordination of FINCOM meetings
- Coordination of the NEC finance Sub - Committee meetings
- Coordination of the NEC Audit and Risk Sub Committee
- Fleet management
- People management
- Report back on delivery of 2015 congress resolution golf shirts
- Travel and accommodation expenditure trends

### 1.15.1 FINCOM

#### Coordination of meetings

The Pillar has the responsibility of coordinating FINCOM meetings on the planned dates over the year. FINCOM is normally held during the last week prior to the NEC in quest for recommending the financial report to the NEC as well as any submission that require NEC approval in the areas affecting policy.

One of the Pillar's responsibilities is to provide finance governance through regular reporting on the financial status of the organization through FINCOM. The Pillar reports to FINCOM the financial performance, the status of membership in terms of revenue and membership statistics and policies that are to be presented to the NEC.

During the 2018 reporting period the Pillar successfully coordinated four out of four planned FINCOM meeting which took place on the following dates:

FINCOM MEETING NUMBER	DATE	ACHIEVED /NOT ACHIEVED
Number one	13 February 2018	Achieved
Number two	16 April 2018	Achieved
Number three	25 July 2018	Achieved
Number four	21 September 2018	Not achieved
Number Five	15 November 2018	Achieved

The first meeting dealt with the expenditure status up to November 2017, membership report, members' compulsory funeral scheme, progress on appointment of medical brokers and status on delivery of congress resolution golf shirts. The second meeting dealt with the same items as in the first meeting and in addition it dealt with draft audited annual financial statements for 2017 and recommended them for approval by the NEC. The third meeting dealt with expenditure report, membership report, progress on the funeral scheme for members', progress on the appointment of Medical Brokers, report on office accommodation and progress on delivery of 2015 Congress resolution golf shirts. The fourth meeting will deal with more or less the same items as dealt with by the third meeting.

The four FINCOM meetings held so during 2018 have succeeded in dealing with matters that required attention from the NEC such as the financial overview, membership report and also recommended the 2017 draft audited annual financial statements to the NEC who eventually approved them and were adopted by the 2018 National Congress after presentation by the Treasurer General. The fifth meeting was held on 15 November 2018 and it dealt with normal agenda items as well as budget recommendation to the NEC and a presentation by IEMAS to members of FINCOM.

The fourth meeting was convened but did not reach a quorum and was therefore postponed indefinitely.

Meeting attendance  
25 JULY 2018 UP TO 05 JUNE 2019

MEMBER'S NAMES AND SURNAMENES REGIONAL ATTENDEES	25 JULY 2018	15 NOVEMBER 2018	14 FEBRUARY 2019	11 April 2019	05 June 2019	Percentage of meeting attendance
1. C. MOHALA	APOLOGY	PRESENT	PRESENT	Cancelled	Present	75%
2. M. HIBANA	ABSENT	PRESENT	PRESENT	Cancelled	Apology	50%
3. P. MOSIA	PRESENT	PRESENT	PRESENT	Cancelled	Apology	75%
4. N. DUNA	Present	Present	Present	Cancelled	Apology	75%
5. M. Ntenteni	Present	Present	Present	Cancelled	Present	100%
6. S. Mokoena	Present	Present	Present	Cancelled	Apology	75%
7. T. Molibeli	Apology	Present	Absent	Cancelled	Apology	25%
8. G Motsumi	N/A	N/A	Present	Cancelled	Apology	50%
9. X. Rikana	Absent	Present	Present	Cancelled	Apology	50%
10.T. Mathavha	Present	Apology	Present	Cancelled	Present	75%
11. P. Moeketsi	N/A	Present	Present	Cancelled	Apology	50%
12. C. Manhe	Apology	Present	Present	Cancelled	Apology	50%
13. O. Senye	N/A	N/A	Present	Cancelled	Apology	50%
14. K. Masiea	Present	Present	Apology	Cancelled	Present	75%
15. M. Zakwe	Present	Present	Present	Cancelled	Apology	75%
16. J. Khanyile	Present	Present	Present	Cancelled	Present	100%
17. M. Mphahlele	Absent	Present	Absent	Cancelled	Apology	25%
18. N. Tsipane	Apology	Absent	Present	Cancelled	Apology	25%
19. M. Naki	Present	Apology	Absent	Cancelled	Apology	25%
20. P. Manlge	Present	Apology	Apology	Cancelled	Present	50%
21. B. Makhatofa	Apology	Apology	Apology	Cancelled	Apology	0%
22. I. Kazi	N/A	Present	Present	Cancelled	Apology	66.6%
23. M. Maome	Absent	Apology	Absent	Cancelled	Apology	0%
24. S. Tafeni	Absent	Apology	Present	Cancelled	Present	50%
25. S. Fisa	Apology	Present	Present	Cancelled	Apology	50%



HEAD OFFICE Member's Names And Surnames Pillar Heads & Finance Unit Heads/National Women Structure Treasurer/TG	25 JULY 2018	15 NOVEMBER 2018	14 FEBRUARY 2019	11 April 2019	05 June 2019	Percentage of attendance per member
26. P. NKAMBULE	Present	Apology	Present	Cancelled	Present	75%
27. T. Ketitse	Absent	Present	Absent	Cancelled	Apology	25%
28. P. Maoko	Present	Present	Apology	Cancelled	Present	75%
29. J. Masha	Present	Present	Present	Cancelled	N/A	100%
30. Y. Seadat	Present	Present	Present	Cancelled	Present	100%
31. L. Mhlungu	Present	Present	Present	Cancelled	Present	100%
32. Z. Gwele	Present	Apology	Present	Cancelled	Apology	50%
33. M. Khanye	N/A	Present	Present	Cancelled	Apology	66.6%
34. M. Phakedi	Present	Present	Present	Cancelled	Present	100%
35. N. Rakau	Absent	Absent	Absent	Cancelled	Suspended	0%
36. T. Oats	Present	Present	Present	Cancelled	Apology	75%
37. Z. Xhentsa	N/A	Present	Present	Cancelled	Apology	66.6%
38. C. Kgathhe	Present	Present	Present	Cancelled	Present	100%
39. F. Madhlaba	N/A	N/A	N/A	N/A	Present	100%

### 1.15.2 NEC FINANCE SUB-COMMITTEE MEETINGS

#### 1.15.2.1 Coordination of Meetings

The Pillar is also responsible for coordinating the NEC Finance Sub Committee meetings and to ensure that the mandate of the committee is achieved by providing the secretariat support as well as the technical support.

During the reporting period the NEC Finance Sub Committee scheduled four meetings and held three additional special meetings. Performance is presented on the table below:

NEC FINANCE SUBCOMMITTEE MEETING NUMBER	DATE	ACHIEVED /NOT ACHIEVED
Number one	29 January 2019	Achieved
Special meeting	14 March 2019	Achieved
Number two	08 April 2019	Achieved
Special meeting	17 April 2019	Achieved
Number three	04 May 2019	Achieved

#### 1.15.2.2 NEC FINANCE SUB COMMITTEE MEETING ATTENDANCE AFTER THE 2018 NATIONAL CONGRESS FROM JULY 2018 TO NOVEMBER 2018

MEMBER'S NAMES AND SURNAMAMES	SPECIAL MEETING ON 7 JULY 2018	SCHEDULED MEETING ON 25 JULY 2018	SCHEDULED MEETING ON 25 SEPTEMBER 2018	Special meeting 9 October 2018	Scheduled meeting 13 November 2018	Percentage of meetings attendance
<b>OFFICE BEARERS</b>						
1. Phillip Mankge	Present	Present	Present	Present	Apology	80%
2. Mpho Phakedi	Present	Present	Present	Present	Present	100%
3. Tshildzi Mathavha	Present	Present	Present	Present	Apology	80%
4. Masibulele Naki	Apology	Present	Apology	Present	Present	60%

MEMBER'S NAMES AND SURNAMAMES	SPECIAL MEETING ON 7 JULY 2018	SCHEDULED MEETING ON 25 JULY 2018	SCHEDULED MEETING ON 25 SEPTEMBER 2018	Special meeting 9 October 2018	Scheduled meeting 13 November 2018	Percentage of meetings attendance
<b>OFFICE BEARERS</b>						
5. Duncan Luvuno	Apology	Present	Present	Apology	Absent	40%
6. Phillip Gogo	Present	Apology	Present	Apology	Present	60%
<b>STAFF MEMBERS</b>						
1. Khipha Nkambule	Present	Present	Apology	Present	Present	80%
2. Zandile Xhentsa	Present	Present	Present	Present	Present	100%
3. Philemon Mohlala	N/A	Present	N/A	N/A	N/A	100%

#### 1.15.2.3 NEC FINANCE SUB COMMITTEE MEETING ATTENDANCE AFTER THE 2018 NATIONAL CONGRESS FROM JULY 2018 TO NOVEMBER 2018

MEMBER'S NAMES AND SURNAMAMES	JANUARY 2019	MARCH 2019	APRIL 2019	April 2019	June 2019	June 2019	August 2019	Percentage
<b>OFFICE BEARERS</b>								
1. Phillip Mankge	Present	Apology	Present	Apology	Present	Apology		50%
2. Mpho Phakedi	Present	Present	Present	Present	Present	Apology		83.3%
3. Tshildzi Mathavha	Present	Present	Present	Present	Present	Apology		83.3%
4. Masibulele Naki	Apology	Apology	Apology	Apology	Apology	Apology		0%
5. Duncan Luvuno	Apology	Present	Present	Apology	Present	Absent		50%
6. Phillip Gogo	Present	Present	Apology	Present	Apology	Present		66.6%
<b>STAFF MEMBERS</b>								
1. Khipha Nkambule	Present	Present	Present	Present	Present	Present		100%
2. Zandile Xhentsa	Present	Present	Present	Present	Present	Present		100%
3. Philemon Mohlala	Present	N/A	Present	N/A	Apology	N/A		66.6%



### 1.15.2.4 AUDIT AND RISK COMMITTEE MEETING ATTENDANCE AFTER THE 2018 NATIONAL CONGRESS TO DATE

MEMBERS NAMES AND SURNAMAMES	18 JULY 2018	30 AUGUST 2018	OCTOBER 2018	Meeting date 13 March 2019	Meeting date 12 May 2019	Percentage of meeting attendance
1. MBUYISEU HIBANA	Present	Postponed	Present	Present	Present	100%
2. Cornelius Manhe	Present	Postponed	Present	Present	Apology	75%
3. Mkululi Pakade	Present	Postponed	Present	Present	Present	100%
4. Mzuvukile Ntente	Present	Postponed	Present	Present	Apology	75%
5. Richard Mahoa	Suspended	Postponed	Suspended	N/A	N/A	0%
6. Dan Balepile	N/A	Postponed	N/A	N/A	Present	100%

The NEC Finance Subcommittee managed to deal with its normal agenda items as well as recommendation of 2017 Draft Audited Annual Financial Statements to FINCOM. The Committee was also restructured with three new members as well as the new chairperson was appointed by the General Secretary through the NEC. The last meeting for the year was held on 13 November 2018 to deal with all outstanding matters planned for the financial year.

### 1.15.2.5 Meeting attendance

During the 2018 reporting period the Committee dealt with the following tasks in their quest to provide support to the NEC:

- Considered and recommended the audited annual financial statements for 2017 to FINCOM's recommendations to the NEC.
- Received and deliberated on the new Car allowance Scheme and recommended the proposal to FINCOM
- Received and deliberated on Compulsory Members Funeral scheme progress report from MIC
- Received and deliberated on NUMPROP briefing on offices accommodation at regions
- Followed up on progress on congress members golf shirts
- Developed and recommended the reviewed Vehicle Allocation policy and the reviewed Separation Gift policy to FINCOM who in turn recommended them to the NEC for approval.
- Received presentations for the Medical Brokers from a service provider
- Received presentation from GY Holdings and African Unity on the Members Compulsory Funeral scheme

The 2018 members meeting attendance record is reflected on the next page below:

MEMBER'S NAMES AND SURNAMAMES	DESIGNATION	ADHOC 02 FEB. 2018	03 APRIL 2018	12 APRIL 2018	07 JULY 2018	25 JULY 2018	25 SEP 2018	09 OCT 2018	13 NOV 2018	PERCENTAGE OF MEETINGS ATTENDANCE
<b>OFFICE BEARERS</b>										
1. Godukile Macatha	Chairman	Present	Present	Present	N/A	N/A	N/A	N/A	N/A	100%
2. Mbuyiseli Hibana	Member	Present	Present	N/A	N/A	N/A	N/A	N/A	N/A	100%
3. Duncan Luvuno	Member	N/A	Present	Present	Apology	Present	Present	Apology	Absent	57.1%
4. Neo Moyo	Member	Present	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100%
5. Phillip Mankge	Member	Present	Present	Present	Present	Present	Present	Present	Apology	87.5%
6. Tshilidzi Mathavha	Member	N/A	Absent	Present	Present	Present	Present	Present	Apology	71.4%
7. Masibulele Naki	Member	N/A	Apology	Present	Apology	Present	Apology	Present	Present	57.1%
8. Mpho Phakedi	Member	N/A	N/A	N/A	Present	Present	Present	Present	Present	100%
9. Phillip Gogo	Member	N/A	N/A	N/A	Present	Apology	Present	Apology	Present	60%
<b>STAFF MEMBERS</b>										
1. Khapha Nkambule	Coordinator	Present	Present	Present	Present	Present	Apology	Present	Present	85.7%
2. Zandile Xhentsa	Scriber	Present	Present	Present	Present	Present	Present	Present	Present	100%
3. Philemon Mohlala	Invitee	Present	Present	Present	N/A	Present	N/A	N/A	N/A	100%

### 1.15.2.6 NEC Audit and Risk sub-committee

#### Coordination of meetings

The Pillar is also responsible for coordinating the NEC Audit and Risk Sub Committee meetings and to ensure that the mandate of the committee is achieved, by providing the secretariat support as well as the technical support.

Four meetings were planned for the reporting period and the first two meetings did take place and the third meeting was postponed. The last meeting was attended well. Dates of meeting as well as the schedule of attendance of members are reflected on the table below:

#### Meeting attendance

MEMBERS NAMES AND SURNAMAMES	DESIGNATION	11 APRIL 2018	18 JULY 2018	30 August 2018	October 2018	Percentage of meeting attendance
1.MBUYISEU HIBANA	Chairperson	Present	Present	Postponed	Present	100%
2. Cornelius Manhe	Member	Apology	Present	Postponed	Present	66.6%
3.Mkululi Pakade	Member	Present	Present	Postponed	Present	100%
4.Mzuvukile Ntenti	Member	Apology	Present	Postponed	Present	66.6%
5.Richard Mahoa	Member	Apology	Suspended	Postponed	Suspended	0%
6. Dan Baleple	N/A	Postponed	N/A	N/A	Present	100%

The committee dealt with its normal agenda as well as consideration of 2017 audited annual financial statements. The committee was also restructured with the new chairperson and new members appointed by the NEC through the General Secretary. The other main focus area of the committee was the reduction of legal expenditure. They have so far engaged legal to get the crux of the high legal costs.

#### 1.15.3 FLEET MANAGEMENT

##### 1.15.3.1 AVIS fleet movement for the period of twelve months ending on 31 December 2018

In quest for oiling the machinery of the union the Finance Pillar is providing a vehicle fleet to staff members and office bearers through the AVIS lease contract and the new car allowance scheme that was introduced in March 2018 after approval by the NEC of February 2018.

During the period under review commencing on 01 January 2018 to 31 December 2019 the following has been the movement of the AVIS fleet:

Number of fleet at the beginning of the year (01 January 2018)	204
Add: Vehicles purchased during the reporting period	10
Sub Total	214
Less: Vehicles disposed up to the end of December 2019	55
Available fleet at 31 December 2019	159

It is therefore clear from the above that if one compares the number of fleet at the beginning of the year and end of December 2019, the movement has been forty five vehicles (55 disposed less 10 purchased). This is due to the fact that some of the vehicles that have been disposed have not been replaced because the drivers opted for the car allowance scheme and therefore moved away from the AVIS scheme.

##### 1.15.3.2 Migration of the fleet scheme from operational lease with managed maintenance to operational lease with full maintenance.

The Pillar has succeeded in implementing the new scheme (Operational lease with full maintenance). At the beginning of the reporting period in January 2018 of the total fleet of two hundred and four (204) vehicles fleet one hundred and sixty eight (168) vehicles had already been migrated to the AVIS operational lease with Full Maintenance Scheme and only thirty six (36) vehicles were still on the old managed maintenance lease. As at 31 December 2018 of the one hundred and fifty nine (159) vehicles, one hundred and forty four (144) vehicles had already been migrated to full maintenance lease and only fifteen (15) vehicles were still on the old managed lease with managed maintenance. This in essence implies that 90.56% of the total vehicles fleet has been migrated to operational lease with full maintenance and only 9.44% are still in the operational lease with managed maintenance as at the 31 December 2018.

The above statistics can be illustrated as follows below:

SCHEME	NUMBER OF VEHICLES AS AT 01 JANUARY 2018	NUMBER OF VEHICLES AS AT THE END OF DECEMBER 2018	TOTAL MOVEMENT INCREASE/(DECLINE)
FML	168	144	(24)
OLMM	36	15	(21)
<b>TOTAL</b>	<b>204</b>	<b>159</b>	<b>(45)</b>
FML	168	144	(24)
OLMM	36	15	(21)
<b>TOTAL</b>	<b>204</b>	<b>159</b>	<b>(45)</b>

It can be noticed from the above table that most of the vehicles have been migrated to FML and there is a huge decline or phasing out of OLMV vehicles. It is also evident that the total fleet has declined by 45 vehicles as at the end of December 2018 as compared to 01 January 2018.

### 1.1.5.3.3 Migration of fleet from the AVIS Schemes to the new Car allowance scheme

Since the beginning of March 2018 after the approval of the new car allowance scheme and up to 31 December 2019 the following staff members and office bearers have migrated from the AVIS Schemes and the pilot car allowance scheme to the new car allowance scheme:

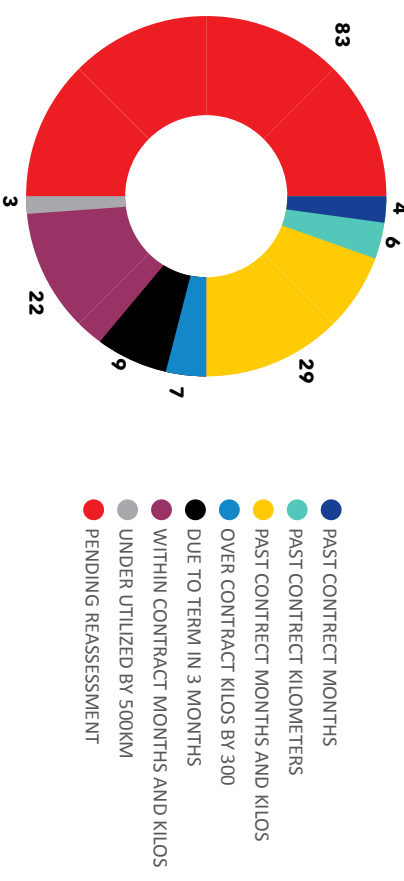
CATEGORY	NUMBER MIGRATED
Staff members	51
National Office Bearers	5
National Executive Committee members	5
Eskom Full time Coordinators	5
<b>TOTAL</b>	<b>66</b>

### 1.1.5.3.4 Fleet Movement at a glance

The status of fleet utilization as at 31 December 2018 at a glance is summarized in the table below:

NUMBER OF VEHICLES THAT HAVE PAST THEIR CONTRACT PERIOD AND KILOMETERS	29
Number of vehicles that have past their contract period	3
Number of vehicles that have past their contract kilometers	6
Number of vehicles that are over contract kilometers by 300km	7
Number of vehicles that will be due to their term in 3 months	9
Number of vehicles that are within their contract months and kilometers	22
Number of vehicles that are underutilized by 500 kilometers	3
Number of new vehicles less than 3 months	0
Number of vehicles that are pending reassessment in the near future	83
<b>TOTAL FLEET</b>	<b>163</b>

### FLEET UTILIZATION PROFILE FOR THE 165 VEHICLES

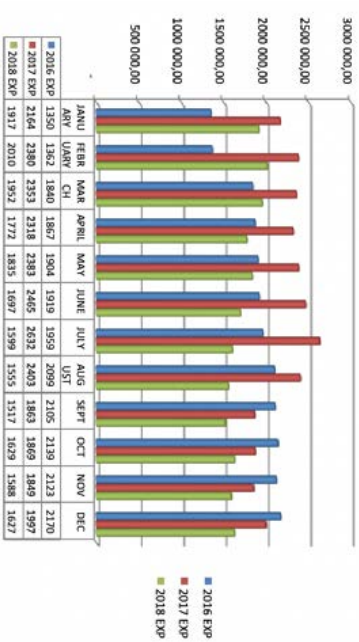


It is clear from the table on the previous page and pie chart above that as at 30 September 2018 there are thirty nine (39) vehicles which are 23.9% of the total fleet that need to be replaced (through migration to the car allowance scheme) due to the fact that they have either reached their contract period or contract kilometers or both. The report also reveals that although thirty one (31) vehicles which are 19% of the total fleet are still within the contract period and kilometers, they are over utilized meaning that they may reach their contract kilometers before the contract period comes to an end. Twenty two (22) vehicles which are 13.5% of the total fleet are within their contract kilometers and period and are not over utilized. Three (3) vehicles of the total fleet are underutilized which is 1.8% of the total fleet.

### 1.1.5.3.5 The status of the fleet health as at 31 December 2018 is outlined in the table below:

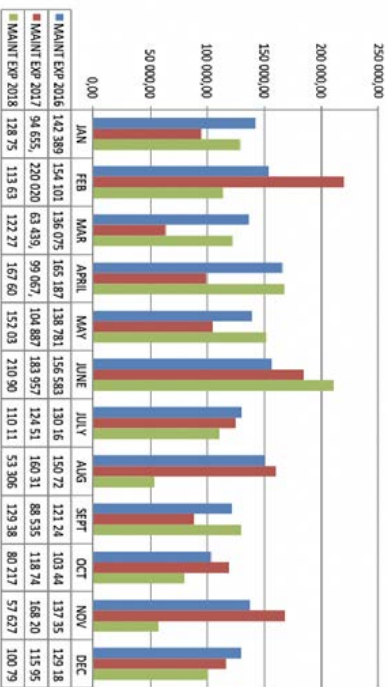
FLEET HEALTH STATUS	NUMBER OF VEHICLES PER HEALTH STATUS
New vehicles delivered in December 2018	0
Terminated vehicles	3
Outstanding orders	0
Vehicles that have missed their service date	30
Vehicles whose service is due in more than 4 months	5
Vehicles due for service	51
Vehicles whose kilometers could not be verified	20
Vehicles serviced	5
Vehicles repaired	13
Vehicles due to be sold and are at head office	2
Vehicles written off	17

### 1.15.3.6 Lease Expenditure Trends



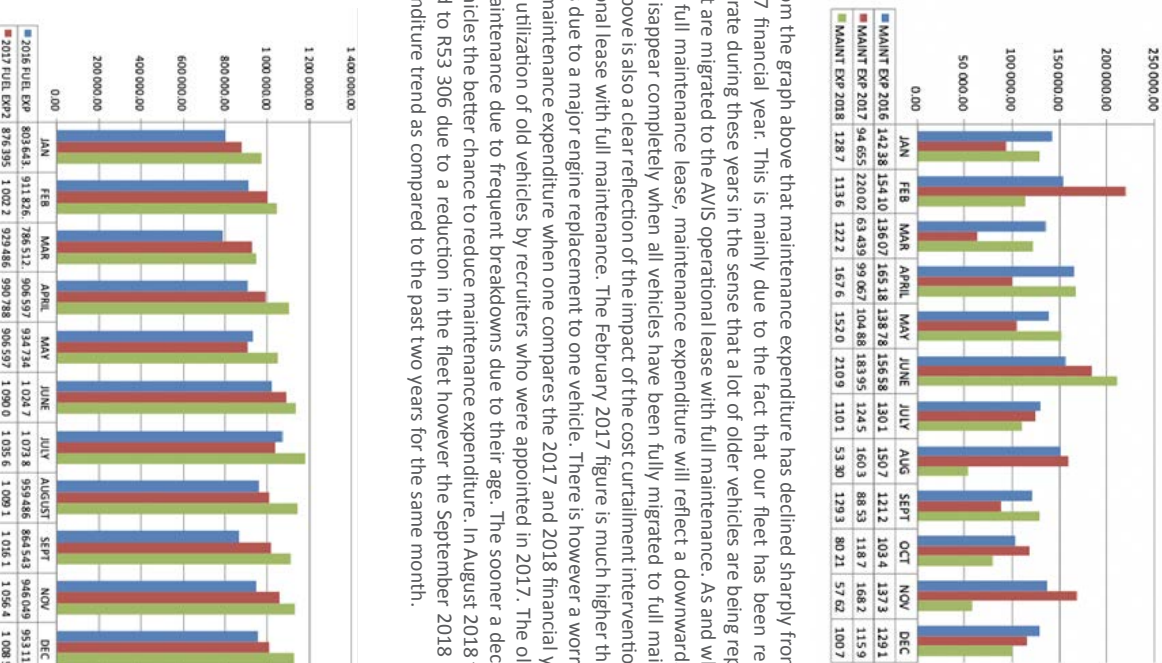
The above graph reflects marked growth in fleet lease expenditure from 2016 to 2017 due to the growth in the number of fleet as a result of introduction of twenty two more pool vehicles purchased for the regions as per the congress resolution. Another factor that contributed to growth in lease expenditure is failure to dispose vehicles that have completed their term and kilometres due to the fact that they were recycled to be utilized by newly appointed recruiters. Full maintenance lease has also proven to be expensive and not suitable for the situation of the NUM that require vehicles to be reassessed after three months and thus leading to higher lease expenditure amounts. When one compares the 2017 expenditure to the 2018 there is a marked decrease in lease costs as a result of migration from AVIS fleet scheme to the new car allowance that commenced in March 2018. The number of vehicles in the AVIS fleet has decreased from March to June when the new scheme was introduced.

### 1.15.3.7 Fleet Maintenance Expenditure Trends



The fleet maintenance expenditure figures from 01 January to 31 December from 2016 to 2018 are compared to provide a picture on the impact of the cost curtailment measures in this area of spending are displayed in the graph and table below as follows:

It is clear from the graph above that maintenance expenditure has declined sharply from 2016 financial year to 2017 financial year. This is mainly due to the fact that our fleet has been replenished at an accelerated rate during these years in the sense that a lot of older vehicles are being replaced with new vehicles that are migrated to the AVIS operational lease with full maintenance. As and when vehicles are migrated to full maintenance lease, maintenance expenditure will reflect a downwards trend and will eventually disappear completely when all vehicles have been fully migrated to full maintenance lease. The graph above is also a clear reflection of the impact of the cost curtailment intervention of introducing the operational lease with full maintenance. The February 2017 figure is much higher than the February 2016 figures due to a major engine replacement to one vehicle. There is however a worrying trend of an increase in maintenance expenditure when one compares the 2017 and 2018 financial years. The major cause is the utilization of old vehicles by recruiters who were appointed in 2017. The older vehicles are heavy on maintenance due to frequent breakdowns due to their age. The sooner a decision is taken to buy new vehicles the better chance to reduce maintenance expenditure. In August 2018 the expenditure has declined to R53 306 due to a reduction in the fleet however the September 2018 figure reflects a higher expenditure trend as compared to the past two years for the same month.





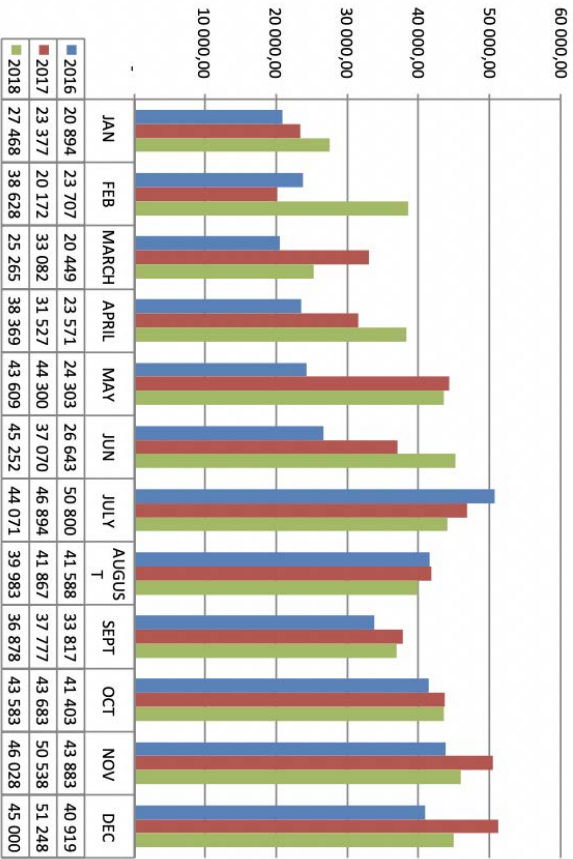
### 1.15.3.7 Fuel Expenditure Trends

One of the expenditure items towards running the NUM fleet is fuel expenditure. During the third quarter of 2015 we embarked on fuel capping to ensure that staff and office bearers spend within the set limits in as far as fuel is concerned.

The graph and table below therefore provides for a comparison of expenditure trends of three financial years for the same months to assess the impact of fuel capping and to reflect fuel trends in general.

The above graph and table reflect an increase in fuel expenditure in 2018 as compared to 2017 and 2016 due to fuel hikes during the last three months of the reporting period due to successive fuel hikes and congress travelling. It is however interesting to observe that indeed fuel capping is yielding positive results if one compares fuel spent in 2017 compared to the spending in 2016. There is a slight increase in 2017 despite the fact that the fleet has been increased by the purchase of 22 pool vehicles towards the end of 2016 and early 2017 and one would have expected a large increase. Prior to the fuel capping the NUM used to spend not less than R1.4 million per month and if you look at spending trend since capping the monthly figure has never reached R1.2 million in any month.

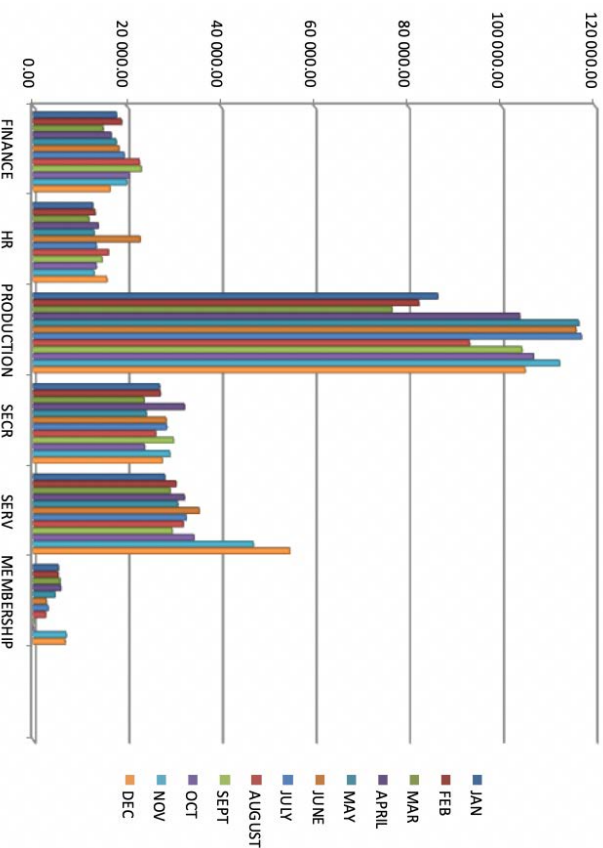
National Office Bearers Fuel Expenditure for the comparable months up to December 2018



The National Office Bearers' fuel expenditure reflects a growing expenditure from April 2018 to June 2018 as compared to the same period for 2016 and 2017 mainly due to three severe fuel hikes as well as increased travelling in preparation for the National Congress. June 2018 fuel expenditure has hit the highest mark of R45 000. March and May 2018 expenditure was lower than the same period in 2017. The July 2018 and August 2018 is progressively reflecting a decline mainly due to less traveling after extensive travelling during the months of the congress where campaigning took place. One other factor that contributed to lower expenditure is the change in leadership where the previous Treasurer General travelled long distances every week to his home in Matleng and the previous President who was travelling daily to Delmas. There may be further cost curtailment if most of the NOBs who are from outside Gauteng can be accommodated locally. October expenditure shows a growing trend from 2016 to 2017 and is slightly less in 2018 despite numerous fuel increases over the years. This is a reflection of less travelling by the National Office Bearers.

It is interesting to note that, despite numerous fuel hikes in 2018 as from July 2018 the fuel expenditure of the National Office bearers is lower than the same period in 2017. Again this is due to change in leadership and their varying travelling patterns.

### 1.15.3.8 Pillars Fuel Expenditure from January 2018 to December 2018



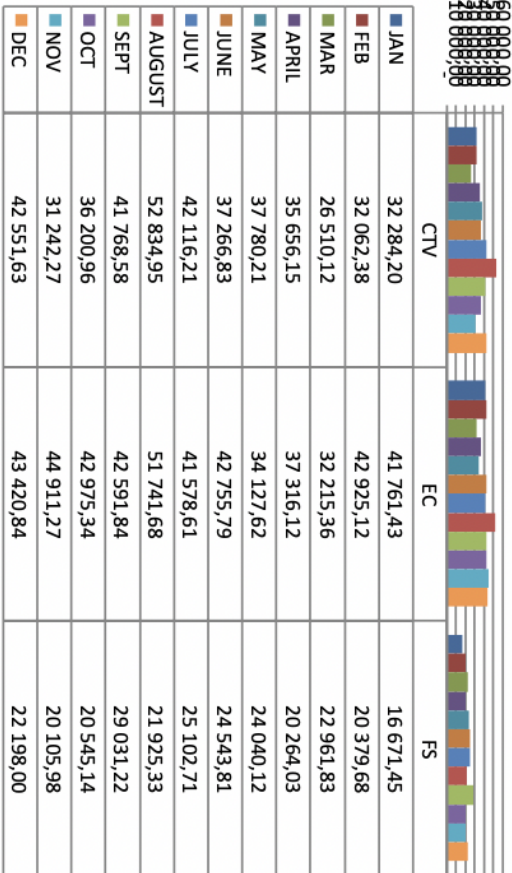


The above graph reveals that the finance pillar reflects the higher expenditure from March 2018 to August 2018 as compared to other months due to regional visits by the regional accountant and fuel hikes. The December 2018 expenditure for the Finance pillar is lower than all other months except March due to leave taken by most staff participating in the scheme. HR expenditure reflects smooth expenditure for the first five months as compared to June and December that reflects the highest expenditure trend due to regional visits and fuel hikes.

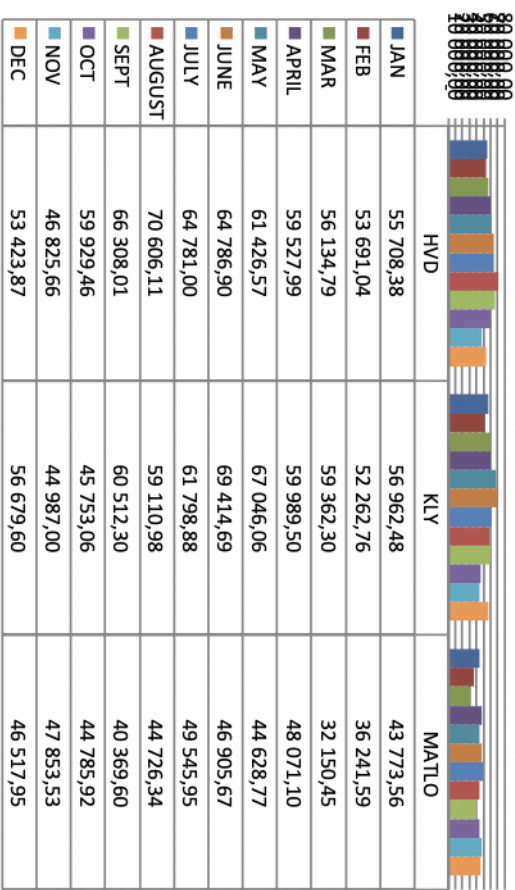
Production, Services and Secretariat Pillars reflect growth in expenditure during the last three months of the mid-term due to fuel hikes. Production pillar reflects a highest spike of expenditure in July 2018. Services pillar reflects the highest expenditure spike in June 2018. Membership pillar has the lowest expenditure due to the fact that there is only one person who has a vehicle provided by NUM and the last three months of the reporting period reflects a decline in expenditure due to the fact that he has not been travelling a lot due to leave.

**1.15.3.9 Regional Fuel Expenditure Trends from January 2018 to December 2018**

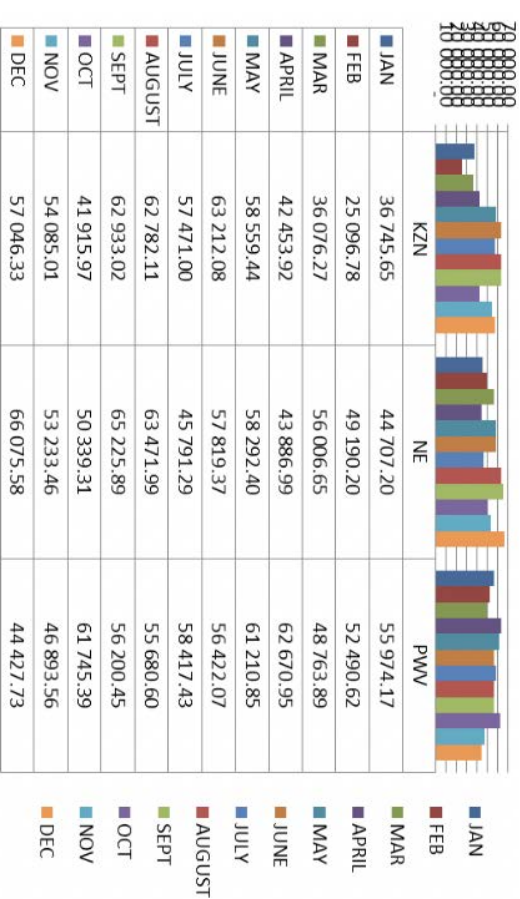
The regional expenditure below only deals with fuel expenditure of staff members participating in fleet schemes and the Regional Chairperson and the Regional Secretary. It does not include fuel expenditure on the pool vehicles, recruiters and the Eskom Full Time Shop Stewards fuel expenditure.



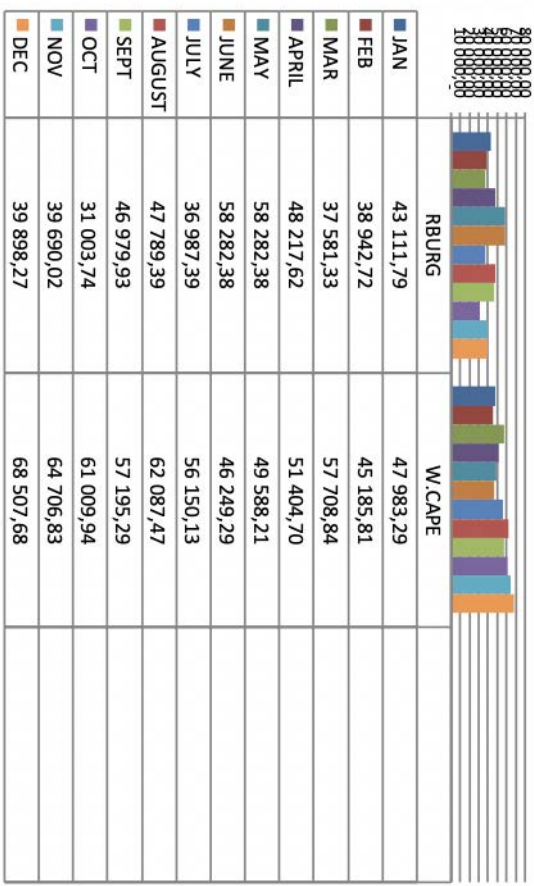
It is clear from above that Carletonville expenditure was at its peak in August followed by July, September December which recorded almost the same expenditure figures. The Eastern Cape expenditure was high in August and then declined in September due to the fact that the Regional Coordinator went on pension and therefore the last four months of the financial year reflected even/smooth expenditure levels. The Free State expenditure was at its peak in September and then reflected an even expenditure for the remaining three months of the financial year.



The above graphs reveal that Highveld region spent more in August and September while reflecting growing expenditure from February to September. The last three months of the financial year reflected an uneven trend. Kimberly expenditure was at its peak in July and August with a smooth trend in the next three months. The Matlosana expenditure was at its peak in July and reflects even expenditure over the months with less spikes



The above graph reflects that KZN expenditure was at its peak in May, June, August and September. Otherwise other months reflect an uneven expenditure trend. North East expenditure was at its peak in December followed by August and September and May and June. PWV expenditure was at its peak in April, May, July and October with a sharp decline in November and December.



It is clear from the above graphs that Rustenburg spent more in May and June followed by April August and September. The expenditure in general has an uneven trend. Rustenburg reflects growing expenditure from July to December which might be a reflection of campaigns in preparation for the February regional conference.

### 1.15.4 PEOPLE MANAGEMENT

#### 1.15.4.1 Staff Complement

The Pillar staff complement according to the structure is comprised of thirteen positions as outlined in the table below:

POSITION	INCUMBENT
1. Pillar Head	K P Nkambule
2. Unit Head: Assets and office manager	Z Gwele
National Executive Committee members	5
3. Unit Head: National Accountant	Y Seedat
4. Unit Head: Regional Accountant	L Mhlungu
5. Procurement and Fleet Manager	Vacant
6. Cost Accountant and agency funds Manager	Vacant

POSITION	INCUMBENT
7. Payroll Officer	C Kgathe
8. National Bookkeeper	L Thomo
9. Creditors Clerk	M Makwela
10. Finance Clerk	A Hlone
11. Logistical support clerk	Z Xhentsa
12. Payments Clerk	B Teteeme
13. Logistical Support Assistant	J Galogakwe

#### 1.15.4.2 Staff turnover

The Pillar did not experience any staff turnover during the reporting period. The Pillar started the year with the filled vacancies of eleven staff members and ended the reporting period with the same number.

#### 1.15.4.3 Vacancy rate

The Pillar started the year with two vacancies, the position of Procurement and Fleet Manager and the newly established position of Cost Accountant Agency Funds manager and the same status quo prevails during the end of the midterm.

We are in the process of appointing a temporary staff member in the position of Procurement and Fleet Manager and are restructuring the cost accountant agency funds manager. Interviews are scheduled to take place on the 21st February 2019 for the six months contractual appointment of the Fleet Manager on contractual basis.

#### 1.15.4.4 Performance management

During the reporting year under review the Pillar Head signed the performance contract with the Deputy General Secretary. The Pillar Head in turn signed performance contracts with his unit heads who in turn signed contracts with their staff members.

It has become the order of the day that the performance management system of the NUM has not been implemented to the required standard. For a number of years now the NUM has not been assessing its staff and paying the required performance incentives.

#### 1.15.5 Leave Management

The Pillar has succeeded in ensuring that its staff go on leave when it is required to so and has managed to allow leave without affecting business continuity.

The Pillar is still managing its leave well to ensure that the services to its clients are not interrupted by leave of absence of its members. Most of the staff members have taken leave in December and the latter part of January 2019.

#### 1.15.6 Progress on collection of Congress resolution golf shirts

The Pillar has been tasked to receive golf shirts from the supplier TCI and distribute them to regions after the verification of membership has been finalized by membership Pillar. We are also responsible for processing payment to the supplier. As at the end of December 2017 all 192 000 golf shirts were delivered to NUM head Office by TCI the supplier. Up to so far R20, 025,600.00 of the total amount of R23, 993,595.80 has been paid to TCI and the outstanding amount is R3, 947,995.80. The outstanding amount will be settled as and when the golf shirts that will be returned for resizing are received from TCI. In the process of collection and distribution of Golf shirts by regions it was discovered that some Golf shirts were oversized and there were no

small size at all despite the fact that they were ordered. The company has acknowledged their fault and will collect such Golf shirts and resize them. The process of collection by the regions is ongoing and the statistics as at 31 December 2018 is reflected below:

#### 1.15.6.1 Collected Golfers as at 31 December 2018

Region	Number of Golf Shirts Collected
Carletonville	6414
Eastern Cape	4800
Rustenburg	24131
North East	21490
Matosana	12236
Highveld	28538
Kimberley	9992
PWV	31926
KZN	13108
Free State	23193
Western Cape	8115
<b>Total</b>	<b>183943</b>

#### 1.15.7 Accommodation and Related Expenditure.

MONTH	2018
January	R 347,004
February	R 624,598
March	R 30,526
April	R 480,267
May	R 527,825
June	R 522,827
July	R 995,815
August	R 652,591
September	R 474,215
October	R 538,254
November	R 542,166
December	R 236,124
<b>Grand Total</b>	<b>R 5,969,312</b>

MONTH	Accommodation 2018	Domestic Air 2018	Car Rental 2018	Other 2018	Grand Total
January	R 163,302	R 166,137	R 16,848	R 717	R 347,004
February	R 248,234	R 335,494	R 21,606	R 19,264	R 624,598
March	R 30,231	R 0	R 0	R 295	R 30,526
April	R 166,971	R 296,034	R 17,184	R 78	R 480,267
May	R 210,655	R 283,671	R 23,619	R 9,880	R 527,825
June	R 234,570	R 216,222	R 13,685	R 58,350	R 522,827
July	R 626,521	R 351,102	R 6,019	R 12,173	R 995,815
August	R 291,564	R 329,529	R 28,209	R 3,290	R 652,591
September	R 270,870	R 196,391	R 5,978	R 976	R 474,215
October	R 252,463	R 256,275	R 26,521	R 2,995	R 538,254
November	R 214,167	R 315,371	R 4,258	R 5,470	R 539,266
December	R 152,610	R 72,440	R 9,129	R 1,945	R 236,124
<b>Grand Total</b>	<b>R 2,711,798</b>	<b>R 2,818,665</b>	<b>R 173,057</b>	<b>111,543</b>	<b>R 5,969,312</b>

## 2.1 COLLECTIVE BARGAINING AND NEGOTIATIONS

The NUM takes wage bargaining and defending workers in disciplinary cases very seriously. The two union functions are the most important reasons a worker joins NUM. Results of studies conducted by NALEDI has revealed that the demands tabled by the NUM in both ZAR and worked through the percentage comparison, have made improvements on wages and working conditions and is a little higher than other unions.

No wonder the Collective Bargaining Conference is a major event for the union. The bigwigs and regional officials meet every three years to plot renewed strategies for bargaining and negotiating. NUM consolidates all regional demands at this conference and draws a resolution to guide policy for the next three years.

Following the first creation of the wage Policy in 1989 and amended by the 1995 bargaining conference, the union agreed to table workers' demands in Rand value instead of percentage-based wage increases. But come 2016, the union was still using percentages because its negotiators did not adhere to the policy. Yet, messaging on the tyranny of percentages – the numbers that hide behind percentages - has long been embedded in NUM and Labour Research Service (LRS) materials.

### 2.2 FLASHBACK TO 2012

NUM and the mining industry were in turmoil as workers fought for survival and in the context of a strained economy – a result of a wider global capitalist crisis. The global crisis had seen bosses scrambling for profits at the expense of workers. In the platinum sector, the push back affected union rights, including collective bargaining.

# 2. SOCIO-ECONOMIC REPORT





On 11th August, rock drillers in Marikana went on strike demanding a salary increase of R12 500 per month, from R4 000. The wage agreement was amended the following month, and workers received increases in Rand. For example, the lowest paid worker (A3) received a wage increase of R1 447. Since then, workers in the platinum industry have received wage increases in Rand instead of percentages. NUM lost many members to rival AMCU (the Association of Mineworkers and Construction Union), which led the violent Marikana strike. AMCU had tabled the wage demand in rand value, saying it acted in accordance with the mandate given by its members.

In 2016, NUM was seeking to change tack to grow the union and during the Collective Bargaining conference both the Policy & Research Unit together with Labour Research Service made a case for using Rand value instead of percentages in wage demands. That seemed like one good strategy for the union to use to retain membership. We demonstrated using some of the collective bargaining agreements for the mining sector to show that the awards, which were in percentages, were not even explained in Rand values.

Everybody looked “stunned” and asked how they could improve. Everybody in the house was urged to start negotiating in Rand value. Workers need to quantify what the percentage increase is.

The explanation is simply that if the wage demand is R1 000, a worker can be able to determine exactly what it means in his or her context. This was a Congress resolution as explained in this article and every negotiator was then instructed to implement this resolution without fail. Examples were made using some wage agreements that workers could implement, monitor implementation and therefore have a clear strategy when it comes to reviewing that wage agreement.

A shop steward commented that the bosses always tabled wage offers in percentages. It was responded that no rule in collective bargaining said parties must use percentages. Bosses just

want you to follow their percentage approach, but you must be firm and use the approach that your members understand and mandate. In most instances, our chief negotiators do not understand basic mathematics and to look clever, they agree to a percentage award even when they do not know what the entry level wage rate is for that firm.

NUM's wage demands are based in Rand. The union renewed its bargaining and negotiations strategy at a critical period when AMCU was raiding its members. Currently, the union only uses the percentage approach in wage negotiations for a higher level of skills. The evidence is in the union's collective bargaining agreements in the LRS' Agreements Database (AGREED). And there is a ripple effect - generally more unions in South Africa are moving from the percentage approach.

However, failure of regions to submit signed wage agreement to the Production Pillar has resulted in a haphazard convening of pre-wage agreements especially in a region that has company-based negotiations. Compiling and submitting common demands gets frustrated and therefore solidarity within the region and among firms in the same commodity sector in cases where disputes arises is not effective at all.

We hope comrades co-operate and the NUM values and traditions get implemented and workers see and feel tangible results that the NUM is bringing to them and their families.

## 2.3 REVIEW AND OUTLOOK OF GLOBAL ECONOMY

According to the IMF's latest world economic outlook report for April 2019, the global expansion continued to weaken. The global GDP growth forecast was decreased by 0.2 percentage points again to 3.3 percent in 2019, and remained the same at 3.6 percent for 2020 as the risks continue to mount, and weigh on the downside. This is compared to projections made in January this year. The reasons for the downgrade are mainly because it is now evident that growth in

advanced economies in the second half of 2018 was weaker than expected. According to the IMF, global economic activity slowed ‘notably’ in the second half of the year, with an array of factors impacting mainly the larger economies that drive the overall global economy.

Some of these factors continue to be a slowing Chinese economy, with China's growth declining in the second half of the year, with the IMF citing the need to reign in the shadow banking sector within the Chinese economy, as well as he trade war with the USA having negative effects on sentiment, with business confidence down as well as impacting markets. Other factors also include a German economy which has not performed as well as expected, with the IMF citing a notable slowdown in the car industry in Germany, owing largely to new emission standards that were introduced on the industry. Investment has also dropped in Italy. This had larger consequences for the outlook of the overall Euro Area in which growth has been poorer than expected. This has consequences for the global economy and will impact the South African economy negatively, along with a slowing China.

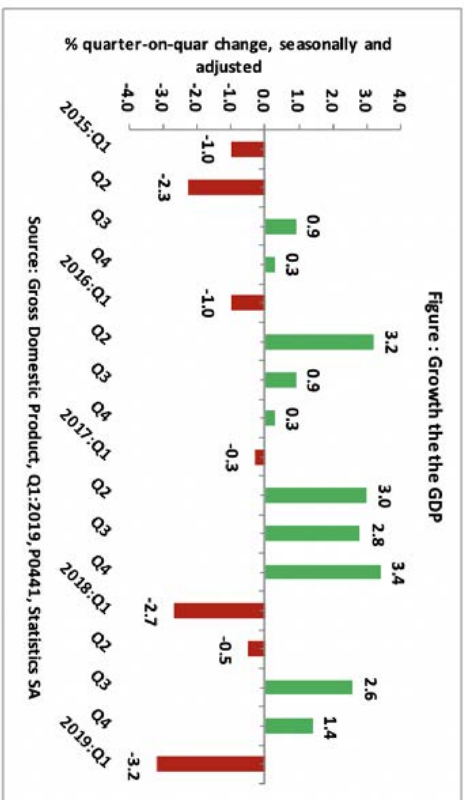
Trade tensions have continued to take its toll on sentiment in emerging markets, which saw a lot of volatility towards the end of last year, with financial conditions tightening for some of the emerging markets that are deemed more vulnerable. The IMF does however note that conditions have somewhat eased in the early stages of 2019, with a more accommodative monetary policy stance by the Federal Reserve in the USA, indicating a softer tone in terms of future interest rate hikes. Nonetheless, growth in advanced economies is expected to weaken over the next two years, with growth forecasted at 1.8 percent in 2019 (from 2.2 percent in 2018) and 1.7 percent for 2020. Growth will also be lower for emerging markets in 2019, down to 4.4 percent from 4.5 percent last year, while the IMF predicts a bounce back next year of 4.8 percent.

## 2.4 REVIEW & OUTLOOK OF LOCAL ECONOMY

The odds that the South African economy could experience a technical recession in 2019 are high, based on South Africa's “persistent economic weakness” to lacklustre domestic private sector demand. It relates to both household spending and investment, and the detrimental impact of widespread electricity outages on both the manufacturing and mining sectors. In economics the tools used are to get the future scenarios that would be used to present latest growth forecasts and assesses the impact of the main trends driving the world economy. The fears are sparked by the fact that 2019 has begun in much the same vein as in 2018 and given heightened fears that South Africa could once again enter a technical recession in the first half of the year.

According to latest figures from Statistics South Africa, the economy shrank by -3.2 percent quarter-on-quarters (seasonally adjusted and annualised) in the first quarter of 2019 – the biggest plunge since the 2008 global financial crisis, and the second highest drop seen in over two decades. This decline was twice the number anticipated by general consensus, and almost immediately saw the rand shed another 20 cents against the dollar, touching R14.60/\$, while bond yields rose by nearly 15bps.

Growth year-on-year also remained flat at 0 percent (0%) (unadjusted), and means that the South African Reserve Bank and National Treasury will likely need to revise their GDP growth expectations for 2019 downwards, from around 1.3 percent to closer to 0.5 percent, placing government's fiscal targets under significant strain. This is not a good start to the year for Ramaphosa's administration, which continues to struggle with numerous legacy issues that have resulted from years of poor economic management and graft. As long as economic growth remains at these kinds of mediocre levels, government is not going to gain any real traction in resolving key challenges of inequality and unemployment, and specifically youth unemployment.



Source: Gross Domestic Product, Q1:2019, P0441, Statistics SA

South Africa faces complex economic problems. The task of reviving the economy will be challenging and reforms will take time to show effects. The South African economy grew by 0.8% in 2018 after a technical recession in the first half of the year. It is expected that the real gross domestic product (GDP) will pick up in 2019 but continued at a lacklustre momentum. The growth in 2019 is expected at 1.0 percent and in 2020 to be 1.5 percent.

The result of South Africa's national elections offers hope for renewed reforms in the country, depending on who you talk to and what their understanding of "reforms" entail. The SA economy shrank by 0.8 percent in the first quarter of 2019 compared to the last quarter of 2018. Economic activity in almost every sector, especially in the primary sector (agriculture and mining), manufacturing, electricity, transport, and others declined. The mining industry decreased by 10.8 percent and contributed -0.8 percent of a percentage point while manufacturing industry decreased by 8.8 percent and contributed -1.1 percentage points to GDP growth.

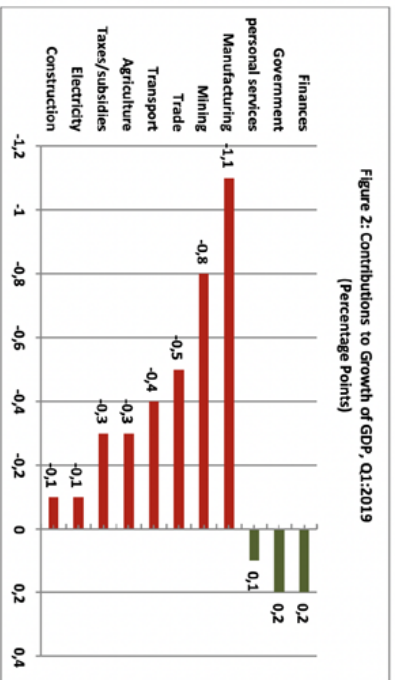
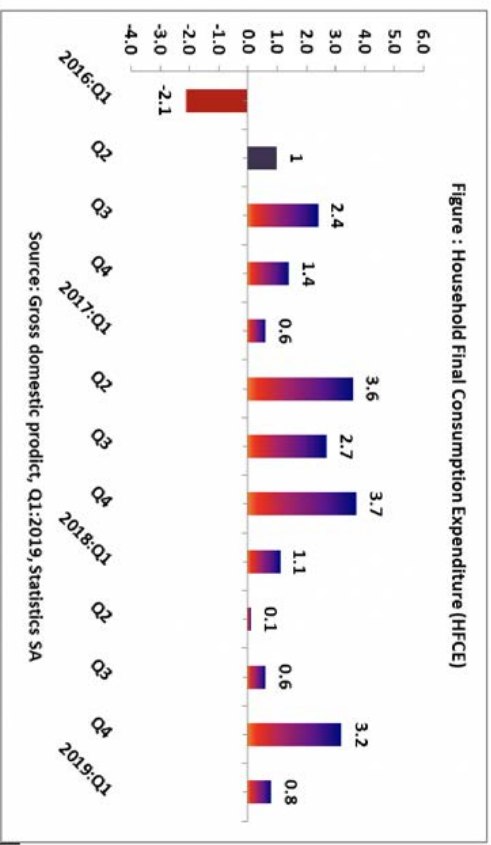


Figure 2: Contributions to Growth of GDP, Q1:2019 (Percentage Points)

## 2.5 DROUGHT AND LOAD SHEDDING PAINS

The only two remaining positive contributors for the quarter were finance and personal services, while all other sectors of the economy seemed to experience severe pain, negatively impacted by a weak local and global environment, and heightened load shedding. Construction (-2.2 percent), trade (-3.6 percent), transport (-4.4 percent), electricity (-6.9 percent), manufacturing (-8.8 percent) and mining (-10.8 percent) all exhibited weakness as expected, while agriculture saw a substantial drop.

The latter is a notably small and volatile sector in the economy, and the 13.2 percent decline largely reflects the consequences of the drought, especially in the Western Cape, but also signals a warning that many farmers are planting less as uncertainty around land weighs on the industry. In terms of the expenditure side of the economy, government is the sole contributor with expenditure rising by 1.3 percent.



Source: Gross domestic product, Q1:2019, Statistics SA

Fixed investment, which has declined every quarter since the beginning of 2018, fell by an additional 1.14 percent compared to the fourth quarter of 2018. As a result, gross fixed investment is now 5 percent lower than at the end of 2017.

## 2.6 CONSUMERS SPENDING LESS

Meanwhile, the 0.8 percent decline in household expenditure seen over the quarter is a clear indication that South African consumers are under severe pressure resulting from a combination of extremely high unemployment, social grants which are not keeping up with inflation, the increase in VAT and higher fuel prices.

Additionally, the high number of upper income South Africans emigrating would have represented a considerable drag on the spending ability of households in the country.



Another worrying figure to emerge from the statistics was the 4.5 percent decline in gross fixed capital formation, which implies that no new investments were made in the economy, hence the jobless bloodbath we experience especially in the Construction industry.

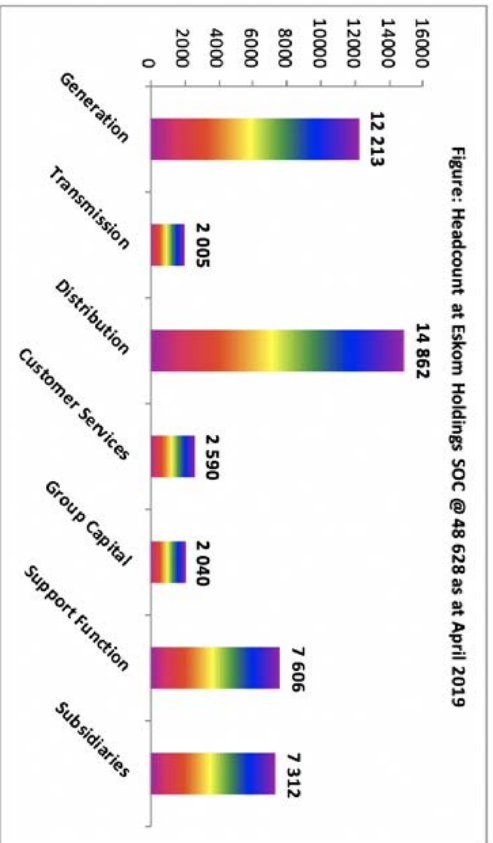
## 2.7 WHAT TYPE OF RESTRUCTURING

With the ANC winning the election with a clear majority under the leadership of President Ramaphosa, there are hopes of a renewed push for structural reforms aimed at igniting growth and reducing the true unemployment rate, which stands stubbornly at 38 percent. Immediate policy priorities outlined by President Ramaphosa include restructuring the highly indebted State-owned electricity utility operator, Eskom, and shrinking the size of the bureaucracy.

The president appointed a task team to investigate and make recommendations regarding Eskom and this team produced a package of proposals, including splitting Eskom into three state-owned companies for generation (Genco), transmission (Gridco) and distribution (Disco). Other recommendations include a substantial bailout and tariff hikes.

This appears to be an encouraging and long overdue start. However, the splitting of Eskom has been recommended previously by experts, as far back as 1998, in the Energy Policy White Paper, and was recommended three years ago by a Parliamentary subcommittee investigating Eskom. Over the years, nothing has come of these repeated recommendations.

It is a vital step that will allow isolating costs, avoiding cross-subsidisation, giving clear responsibility and ensuring more efficient management. Clearly this has come with appointing independent boards and management teams. In all probability, many of these structures are already in place within Eskom.



The provocateurs of privatising the state utility demands that employment number should be reduced to a mere 15, 000 workers regardless of the developmental role of Eskom in growing the skills base of the country and electrifying all township household including the informal settlements.

## 2.8 REIPPPING THE BENEFITS

All existing REIPPP contracts and Power Purchase Agreements (PPAs) should be taken out of Eskom and placed under review in Treasury or elsewhere, as these agreements result in Eskom or the consumer effectively subsidising renewable shareholders.

So-called cheap prices come about because full costs of supply are not taken into account. IPPs currently do not pay for the substantial back-up costs, grid and support costs, and system costs, and are being paid for supply when supply is not required. Costs of unserved electricity (COUE) costs the economy some R77/kWh, and these economic risk costs are not taken into account by any model. South Africa cannot import or export electricity as and when required, like the United States of America or Germany.

It is crucial that government make sound decisions regarding electricity generation and restructuring Eskom, giving priority to the engine rooms of existing and future growth and employment in the economy, namely electricity. The only two sources of energy in this country readily available in sufficient quantities that meet the requirements for reliable base load power required for economic growth, are at this stage of technological development nuclear and High Efficiency Low Emission (HELE) clean coal.

This country must ensure that reliable supply sources of energy can start coming on stream and supplying electricity by about 2023. That is where South Africa should be spending its money right now.

## 2.9 DIVERSIFYING THE ECONOMY

The president has also discussed longer-term plans to diversify the economy away from mining. Diversification is a form of growth strategy. Growth strategies involve a significant increase in performance objectives, usually sales or market share, beyond past levels of performance. Many organizations pursue one or more types of growth strategies. One of the primary reasons is the view held by many investors and executives that "bigger is better." Growth in sales is often used as a measure of performance. Even if profits remain stable or decline, an increase in sales satisfies many people. The assumption is often made that if sales increase, profits will eventually follow.

The South African gold mining industry, in the main, has become mature and has reached the limits of growth achievable through vertical and horizontal strategies. It would be advisable, we hope, for the State President to look at the two types of diversifying the economy of the land through a concentric and conglomerate diversification.

Concentric diversification is a strategy that focuses on the characteristics that have given the firm its competitive advantage. Firms pursuing concentric diversification attempt to secure a strategic fit in a new industry where they have significant knowledge or development capabilities, such as benefiting the raw product into finished goods and then competing with the established firms but seeking a niche market for themselves. This can be an effective strategy when a firm has a good competitive position but the attractiveness of the industry is low. One example would be a population health firm diversifying into the wellness industry. Another example is a telephone firm diversifying into selling internet service, such as what Telkom has done.

Companies who pursue a conglomerate diversification strategy instead expand into an industry unrelated to their current industry. This strategy is better suited for firms that lack the

abilities or skills needed to enter a related industry. Conglomerate diversification is usually taken on when there are financial concerns and cash-flow and risk reduction considerations. Disney in the United States of America, for example, started off in movie production and has since diversified into theme parks and vacation properties.

### 2.10 ECONOMIC GROWTH: Q1:2019

The primary sector made up of agriculture, forestry and fishing industry contracted by 13.2 percent and contributed -0.3 of a percentage point to GDP growth. The decrease was mainly because of a drop in the production of field crops and horticultural products.

The mining and quarrying industry contracted by 10.8 percent and contributed -0.8 of a percentage point to GDP growth. Decreased production was reported for 'other' mining and quarrying (including diamonds), iron ore and coal.

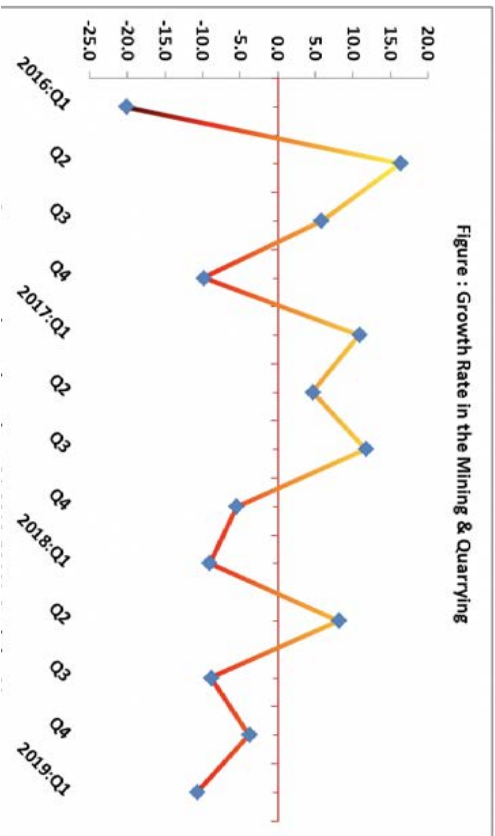


Figure : Growth Rate in the Mining & Quarrying

### 2.11 SECONDARY SECTOR

The manufacturing industry contracted by 8.8 percent in the first quarter. Seven of the ten manufacturing divisions reported negative growth. The three largest contributions to the decrease were petroleum, chemical products, rubber and plastic products; motor vehicles, parts and accessories and other transport equipment; and wood and wood products; paper, publishing and printing.

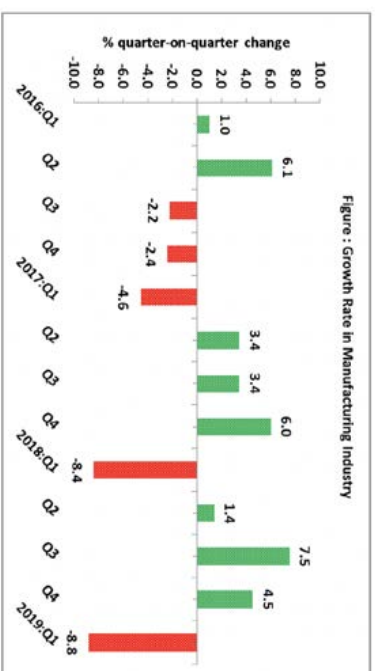


Figure : Growth Rate in Manufacturing Industry

The electricity, gas and water industry contracted by 6.9 percent in the first quarter, largely due to a decrease in electricity and water distributed.

The growth rate of the Construction Industry decreased by 2.2 percent during the 3rd quarter. Decreases were reported for residential buildings, non-residential buildings and construction works.

### 2.12 SECTORAL ECONOMICS

#### 2.12.1 THE CONSTRUCTION INDUSTRY

The construction industry continues to underperform the rest of the economy, with the sector contracting by 1.2 percent in 2018, in terms of the official GDP figures. This is off the back of a 0.6 percent contraction in 2017, suggesting recessionary levels with two consecutive annual contractions; the industry is certainly on its knees. The civil construction industry is currently in survival mode, with companies downsizing, job cuts, retrenchments and a re-prioritisation of core activities, at the forefront, in a market that may be considered as somewhat saturated.

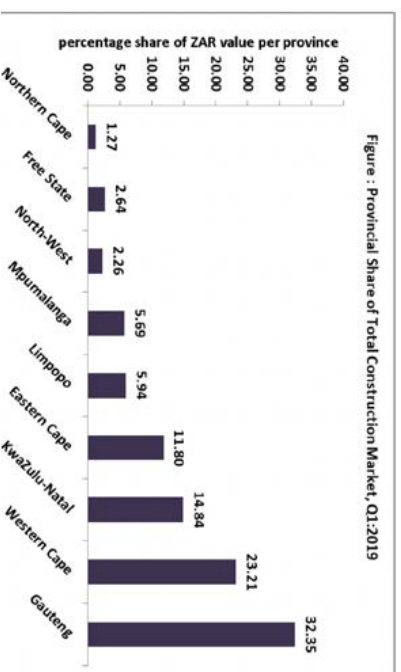


Figure : Provincial Share of Total Construction Market, Q1:2019

Massive pullback in infrastructure spending by government is mainly to blame. The building industry is also under severe pressure, but can be characterized by a more “sideways moving” environment. The residential market has been somewhat more robust, but considering key indicators will be unrealistic to expect this to continue into 2019.

## 2.1.2.2 THE EASTERN CAPE: SIZE OF THE MARKET

The construction sector in the Eastern Cape is the 4th biggest in the country (11.8 percent total share), with an estimated value of R23.9bn over the last year (until February 2019), which is an improvement from R21.1bn reported in our last report as at August 2018), and is quite unique compared to the other bigger provinces. Eastern Cape has the largest public presence, and although the building sector is relatively small, it currently has the 2nd biggest civil sector (albeit much smaller than in the past).

The Eastern Cape has experienced massive job losses in the construction industry over the last few quarters. According to the quarterly labour force survey, employment in construction in the Eastern Cape is down by 11.2 percent on a y-y basis, and 16.9 percent on a quarterly basis. This translates to over 28 000 less jobs in construction in the short term, which is quite a dire state of affairs.

## 2.1.2.3 CIVIL CONSTRUCTION: SIGNS OF STABILISATION?

Overall, 2018 was a really poor year for the civil sector in the Eastern Cape. Big cuts to government infrastructure spending meant a sizeable downturn in the construction industry in the Eastern Cape. What is positive is that we have seen signs of some stabilisation within the sector, albeit coming off a very low base, with an improvement in the first quarter and towards the end of last year in civil construction activity. Over the last 12 months, until March 2019, there has been an improvement in the nominal value

of civil projects awarded in the province, up by 33.8 percent on a y-y basis. The first quarter was also much improved (coming off a low base), with the nominal value of civil projects awarded increasing by almost 100 percent, which has pushed the growth over the last 5 quarters into the black, with the small increases to the government’s infrastructure budget at the start of the year, this will benefit the province as it is very reliant on public sector spending on the likes of roads and water and sanitation. Unfortunately the growth has mainly been in the awarding of smaller contracts as there was only one grade 9 civil project awarded, being the R200 million dam project in Libode.

Tender activity is unfortunately not as positive, and may suggest that there is more pain down the road, with a volatile rebalancing taking place. There was an improvement over the last 12 month period on a y-y basis, but the first quarter figures were disappointing, with 38 percent fewer civil projects out to tender in the province, compared to an increase of 18 percent nationally. Only quarter 3 projects reported an increase in the 1st quarter of the year, up by 40 percent, contributing less than 25 percent of total tender activity in the civil sector within the province. The value of tenders issued during the 1st quarter subsequently contracted to just over R1.1bn, the lowest level since the 1st quarter of 2017.

Although some improvement in activity, we are expecting the civil environment to remain at the current depressed levels for the next 12-18 months at least.

## 2.1.2.4 THE BUILT ENVIRONMENT

Building activity has been more mixed of late, with a marginal improvement in the value of building projects awarded in the provinces over the last year (up by 6 percent y-y), but a pullback in the first quarter. In the first quarter, according to Industry Insight and Databuild project data, there was a decrease of 28 percent in the nominal value of building projects awarded, compared to the same quarter last year. And if we look at

the breakdown in the types of building projects that have been awarded in the Eastern Cape, we see that both education and health projects make up more than 80 percent of the projects awarded, which just goes to show the reliance the construction industry in the province has on public sector infrastructure spending, with a big focus on spending on schools and hospitals in the province. This means that it is surprising that activity didn’t contract by more, following big cuts to government’s budget, in these categories specifically.

Looking at the tender activity in the province does not inspire much hope for the next 12-18 months for building in the Eastern Cape. Over the last year, there have been 45.8 percent less building projects that have come out to tender. And in the first quarter of the year, there have been 58 percent less projects out to tender. This unfortunately does not come as a surprise, with the second year of cuts to government’s infrastructure budget on the likes of education, health and social housing, which the province is so reliant on.

In terms of private building, the Eastern Cape is relatively insignificant in the greater scheme of things, with only about 6 percent of the total SQM approved by municipalities being reported in the Eastern Cape. The Eastern Cape only really has two main hubs for private building, Port Elizabeth and East London. Pipeline activity for the private building market actually continues to look quite positive on the non-residential side, with 28.3 percent more non-residential SQM approved over the last year, but 16.8 percent less residential SQM approved. The main driver of growth on the non-residential side has been office space, which has increased by more than 100 percent over the last 12 month period. On the residential side, all segments have seen contractions in the number of SQM approved on a y-y basis over the last 12 months. So, the overall outlook of the province is very dim.

<sup>+</sup> **Table : Eastern Cape forecast (nominal, and in ZAR billions)**

	2016	2017	2018	2019f	2020f	2021f
Nominal (ZAR billions)	26.5	20.9	21.6	2.3	22.9	24.1
Year-on-Year Change	10.3%	20.9%	3.3%	3.2%	2.7%	5.2%

Source: Industry Insight: Investment Map, Provincial Forecast and Industry Insight.

Following a sizeable downturn in 2017, the sector recovered slightly in 2018, but failed to grow above an inflationary level. Going forward, the forecasts are as low growth as 3.2 percent and 2.7 percent in 2019 and 2020 respectively, picking up somewhat to 5.2 percent in 2020, in nominal terms. Unfortunately this will be below the expected inflation rates. In the short term, the cuts to social infrastructure spending in the national budget are the main reason for the underperformance, even though the industry in the Eastern Cape is coming off a very low base following the poor performance in 2017.



## 2.12.5 THE FUTURE

The outlook for the construction sector remains uncertain as poor economic growth and weak investor sentiment continue to adversely affect construction expenditure. Although investment may have stabilised somewhat, albeit at a low, somewhat unsustainable level, there are indications that conditions will either remain relatively similar (i.e. flat, or marginally lower growth), or show some mild improvement (yet unlikely to exceed inflation). Economic growth is expected to show a mild recovery in 2019 (pending how certain legislative and policy issues are dealt with in the run up to the 2019 May Elections, post-election strategies and government's ability to successfully maintain fiscal discipline), while infrastructure expenditure may receive some attention this year to speed up delivery of projects already in the pipeline. Considering the low levels of confidence in the construction industry, as surveyed by the BER, conditions are unlikely to turn around in the short to medium term. Our view therefore remains that the downside risks continue to weigh heavily on the fragile economy and subsequently the local construction sector.

Opportunities for growth in the labour force market therefore remain dim and we can clearly see that the Construction and Allied Industries are a growth point provided that we commit to release resources to recruit workers in precarious employment and ensure that out-sourcing is tackled head-on by the union through campaigns and educating these workers about trade union right and industrial relations.

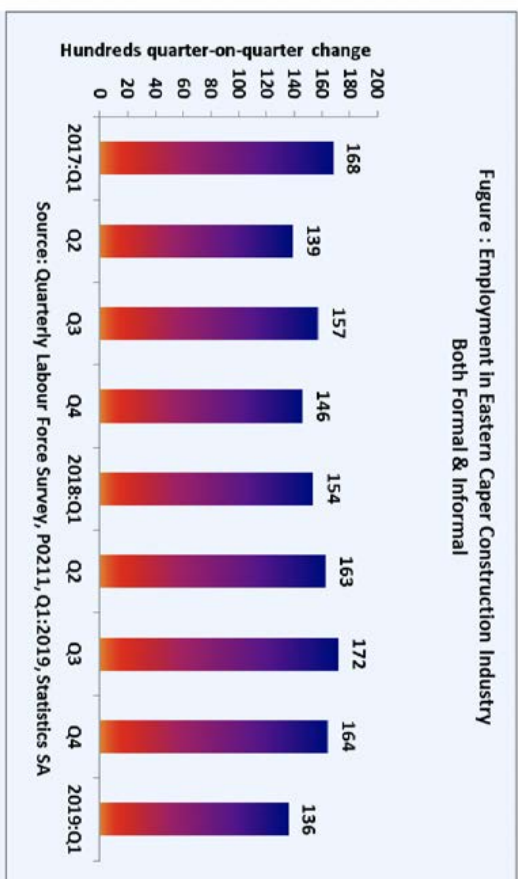
## 2.12.6 THE UNBUNDLING OF ESKOM AND ITS IMPLICATIONS

We note with dismay the vicious circle by the office of the president and eventually the Minister of public enterprise for making bitter announcement to appoint Jabu Mabuzza the current board chairperson of Eskom to the position of acting CEO despite the dichotomy of these two positions. We were perturbed by this announcement and without any bigotry characterised as one of the regrettable announcement our government has ever make though we are not sure of the intention thereof. This is very pathetic given the incumbent qualifications against enormous task ahead of such office. It is common cause that, should Mr. Mabuzza be allowed to man the CEO's office for three months we should regard that period as unnecessary time lost. We cannot afford to negate or abdicate our responsibility to constantly engage government on this matter because failure to do so will lead to the collapse of sovereign economy. It is against this backdrop that we should without any shadow of confusion support this noble programme which obviously is aimed at mitigating the structural deficiency.

## 2.12.7 EMPLOYMENT & UNEMPLOYMENT TRENDS: Q1:2019

According to the quarterly Labour Force as surveyed by Stats SA, construction employment fell by a record of 142 000 people on a quarter on quarter basis to 1 339 000 compared to the 4th quarter of 2018. This is the sharpest decline in employment in construction (both formal and informal) dating back to 2008. Gauteng reported the highest decrease, down 55 000 to 375 000, followed by Eastern Cape, down 28 000 to 136 000, and North West Province down 22 000 to 65 000.

Figure : Employment in Eastern Cape Construction Industry Both Formal & Informal



Although these provinces contributed the highest share to the downturn, all other provinces reported negative quarter-on-quarter growth in employment in the 1st quarter of 2019.

Table 2: Labour Force (Formal and Precarious) in Construction by Province/Region

Period	WC	EC	NC	FS	KZN	NW	GAU	MP	LIM
2017:Q1	228	168	26	56	228	87	452	112	150
Q2	229	139	24	61	235	84	387	105	131
Q3	231	157	21	73	199	71	340	118	156
Q4	227	146	26	75	196	90	369	107	154
2018: Q1	214	154	26	59	211	96	419	105	146
Q2	233	163	24	51	229	94	419	112	150
Q3	233	172	25	64	238	79	413	115	163
Q4	223	164	24	58	244	87	430	106	146
2019:Q1	220	136	18	56	230	65	375	101	137

Source: Quarterly Labour Force Survey, Q1:2019, P0211. Statistics South Africa

There has been significant growth of precarious work in the Eastern Cape over the past two decades while casual work is not recognised by South African labour law, yet workers are increasingly employed as casual labour. There seems to be a sense of acceptance among many of these workers, partly because there is a strong tradition of casual work in South Africa, and partly because the labour union movement has not tried to organize these workers in any meaningful way. There is no reason workers should accept anything less than permanent work. It is not that the nature of work has changed. Work does not require more temporary workers. It is simply the bosses increasing their rates of exploitation. The workers' response is rational: they do the same work as permanent workers. It is part of a successful struggle waged by the capitalist classes and there is no reason why workers should accept that.

## 2.12.8 THE ESKOM SHENANIGANS

This entity has broken the record in loss making for all state owned enterprises. The amount of losses in one financial year is said to be R20 billion. All this happens at the backdrop of the shareholder having "cleaned out" all the corrupt elements at the helm of the entity. In about a year ago, a new Chief Executive Officer was appointed to steer Eskom from the mess created by those who in the position before him. Also, a new Board was appointed. Instead of improving the Eskom situation, these good people took the entity into the darkest hellhole.

As if that was not enough, there are senior highly paid managers who are reported to demand a stake for themselves from the R59 billion bail-out that has been promised by government to Eskom. There can never be an unpatricotic and greedy behaviour than this from the people who already earn between R1 million and R3 million rand from an ailing SOE. It is reported that there is about 200 of them which may translate to Eskom having to fork out about R600 million on salaries of 200 people. Some of these people, if not the majority of them, are those who have assisted in plunging

Eskom into this chaos. They are drooling at this R59 billion because they are used to money. They see it as money meant to line their pockets as usual.

## 2.13 SERVICES REPORT

The Services Pillar continues to play an active role in ensuring that it provides the worthwhile services to our members in order to ensure that they do not spend their hard earned salary to try and pay for services in the open market, when such provided by the union, in order to ensure ongoing recruitment and retention.

### 2.13.1 FINANCIAL SECTOR CONDUCT AUTHORITY (FSCA)

The FSCA is the market conduct regulator or financial institutions that provide financial products and financial service, financial institutions that are licensed in terms of a financial sector law, including banks, insurers, retirement funds and administrators and market infrastructures. This Authority has replaced the old Financial Services Board (FSB)

The Registrar of Pension Funds provides a central database on the FSCA website to assist members of the public to ascertain through the search engine if there are any unclaimed benefits due to them - source FSCA website.

The FSCA has been instrumental in ensuring that an NUM appointed trustee to the Mineworkers Provident Fund, whose services were terminated, for whistle blowing is re-instated with effect as from the 01 August 2019, which is almost on the twelfth month after the termination letter from FSCA and letter from MMW/PF.

## 2.13.2 CONSTRUCTION SECTOR FUNDS

### 2.13.2.1 Construction Industry Retirement Benefits Fund (CIRBF)

The fund in its quest to improve the member benefits has with effect from the 01 May 2019 started with the Self-Insurance Product. This therefore means that the profits that we pocketed by the Insurance Company, will now revert back to the fund, and this will assist in enhancing the member's fund credits

### 2.13.2.2 Insured Benefit

The pillar has been instrumental in assisting a member to obtain his full benefit of 2 x Annual Earnings, where the insurer paid less due to the fact that the member had to go on permanent disability when he was close to retirement.

### 2.13.2.3 Withdrawal Claim

The Services Pillar has successfully effectively represented our member who was retrenched in October 2018 and was not paid in July 2019.

## 2.13.3 GAUTENG BUILDING INDUSTRY PENSION/PROVIDENT FUND (GBI)

This is due to the fact that the company made an error during the 2016 retrenchment and created an incorrect record which saw one member paid twice, once 2016 when he was retrenched, and in 2018 when he was no longer working. The administrator paid the current member his full fund credit and has taken the matter up with the company.

The fund is undergoing a process of benefits improvement and to this effect the death and disability benefits have been improved to 3.5 x annual earnings.

This is a move as it is a departure from a capped amount which was payable before the introduction of this improved benefit.

GBI FUNERAL BENEFITS			
DESCRIPTION OF THE INSURED	CURRENT BENEFIT	NEW BENEFIT (01 OCT. 2019)	
Member	R14 000	R15 000	
Qualifying spouse	R14 000	R15 000	
Qualifying child age 14 and over	R14 000	R15 000	
Qualifying child age 6 and over but younger than 14 yrs.	R8 400	R9 400	
Qualifying child younger than age 6	R8 400	R9 400	
Still born child	R8 400	R9 400	
Premium	R13.60 per member per month	R13.60 per member per month	

NB: Improved cover benefit with no premium increase.



## 2.14 FINANCIAL LITERACY FOR NUM MEMBERS

According to the Mineral Council South Africa Employee indebtedness is a serious and complex social problem affecting the employed and unemployed in South Africa – at all levels of society. The mining industry is no exception and for many reasons, miners are often vulnerable to the actions of unscrupulous lenders.

By teaching employees how to manage their finances, to budget and to spend responsibly, the industry hopes to change the behaviour of employees and help them to either avoid debt in future. The union should also join hands with other financial institutions and the Mineral Council to roll-out a financial literacy programme in the interest and the financial wellbeing of our members.

The NUM housing unit has partnered with the Department of Human Settlement and financial institutions in an effort to deal with the level of indebtedness of our members. We will come up with a programme of action and conduct road shows in all regions and all sectors of the NUM.

The NUM in its quest to above has an as an ongoing process, have identified that financial literacy aimed at empowering the broader members consumers with knowledge to enable them to make informed decisions about their finances and lifestyles is important and needed on their day to day activity.

In recognition of the above, the following modules are proposed:-

### 2.14.1 TAKING CONTROL OF YOUR MONEY

Deal with one's finances before the deal with one's happiness.

### 2.14.2 AVOID THE DEBT TRAP

Identify the difference between good and bad debt.

### 2.14.3 SAVING FOR MONEY GOALS

Set your financial goals and stick to your plan  
A proposal is made to involve Mbegu Financial Services, with whom NUM has a long standing working relationship as the company has been instrumental in training the retirement funds trustees, and awarding them with accreditation certificates

If this notion is agreed to, it will be done in partnership with SANLAM FOUNDATION, which will sponsor the cost of the sessions.

According to the Mineral Council South Africa Employee indebtedness is a serious and complex social problem affecting the employed and unemployed in South Africa – at all levels of society. The mining industry is no exception and, for many reasons, miners are often vulnerable to the actions of unscrupulous lenders.

It is against this background that collaboration efforts with MDA should be undertaken focusing on financial literacy.

In order for workers to take control of their finances and avoid becoming over-indebted, it remains vital for them to properly manage their debt and this can be achieved through financial literacy. Financial literacy should be provided to workers to assist them to remain informed about their financial standing so as to steer clear of the road to recovery that many miners unfortunately now find themselves on.

By teaching employees how to manage their finances, to budget and to spend responsibly, the industry hopes to change the behaviour of employees and help them to either avoid debt in future.

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## 2.15 TRANSFORMATION

This report presents the transformation work conducted since the 16th National Congress and the Special Congress with a view to take stock of the transformation challenges facing the working class in all three sectors that the NUM organises and further to strengthen the effectiveness of the union in the struggle for transformation. The report will point out areas of progress and challenges in the context of our plans and identify possible strategic areas of focus to address the challenges of transformation in the energy, mining and construction sectors.

In addition, the report spells out the relevant legislation for mining sector, and the construction sector and outlines transformation progress or its lack thereof by the mining houses and construction companies.

### 2.15.1 MINING LEADERSHIP COMPACT

The objective of the Growth and Competitiveness Task Team was to draft a Mining Leadership Compact that will be signed by all social partners and stakeholders. The idea of a Leadership Compact emanated from the Social Partners recall and endorsement of the complementarities and interdependencies between transformation and competitiveness of the mining industry.

The growth and competitiveness task team replaces MIGDET which has died a natural death due to lack of meetings amongst stakeholders.

The Compact commits the social partners (Business, Unions, Government) to all play their parts in working co-operatively and according to high standards of good governance to make South Africa a competitive mining jurisdiction.

The Compact contains eleven areas of focus which Social Partners believe provide the basis for a roadmap to attain vision 2030. Despite the aforesaid declaration and commitment there is absolutely little to showcase if not any. Since the signing of the Leadership Compact, there has never been meeting of stakeholders in this regard. The National Union of Mineworkers joined other stakeholders in signing the Mining Leadership Compact at a ceremony hosted by Mineral Resources Minister Gwede Mantashe during the African Mining Indaba in February 2019 held in Cape Town.

### 2.15.2 DEPARTMENT OF MINERAL RESOURCES AND ENERGY

The companies' non-compliance to the Mining Charter, other mining regulations and their dishonesty are exacerbated by the insufficient measures undertaken by the government. The Department of Mineral Resources and Energy, which is supposed to be the watchdog on behalf of the people of South Africa – the Department is not doing enough or effectively to can really begin to deal with the culture of non-compliance in the mining sector.

Whether the government has the political will to enforce compliance is perhaps the main question.

DMR as the regulator seems toothless and the mining bosses know that and mock their regulatory powers. We recommend an intervention at a political level in which regional DMR audits will be done in conjunction with the Transformation Unit and the regional transformation committees.

Our engagement with the DMR has rather been unfruitful, as the Department has failed to sufficiently and decisively deal with matters we have referred to them.

## 2.15.3 MINING CHARTER

The main objective of the MPRDA, enacted in 2002, was that of facilitating the meaningful participation of HDSAs in the mining and mineral industry. Section 100(2) (a) of the MPRDA provides for the development of the Mining Charter as an instrument to effect transformation with specific target.

The Mining Charter, whose official name is the Broad-based Socio-economic Empowerment Charter, serves as an instrument to the MPRDA, as specified in the Charter's own Preamble, by setting specific targets for the sustainable transformation and growth of the mining industry, in accordance with the principles of black economic empowerment (BEE).

The targets set by the Charter are mostly related to social issues—intended to facilitate transformation of the mining sector with regard to nine elements such as ownership, human resource development, beneficiation, procurement, supplier and enterprise development, housing, employment equity, and community development.

## 2.15.4 MINING CHARTER UNCERTAINTY

Subsequent to the intervention by President Cyril Ramaphosa and the withdrawal of the initial Charter 3 that was implemented by the former Minister, Mosebenzi Zwane, and the subsequent postponement of a court battle pertaining to the Charter itself, Minister for DMR, Gwede Mantashe convened a two days Ministerial Mining Charter Task Team to facilitate an all-inclusive consultative process about a new Charter.

The purpose of this Ministerial Mining Charter Task Team was to establish common understanding in terms of stakeholders should move forward in dealing with the most acceptable Charter that will serve the interests of all stakeholders.

Emanating from the two days Ministerial Mining Charter Task Team, there were two task teams that were created to find solutions in resolving the Mining Charter impasse.

- Mining Charter and Transformation Task Team
- Growth, Competitiveness and Sustainability Task Team

## 2.15.5 MINING CHARTER GAZETTED

Following intensive engagements with stakeholders and social partners on 15 June 2018, the Minister for DMR Gwede Mantashe released the draft Mining Charter for public comments until the 27 July 2018. The NUM also made a written submission on the draft Mining Charter. On the 27 of September 2018, Minister Gwede Mantashe released the Mining Charter 2018 – after seven months of intensive engagements with stakeholders in the industry.

We must however voice our concern as a union that, our written submission as the NUM thereafter, we have found the revised Charter to have not taken our submission into consideration.

## 2.15.6 MINING CHARTER IMPLEMENTATION GUIDELINES

Following the Gazette of the Mining Charter, the Department for Mineral Resources gazetted the Mining Charter Implementation Guidelines in December 2018. The Guidelines must be read with the Mining Charter.

The Department deemed it appropriate to provide clear guidelines for the provision of certainty on the spirit and letter of the Mining Charter.

The purpose of these guidelines is to outline processes, procedures, forms and templates to facilitate compliance with the requirements of the Mining Charter.

## 2.15.7 AMENDMENTS TO THE MINING CHARTER

The following amendments were done on the Mining Charter:

Existing mining right holders, existing licence and permit holder must implement the Mining Charter, 2018 from the 01 March 2019.

First annual reporting on the Mining Charter, 2018 shall be done on or before 31 March 2020. The implementation of the Charter also coincided with a protracted declining trend in employment, with mine companies announcing retrenchment.

## 2.15.8 MINING CHARTER LOOMING BATTLE

The NUM should deliberate on and consider the Minerals Council of South Africa's decision to apply for a judicial review of the Mining Charter as gazetted in September 2018. The concern emanates from a requirement for re-empowerment on the provision that the Charter does not recognise the continuing consequences of previous empowerment transactions, particularly in respect of mining right renewals and transfers of these rights.

The current Mining Charter is not a perfect document, but is however, a workable framework for transformation in the industry. The decision by the Mineral Council to take the Charter for judicial review is unfortunate and regrettable. The court battle will further delay the implementation of the Charter.

Dialogue and meaningful engagement should be embraced to find an amicable solution to the challenges. Collectively we can find the solution through engagements. The Department of Mineral Resources intentions to oppose the application by the Minerals Council should be noted and welcomed. The NUM should seriously consider intervening as the friends of the court in this matter.

In view of the industry's concern and of the Mineral Council's threat to take the Mining Charter to court—we view this as an attempt to force the government to revisit its radical transformation posture and to make concessions. The outcome will be that of a less effective and efficient mining legislation framework, with major shortcomings in terms of its enforcement powers, especially when it comes to issues as ownership, and the general living conditions of mining communities.

On the one hand, there is political will on paper to bring the industry into alignment with the government's vision. The MPRDA and the Mining Charter embody the government's ideal of BEE, ownership redistribution and social equality. On the other hand, the very contradictions and limitations within the legislation—produced, willingly or not, gaps will result in poor enforcement.

Of particular concern from the National Union of Mineworkers' perspective is the continuous disregard, resistance and spiteful non-compliance by the mining and construction sectors.

## 2.15.9 MINING CHARTER REVIEW

There has not been a review conducted by the Department of Mineral Resources to review progress made since the implementation of the new 2018 Mining Charter. The first annual reporting on the Mining Charter, 2018 shall be done on or before 31 March 2020.

## 2.16 ESOPS

The NUM has consistently fought to ensure that transformation moves at a faster pace by enhancing the impact of B-BBEE on all sectors we are organising and to ensure that the country is meeting its economic objectives on equity and empowerment for all intended beneficiaries.

ESOPs remain one the ways that employees can achieve real and meaningful economic benefit if implemented properly. Unfortunately, the NUM has identified a more discouraging pattern of an underperforming ESOPs schemes in place at many mining companies.

The NUM has consistently indicated the importance of holding accountable non-compliant mining right holders and the review of all non-meaningful schemes in the industry by the Department of Mineral Resources.

## 2.16.1 IDENTIFIED ESOP SCHEME WITH CHALLENGES

- Palabora Mining Company
- Richards Bay Minerals
- SASOL Mining
- Ergo Gold Mining
- Apollo mining
- Idwala
- Harmony Gold
- Corobrick
- Kumba Iron Ore
- PPC Cement
- South 32
- NPC Cement
- DRA Group/Minopex
- Impala Platinum
- Siyanda Bakgetia Platinum Mine
- SAMANCOR
- Sedibelo Platinum Mine
- Black Mountain/Vandant Zinc International
- Royal Bafokeng
- Kudumane Manganese Mine

These only reflect Esop schemes in companies that we have engaged with, and there are many other companies that have challenges relating to Esop scheme. The Unit is hamstrung in dealing with these issues because we are reactive as we rely on branches to invite us when they have challenges.

## 2.16.2 COMPANIES WITHOUT ESSOPS

According to the DMR report in 2015 there are over 962 mining right holders in South Africa and only 442 submitted relevant information reporting their compliance or non-compliance with the mining charter under review in 2014. This shows that there is huge number of mining companies whose compliance status remains unknown.

We therefore urge our branches to work with the transformation unit in ensuring that these mining companies comply with the relevant legislation in the mining industry. The unit does not have a data Esop or not. However, we are making effort to

record and monitor a company that comes to our attention.

We are currently working with branches and regions in the following companies that don't have Esop schemes to ensure that meaningful Esops are implemented:

- Vergenoeg Mining Company
- Sedibelo Platinum Mine
- AEMFC Coal mine
- Kulu Crete
- Beryl Coal Mine

There are obviously many other mining right holders that are yet to implement Esop schemes

## 2.16.3 ONCE EMPOWERED ALWAYS EMPOWERED

Department for Mineral Resources (DMR) must review the provisions of the new Mining Charter, with regard to the 'Once Empowered Always Empowered' principle. Allowing mining companies who complied with the 26% empowerment provision in the previous Charter to be regarded as compliant rather than meeting the new stipulations is a clear reversal of all the real needed transformation endeavours.

The Charter allows mining companies to claim recognition for complying with previous Black Economic Empowerment and employee share ownership scheme provisions, instead of meeting the new Mining Charter stipulations.

Mining companies cannot continue to enjoy empowered status, accepting that the beneficiaries have benefited, even if they have exited the transaction. Ownership percentages in the mining industry should be pursued to decisively enhance empowerment and create wealth for the workers.

Mining companies continue to claim no profits to avoid paying dividends to BEE shareholders and Employee ownership schemes, forcing them to exit the investment after years of no dividends.

Recognition of the so called 'once empowered, always empowered' is nonsensical and will lead to transformation being undermined and ultimately reversed.

In dealing with the ownership and employee empowerment retro-spectivity should be avoided. Frank and robust engagements among the social partners around these issues appears to have failed, leaving the courtrooms as the final arbiter.

## 2.16.4 SOCIAL LABOUR PLAN

In order to obtain their licenses, mining companies are compelled to submit a Social Labour Plan that gives information on the impact of mining activities on local communities and to report annually their level of compliance with the SLP to the Department of Mineral Resources.

The Social and Labour Plan requires applicants for mining and production rights to develop and implement comprehensive Human Resources Development Programmes, Mine Community Development Plan, Housing and Living Conditions Plan, Employment Equity Plan and processes to save jobs and manage downscaling and/or closure.

The above programmes are aimed at promoting employment and advancement of the social and economic welfare of all South Africans whilst ensuring economic growth and socio-economic development.

Analysis and monitoring of SLP's is a continuous process with various regions and the Department of Mineral Resources; we have also roped in the MDA in order to align its programmes with the current NUMI monitoring programme.

Social and Labour Plans are just one of the many ways our government is trying to address South Africa's long history of inequality in the mining sector. We have to encourage NUMI branches in all operations to ensure that monthly SLP forums and quarterly Future Forum not only take place, but we monitor the company's implementation of

their respective commitments. We must continue to search for and develop new and innovative ways in which the South Africa's economic wealth can be shared more broadly and evenly.

It is important for all regions to invite the unit to some of its RC's in order to present the objectives of the Unit and broaden the understanding of both SLP and the relevant charters (mining and Construction). The unit appeals to the NEC to urge these regions to accommodate the unit in their annual schedules, as there is still much to be done

## 2.16.5 CONSTRUCTION SECTOR TRANSFORMATION

The construction industry was amongst the first to develop a transformation charter and a code of good practice for the construction sector, in compliance with the BBBEE Act. However, the construction sector has been hesitant about fully embracing transformation.

Although the construction industry has a vast potential for improving its transformation scorecard, the sector has an unimpressive record with regard to transformation. With the introduction of new Construction Charter Council on 1 December 2017 we were hopeful; that transformation in the construction sector will earnestly gain momentum going forward.

In line with the amended Construction Sector Code, construction companies that have a valid B-BBEE certificate issued in terms of the amended generic code can elect to retain their measurement until their current scorecard expires. Then, they will be verified against the new scorecard.

The Construction Sector Code provides a framework for the construction sector to address transformation, enhance the capacity of black contractors, black professionals, construction workers, communities and increase the productivity of the sector to meet world best practice using elements that aims achieve a substantial change in the racial and gender

composition of ownership, control, skills development and management in the sector.

The construction sector should not view the new regulation as an imposed burden but rather as an opportunity to stimulate an industry transformation that would inspire the workers and benefit society.

The Construction Transformation Charter provides a framework for the construction sector to address BBBEE, enhance capacity and increase the productivity of the sector to meet world best practice.

The Construction Sector Charter Council is mandated to monitor the implementation of the Amended CSC. The Council will act with executive authority and provide the necessary links to relevant government institutions at the reporting and compliance levels.

The Council is also required to perform and release annual reporting as a way to review quantitative and qualitative progress towards transformation in the construction sector.

It is a sad indictment that the national scorecard reflects appallingly low levels of meaningful transformation as measured by the Codes of Good Practice that is informed by the historical objectives and context of the transformation agenda of the South African economic landscape.

## 2.16.6 ESOPs IN CONSTRUCTION SECTOR

Some Employee share ownership schemes that have been launched by construction companies in recent years have failed to deliver attractive returns to workers because their participation was financed by large debt. There is an element of fronting in many of this Esop scheme. As a union, the NUMI is made aware of some the employee share schemes with construction companies. We are concerned with a pattern of underperforming ESOPs trusts in this sector.

Companies that have misrepresented their BBBEE status through meaningless Trust, ESOP and Broad Based Ownership Schemes must be dealt with in terms of the BBBEE Act.

Noting that the amended Construction Sector Code is voluntary and companies can choose not to report their BEE status in line with codes.

## 2.17 HUMAN SETTLEMENTS

Mining has had much to do with the pattern of housing in South Africa today. Under apartheid, the mines housed black mineworkers, classed as migrants, in high-density compounds, while giving white mineworkers company houses.

The post-apartheid government emphasised ownership and permanence for mineworkers. Mining companies privatised mineworkers' housing, devolving the long-term risks to households.

Among the results have been deterioration of houses, lack of a coherent rental-housing strategy, ownership that could lock households into declining mining settlements, an influx of contract workers for whom the mining companies are no longer responsible for providing housing, lack of capacity to manage mining towns and unwanted houses if a mine closes. To date, policy responses to the problems of mine housing have not been appropriate.

The Mining Charter requires that mining companies establish measures to improve the standard of housing, including the upgrading of hostels, the conversion of hostels into family units and the promotion of home ownership options for employees.

It also requires that all mining companies and their operations submit social and labour plans, which detail how they plan to achieve compliance with the Mining Charter, as a prerequisite for the granting of mining rights. Progress reports against these are submitted yearly to the Department of Mineral Resources (DMR).

The prevalence of informal settlements around mines is evidence of the lack of compliance with the charter's housing requirements, contending further that the conversion of hostels from single-sex units into family units has not been satisfactory to date.

Many migrant employees do not want to permanently settle in mining towns, but prefer to maintain their homes in the rural areas and return to them. Providing permanent urban dwellings, as well as urban home ownership, is therefore not necessarily the solution to migrant labour issues.

## 2.17.1 GAZETTED HOUSING AND LIVING CONDITIONS STANDARDS

The Minister of Mineral Resources, has in terms of section 100(1) of the Mineral and Petroleum Resources Development Act 28 of 2002 developed the draft Reviewed Housing and Living Conditions Standard for the Minerals Industry, 2019

(“draft Reviewed Housing and Living Conditions Standard, 2019”).

The purpose of the draft Reviewed Housing and Living Conditions Standard, 2019 is to ensure that mining right holders provide decent liveable integrated human settlements, healthcare services, balanced nutrition, water and related amenities to mine employees.

Interested and affected parties were hereby invited to submit written representation on the draft Reviewed Housing and Living Conditions Standard, 2019. The NUMI as one of the key stakeholders made its contributions/inputs to the document. A Housing workshop consisting of representatives from all 11 regions were convened at EBMTIC on the 17-18 April 2019. Below is the summary of the Document:

## 2.17.2 CONTENT OF THE DRAFT HOUSING AND LIVING CONDITIONS STANDARD

**Section 1:** The overall objective of the Standard;

**Section 2:** The principles to be fulfilled by a mining rights holder;

**Section 3:** Requirements for the mineral rights holder to submit a Housing and Living Condition Plan. These requirements vary depending on whether the mining rights holder is existing or new. In addition this section sets out the requirements for three different housing options (private home ownership, government led home ownership (FLISP) and rental) as well the payment of a living out allowance;

**Sections 4 – 5:** Sets out the minimum basic services and standards applicable;

**Section 6:** Makes provision for partnerships between mining rights owners and government;

**Section 7:** Deals with the general of access to health and safe water as well as a clean, safe and healthy environment;

**Section 8:** Sets out the requirements for a Housing and Living Condition Plan

## 2.17.3 NUMI INPUTS TO THE DMR ON THE ABOVE STANDARDS

The approach should be structured. It should consider the creation of housing task team which will ensure union's direct participation. It should be encompassed by the following elements:

1. **Cooperative partnership** – consultation with organised labour all the way
2. **Employee participation** – building an engaged member
3. **Employee wellness** – recognition of indebtedness.



NO.	ITEM	HOUSING AND LIVING CONDITIONS (DMR)	NUM SUBMISSIONS
01.	Introduction and scope (NO. 1, page 6)	1. Government recognises the industry's STRIDE and various initiatives aimed at progressive realisation of human dignity and decency for mine employees. (pg. 7 third line) 2. Government realise that the location of the housing and living conditions standard as an element of the Mining Charter is untenable and deprives this aspect of the mining industry of its PROMINENCE (pg. 7 3rd paragraph, line 11) 3. The overall objectives of this document is therefore to provide for STRENGTHENED housing and living conditions standard (pg. 7 line 12)	1. The NUM submits that as the government recognises that the industries have made strides, it should also acknowledge lack of progress and challenges. 2. What is this Prominence? Can we have a shared understanding? This word needs to be unpacked or clarified. 3. The NUM submits that the word "STRENGTHENED" be replaced with "IMPROVED". We should seek to improve the current standard of housing and living conditions.
02.	Mine employees housing conditions principles (NO. 2,1 pg. 7)	1. Develop social, physical and economic integrated housing development within a mine community (2.1 pg. 8) 2. A right holder shall after consultation with other stakeholders acquire land within close proximity of the mine operations and plan housing needs in support of compact, integrated and mixed land use environment (2.1 (b) pg. 8) 3. The housing development must consider and be based on the integrated development plans (IDPs) and provincial development framework within their area of jurisdiction (2.1 (b) pg. 8)	1. The NUM submits that there has to be a common definition of Mine community. (Does this not denounce integration with other communities)? Clause 2.1 2. The NUM proposes that this should rather be captures as surrounding areas of local municipalities as opposed to "within close proximity". This will address the issue of integration into communities clause 2.1 (a) 3. If development of housing by mining right holders must be based on IDPs, therefore which by definition disintegrates those working in mines from the community which IDPs are based clause 2.1 (b)
03.	Measures to address the housing demand (2.2 pg. 8)	1. A mining right holder must offer employees a range of housing options which includes, amongst others rental accommodation, home ownership, government-led social housing and living out allowance (2.2 (b) pg. 8) 2. Housing option must where FEASIBLE include single and family accommodation and home ownership within places of origin or residence and the place of work (2.2 (c) PG. 9)	1. The NUM welcome the introduction of employees having options on where they want to live and would further like to put on new additional option of rent-to-buy. 2. We further propose that mining right holders should find a way to negotiate for low interest rates with financial institutions. 3. Living out allowance If LOA is one of the legitimate options from which to select, what about the right of the employee to choose where to live? 4. The NUM submits that the words "where feasible" should be removed from the sentence.
04.	Promote the use of financing schemes in a transparent and accountable manner	1. Housing as part of the remuneration package should be negotiated through collective bargaining (2.5 (c) PG. 10)	1. We further want to add to the end of the sentence the words "guide by the LRA". This should read as housing as part of the remuneration package should be negotiated through collective bargaining guided by the LRA clause 2.5. (c).

NO.	ITEM	HOUSING AND LIVING CONDITIONS (DMR)	NUM SUBMISSIONS
05.	Housing options	An existing mining right holder must within a period of six months from the date of publication of these standard, submit a detailed housing and living conditions plan indicating the following: 1. A three year detailed plan to phase out living out allowance where verifiable decent accommodation cannot be proven and verified (3.1 (c) PG. 10-11) 2. A mining right holder must after consultation with organised labour determine a living out allowance payable to a mine subsidy from the mining right holder: (3.6 (3.6.1) pg. 14).	1. Whilst the NUM appreciated that the government/ department wants to eradicate squatter camps in the mining towns, we must all agree that it cannot be done in the years stipulated in the document, and also, the mining right holder cannot be given an upper hand in resolving this challenge 2. A living out allowance cannot be determine by the Mining right holder as stated in clause 3.6.1 of the gazette this should be a subject of collective bargaining. 3. As stated in clause 3.1. of the gazette, the housing and living conditions plan referred to must be the outcome of a process of engagements with organised Labour through collective bargaining. 4. The word "consultation" must then be replaced in line with clause 2.5 (c) and 3.2
06.	Principles for living conditions	3. A living out allowance shall be payable to an employee who has proof of decent and verifiable. 4. and apply for the home accommodation (3.6 (3.6.2) pg. 14) 5. Mine employee who was previously receiving a rental of living out allowance and decides to purchase a house or unit in the open market shall forfeit such allowance ownership scheme/allowance (3.6 (3.6.3) pg. 14)	1. Controversy <b>Inside</b> • Will the facilities to this effect be located INSIDE the mining precinct • If so what about the family of the Mineworkers e.g. HIV/ TB which could affect members of family where should family members access health. <b>Outside</b> • Which is the purview of local community • If herein then it cannot be the exclusive reserve of the mine employee in isolation of members of the community. Importantly when we speak of integration and building communities.
07	Submission and approval of housing and living conditions plan	1. The final housing and living conditions plan must be finalised after consultation with organised labour within 12 months from the date of commencement of operations and must be submitted to the department within twenty (21) days from the date of signing.	1. The NUM calls for the sentence to be captured as "meaningful consultation"

### Additional Points for Consideration

1. There should be interventions to assist workers/employees in financial rehabilitation. Mining companies should on a regular basis conduct financial literacy campaigns.
2. There should be access to information in particular on government assistance programmes such as FLISP.
3. Sufficient support should be given to employees on affordability and credit worthiness programmes
4. An additional option or RENT-TO-BUY be included as one of the options
5. A sliding down scale similar to FLISP could be applied towards rental appointment
6. Final authority for personal housing arrangements should always rest with individual employee or household not the employer
7. Where mining operations occur close to urban areas or traditional authority areas where viable operating housing markets exist then the appropriate response may be for the employer to assist employees to rent or own houses within these areas and not develop mine accommodation for rental or sale on or at the mine
8. Where mining operations occurs in remote locations, where there are no viable housing markets, the employer may well be required to make accommodation available to their employees
9. While the prescription requiring a housing and living conditions plan and employee assisted housing agreement with Labour are positive, the timeframe for these are realistic as the process of developing such plans and agreements (jointly between labour and management) should not take longer than the prescribed six and twelve months respectively

10. Various stakeholders who include various spheres of government and community stakeholders should be involved. The process of delivering a viable and credible plan is important for the delivery of suitable accommodation to workers.
11. We need to ensure that Living out Allowance is governed by proper audit of housing and living standards for LODA beneficiaries.
12. It must be governed by the Principle: You choose to rent the accommodation you will choose to buy
13. Provide reasonable interest rates charged by general commercial banks to the detriment of poor prospective housing owners.

## 2.17.4 SATRI HOUSING RESEARCH PROGRESS REPORT

### 2.17.4.1 Project objectives

The aim of the study is to 1) identify different housing benefits models currently used by mining companies 2) determine challenges faced by NUM members with regard to the different housing benefits models 3) explore NUM members' preferences with regard to different housing benefits models.

### 2.17.4.2 Motivation of the study

This study is critical in coming up with targeted and effective strategies for the Union to engage in all interventions aimed at improving the housing conditions of mineworkers.

### 2.17.4.3 What has been done this far?

The first stage of the research was planned to be a pilot study and 122 members were interviewed, and has been completed. The findings from the pilot study which informed and guided the roll out of the main project. The main project has commenced, so far, 794 NUM members from Highveld, KZN, Rustenburg and Carletonville have

been interviewed – that is 414 members from Highveld, 200 from KZN, 66 from Rustenburg and 114 members from Carletonville.

### 2.17.4.4 What are the next planned activities?

More NUM members still need to be interviewed to get reliable results. To represent the population of the study, at least 250 members need to be interviewed from each region.

### 2.17.4.5 Challenges

The challenge SATRI is facing is access to NUM members. Together with the NUM Human Settlements Unit, SATRI has sent letters to the regions informing them about the Housing Project, and requesting regions to provide dates of branches availability for the survey and contact details of relevant comrades from regions/branches. So far, SATRI has only received response from few regions.

## 2.18 ROLE OF MIC

This is a vehicle that was established to assist in addressing the socio-economic needs of the NUM members. So far it has, through the JB Marks Education Trust, distributed in the excess of R300 million towards the education of members and or their beneficiaries. Also, MIC is currently funding the funeral benefit scheme for members to the tune of R100 million for the next five years. We need to work out as to how this service can be sustained beyond five years. Our belief is that this vehicle can do more to benefit the membership of the NUM.

## 2.19 THE STATE OF UBANK

This is a bank that was established by the National Union of Mineworkers and the Chamber of Mines with monies belonging to mineworkers. To date the bank has a book value of over R5 billion. However, recently the bank had been inundated by threats from the Reserve Bank to withdraw the bank's licence due to failure to meet CAR.

The latest developments are that the threat has disappeared because the bank meets that requirement. Despite that, the bank needs some financial injection if it has to compete with its peers. There needs to be technological advancement and diversification to make the bank attractive even to those who are not mineworkers.

To this, the bank has been approached by a bank in Russia called Solidarnorsk with a proposal to acquire a 10% stake so as to assist in technological advancement. This is a matter that is still under scrutiny by TEBA Fund Trust who own the bank on behalf of the depositors and UBank. Guidance from congress will be very much appreciated.

## 2.20 LABOUR LAW CHANGES

At the end of 2018 the President of the Republic of South Africa signed the Labour Acts.

### 2.20.1 LABOUR RELATIONS AMENDMENT ACT (LRAA)

The main attempt of this Act is to avoid violence in strikes.

- A secret ballot must take place before a strike or lockout is embarked on.
- A picket may only take place where there are picket rules
- The Minister may, under conditions, extend the collective agreement to no-parties

### 2.20.2 BASIC CONDITIONS OF EMPLOYMENT ACT (BCEA)

One of the most significant additions to the Act for employees is the parental leave. The provision is as follows:

- On birth or adoption of a child ten consecutive parental leave days are allocated
- There is a right to claim payment of parental benefits or adoption benefits where appropriate

## 2.21 MINEMWORKERS DEVELOPMENT AGENCY

The Mineworkers Development Agency (MDA) is a Non-governmental organization (NPO and PBO) with a 32 year history in engaging in meaningful activities to alleviate the negative impact of joblessness to communities around South Africa, Lesotho, Swaziland and Botswana.

The MDA is a brainchild of the NUM, in response to the widespread retrenchments of the 1980s in the mining sector, which, for various reasons, have continued to this day.

Our approach is informed by, and supported through:

- Taking advantage of the regulatory framework and partnering with key stakeholders in advancing the socio economic agenda;
- Using opportunities presented by sector charters such as: mining charter, MPRDA, construction charter and others for the benefit of former mineworkers and communities.

The objective of this report is to:

- Highlight the achievements made in the 2018/19 financial year, in line with the MDA's objectives and services provided towards achieving sustainable development and
- To map out future opportunities arising from initiatives spearheaded by both the legislative and regulatory environments.

The report highlights the MDA's achievements in the following focus areas during the period under review:

### 2.21.1 ENTERPRISE DEVELOPMENT THROUGH SME SUPPORT

SMEs are considered an important contributor to the South African economy as drivers for reducing unemployment, especially since the formal sector continues to shed jobs. Some researchers have estimated that in South Africa, SMEs provide

employment to about 60% of the labour force, and their total economic output accounts for nearly 34% of the GDP.

### 2.21.2 SKILLS DEVELOPMENT

The MDA, through its Training Department, has further expanded its mandate to achieve a broader objective, inter alia: through government programmes of the revitalisation of distressed mining communities and labour sending areas, by facilitating the provision of skills development programmes towards addressing the skills deficit amongst the previously disadvantaged individuals targeting the mining, construction and energy sectors.

### 2.21.3 OCCUPATIONAL HEALTH AND COMPENSATION PROGRAMME

The Occupational Health and Compensation Programme (OHCP) is a unit within the MDA tasked with providing portability of social benefits and access to healthcare to ex-mineworkers and their dependents. It is the youngest of all the programmes within the organisation, have just a ten (10) year track record.

The report also articulates developmental initiatives launched by government and social partners during the 2019 financial year and identifies opportunities within the said initiatives where the MDA can add value as part of its basket of socio-economic developmental interventions going forward.

### 2.21.4 FINANCIAL YEAR 2018 -2019 ACHIEVEMENTS

#### 2.21.4 Financial year 2018 -2019 achievements

The MDA Enterprise Development Programme relentlessly endeavours to promote entrepreneurship as an alternative source of employment among ex-mineworkers and their communities.

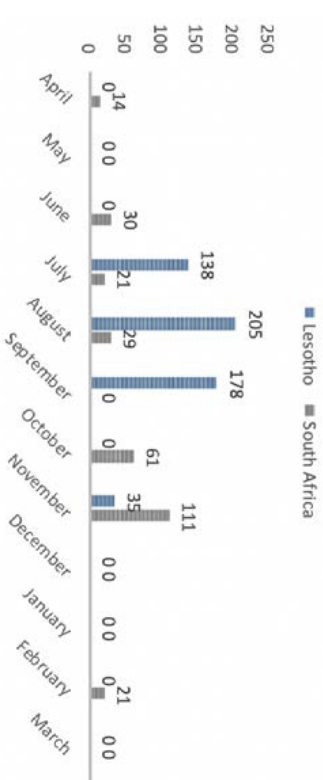
Therefore this report aims to record achievements that have been made by the Enterprise Development Programme during the period April, 2018 to March, 2019. Skills Development remains an essential element of the programme interventions; therefore the report will highlight performance on both the business and technical skills. Again, various business development services including mobilisation of capital and general business advice will be alluded to.

Furthermore, the report will cover other projects including the Vaalharts Emerging Farmer Capacity Building and the Buthe-Buthe Abattoir, a brief success story as well as a list of key partners and stakeholders.

#### 2.21.4.2 Training/Skills Development Support

OBJECTIVES/PROJECTS	ACHIEVEMENTS
<p><b>Business Skills Training</b></p> <p><b>Purpose:</b> To promote entrepreneurship and provide both existing and aspirant entrepreneurs with the requisite business management skills</p>	<ul style="list-style-type: none"> <li>• A total of 843 beneficiaries have been trained i.e. 556 in Lesotho and 287 in South Africa.</li> </ul>

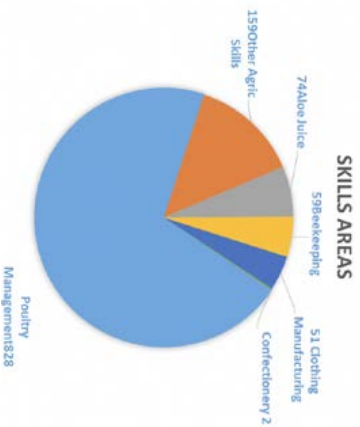
#### Beneficiaries Trained On Business Management



Soss Children Villages funded Financial Literacy Training in Mateng



OBJECTIVES/PROJECTS	ACHIEVEMENTS
<p>Technical Skills Training</p> <p><b>Purpose:</b> To equip the participants with sector specific skills</p>	<ul style="list-style-type: none"> <li>A total of 1173 beneficiaries trained on various technical skills as depicted hereunder:</li> </ul>



A facilitator demonstrating how to slaughter a chicken during Poultry Management Training Session



Clothing Manufacturing Training in Ntumbani for 51 learners



The two ladies of Tswelopele Bakery during a training in Confectionary in Hartswater, NC

### 2.21.4.3 Enterprise Development Support

SMMEs supported with business resources	397 beneficiaries were supported in different areas including Mpumalanga, Eastern Cape, Northern Cape, North West, Gauteng, KZN and Lesotho.
SMMEs (cooperatives) assisted with bank accounts	Facilitated the opening of bank accounts for 30 cooperatives (171 beneficiaries) with Ithala Bank in Ntumbani as follows:
SMMEs supported with general business advice	Provided general business advisory services to 53 businesses (230) beneficiaries).



MDA Staff delivering beehives to farmers in Riboneng, Mafikeng



MDA has supported Mosakone Agric to improve its irrigation system



Providing on-going business support to Readiia Sewing Cooperative



Mr. Bolibe of Rocket Trading, is an ex-mineworker who received water tank, pump and generator to bolster his water purifying business



## 2.21.4.4 Other Projects

### 2.21.4.4.1 Vaalharts Emerging Farmer Capacity Building Project

The South African Government envisions to create an inclusive and dynamic economy in which agribusinesses are empowered to become active participants in the economy. While this is the policy that underpins the National Government's National Plan (NDP), we need to acknowledge that the Agricultural and SMMME sectors are faced with a myriad of challenges that negatively impact on their ability to meaningfully contribute to the economy, and in turn to socio-economic development through employment creation and skills development. Some of the key challenges that the SMMMEs are confronted with include an unfavourable policy environment as well as lack of requisite skills and technology. It is in light of the above that the MDA is participating in a multi-stakeholder project that seeks to capacitate about 700 Vaalharts Water Scheme emerging farmers in the three sub districts of Taung, Vaalharts and Spitskop (Klipdam/Barkly). The Vaalharts Irrigation Scheme is fed by waters from the Vaal and Harts Rivers and it is the biggest in South Africa. Initiated by the Vaalharts Water Use Association (VHWUA), a parastatal that manages the Vaalharts Irrigation Scheme, the project is broken into two parts namely: Emerging Farmer Capacity Building Workshop and SmartFarm Project.

#### 2.21.4.4.2 Emerging Farmer Capacity Building Workshop

The Vaalharts Water Use Association hosted its first Emerging Farmer Capacity Building Workshop along with various service providers including MDA, John Deere, African Farmers Association of South Africa (AFASA), Senwes, SIDI, Agrico, Agrisa and Laeveld Agrochem. Seda was also invited by MDA to participate in the workshop. The objective of this workshop was to bring the agricultural and business skills to farmers in a practical and interactive manner, while also serving as a meet and greet between farmers and essential businesses in order to identify existing sources of assistance. Information and skills were not only discussed, but were also demonstrated in order to make the most impact.

The workshops were held as follows:

DATE	VENUE	NO OF ATTENDEES
26TH FEBRUARY, 2019	TAUNG DEPOT HALL	84
27TH FEBRUARY, 2019	SKW HALL JAN KEMPOORP	75

#### 2.21.4.4.3 SmartFarm Project

Led by John Deere, the goal of the project is to set up a Smart Farm for each sub-district. John Deere is willing to avail equipment (tractors) to these demonstration farms, which will serve as training hubs for other emerging farmers. Interested emerging farmers will apply to participate in the project and they will have to undergo a selection criteria set by John Deere. Then one farmer will be chosen in each region, with at least one farm operated by women. A comprehensive business plan is required for this project and MDA has already engaged Seda to assist with the development of the plan.



*A practical session on soil preparation conducted by Mr. Sparrow of SIDI*

#### 2.21.4.4.4 Buthe-Buthe Poultry Abattoir

The second phase of the project, which was completed in March 2018, focused mainly on modifying the existing abattoir structure and putting up additional structures to ensure that the facility meet regulatory requirements. The total expenditure for this phase is R600,000.00 from Harmony Gold mining company. This amount managed to cover the construction of additional change house, an outlet to serve local community and small buyers, chicken waiting house, partitioning of the slaughter house and pavement around the slaughter house.

The major issue delaying launching of operations is lack of operating budget. A request has been made to Harmony for extra funding. Application templates were provided to MDA to make formal request. A proposal to this effect was made for a total amount of R707,300.00 which will cover initial working capital, additional equipment and a delivery truck.

#### 2.21.4.4.5 Success Story

##### Isinothi Catering Coop – Destined for greater heights

Located in Ntumbani, a rural area within the Pongolo Local Municipality in Kwazulu-Natal, life used to be a daily struggle for the six ladies who are now proud members of a catering cooperative. In 2017 these ladies heeded MDA's call to try their hand in entrepreneurship and as



*A lady farmer motivating the emerging farmers*



*Demonstration on machine maintenance*

a result, Isinothi Catering Cooperative was born. Determined to change their fate, the astute members of the cooperative put together a few equipment items from their meager resources and they started their business selling basic foodstuffs to the community particularly pupils from the neighbouring schools. And they have not looked back since then.

Encouraged by the sheer determination of the coop members, MDA procured them additional equipment items and in partnership with the Small Enterprise Development Agency (Seda) provided them with basic business management skills. These interventions gave further impetus to the growth of the business and in 2018 MDA assisted them to apply for the Cooperative Incentive Scheme from the Department of Small Business Development. The R350,000 grant funding was indeed a turning point for the coop and it enabled them to buy state of the art catering equipment including Tiffany chairs, stretch tents, mobile fridges and mobile toilets. They now cater for a variety of events such as meetings, training and wedding ceremonies. Admittedly, the business has had its fair of challenges, but what keeps the members going against all odds is the ability to provide for their families!

## 2.21.5 SKILLS DEVELOPMENT OVERVIEW - 2018/19

Furthermore, towards achieving an inclusive economic growth trajectory and in line with the National Development Plan 2030 vision, the MDA aims to contribute and play a meaningful role through implementation of skills development programmes aimed at eradicating poverty, reducing inequality and creating jobs. The Training Department in particular addresses Outcome 5 of the NDP 2030 vision of providing for “A skilled and capable workforce to support an inclusive economic growth path”.

### 2.21.5.1 2018/19 Financial Year Targets

The Training Departments 2018/19 financial year targets included; training 400 learners from communities and labour sending areas across South Africa in accredited technical and soft skills programmes to address the skills deficit in major economic sectors of South Africa.

The Training Department has been able to meet this target through advancing partnerships with like-minded social partners in the skills development sphere and through; bursary programmes for both University and TVET College education, artisan programmes in supporting the DHET’s ‘decade of the artisan’ campaign aimed at removing the obstacle of a lack of artisans for undertaking governments mega construction projects, as well as through learnership and short skills programmes.

### 2.21.5.2 Training Department Achievements

The Training Department has been able to provide for 150 bursaries during the 2018/19 financial year with 100 learners studying at Universities across South Africa and 50 learners studying at TVET Colleges across the country. The main emphasis in the 2018/19 financial year, being on pivotal, scarce and critical skills as outlined by the relevant SETAs and in the mining, construction and energy sectors. Approximately 12 learners have to date secured

fixed term employment in the construction sector through the MDA’s skills development facilitation.

### 2.21.6 The Occupational Health and Compensation Programme

As far back as 1997, a group of former Asbestos miners suffering from asbestos Related Diseases (ARD) brought a suit against CAPE PLC in the English High Court seeking compensation for their injuries from Cape’s asbestos mining and milling activity in South Africa. The case would drag on for four years and resulted with an out of court settlement, and furthermore it led to the formation of the Asbestos Relief Trust (ART). It was through the reach of the trust that the inception of the OHCP came about. The trust approached MDA in 2008 to assist with the tracking and tracing the living asbestos ex-mineworkers, as well as to mobilize those found for screening with the intention to link those found to have ARD to compensation.

The project was the first of its kind within MDA, and would serve as the impetus for the formation of the OHCP programme. The project continued yielding positive results with 545 potential claimants being approved by the Trust and compensation worth 11 Million was awarded to the eligible claimants. In 2011, MDA was contracted by Richard Spoor Attorneys to assist again with the tracking and tracing of ex-mineworkers who worked in the Gold mining companies so that the law suit can be lodged against the mining companies. The registration of 27000 ex-gold mineworkers was done in three years.

### 2.21.6.1 Partnerships

In these 10 years tenure, MDA through OHCP has been able to attract partnerships with the number of organisations both locally and internationally. Some of these entities are:

- Asbestos Relief Trust
- Richard Spoor Attorneys
- Health Focus South Africa
- TB in The Mining Sector (TIMS)
- Department of Health SA -Compensation Commissioner for Occupational Diseases (CCOD)
- Clinton Health Access Initiative (CHAI)
- Jhpiego
- Qhubeka Trust
- Ministry of Health (MoH)

### 2.21.6.2 Notable Achievements

Through these years, OHCP has been active and contributing significantly towards the health and development of ex-mineworkers and their respective communities. The achievements are based on the successes the unit has been achieving overtime.

Since the formation of MDA, the organisation has been focusing its attention on sustainable livelihoods for ex-mineworkers and their communities, by implementing various development projects in its countries of operation, South Africa, Swaziland and Lesotho. This has led to it gaining traction among this particular group of people (Ex-mineworkers and their Communities) for the particular work they do. Thus MDA has the experience and knowledge of working with issues that relate to ex-mineworkers as was formed by the National Union of Mineworkers for that very mandate. This made MDA the easy choice for working with the ART.

As the ART project was had almost reached its end and covered all of the relevant districts, a group of human rights attorneys (Richard Spoor Attorneys)

approached MDA regarding the early stage of what would be a first of its kind class action suit against gold mining companies. The basis of the case would be for occupational lung disease. And the role of MDA would be to mobilise and register all former gold mineworkers across Lesotho.

### 2.21.6.3 Silicosis Case

- About 27000 ex-mineworkers and their beneficiaries have been registered across the 10 districts of Lesotho
- An out of court settlement has been arrived at by the Gold Mining Companies and the Attorneys and a final settlement is yet to be approved by the Gauteng High Court
- Currently MDA is anticipating taking part in the settlement process and be a key service provider in the facilitation and payment of ex-miners, the compensation fund is currently valued at 5billion.

Similarly, MDA was approached by a Trust, Qhubeka) on to track and trace 1200 ex-mineworkers and mobilising them. They were ex-mineworkers who registered with Zanele Attorneys (a group of human rights attorneys) for a case that specifically focused on suing Anglo Gold Ashanti and Anglo American for contacting Silicosis. OHCP was tasked with locating them and facilitating medical screening and those found to be suffering from occupational lung diseases, be linked to the Trust for compensation.

### 2.21.6.5 TB Screening and Contact Tracing

- 6500 ex-miners and their family members were mobilised and screened across the 6 districts
- Those diagnosed with TB and/or HIV were initiated on treatment

Also, through the TB in the mining sector initiative, the OHCP is mandated to mobilise ex-mineworkers across the country and transport them to the Occupational Health Service Centres in Mafeteng and Masseru where they receive their benefit medical examination (BME).

## 2.21.6.6 Facilitation of Medical Screening

- Over 1000 ex-mineworkers have been transported to Occupational Health Facilities where they undergo Benefit Medical Examination for purposes of compensating all eligible ex-miners.

The plight of mineworkers and their beneficiaries is not just limited to occupational diseases and/or injuries; its legacy is far reaching and extends to issues of social protection, i.e. terminal benefits and Provident Fund. Upon repatriation, ex-mineworkers can no longer easily access services that link them to their benefits. As a result, they resort to bogus characters that only seek to make profit from their miseries, charging them exorbitant monies for services that are provided for free. As such, MDA partnered with Department of International Development (DFID) to locate eligible Mineworkers Provident Fund (MPF) claimants who are due for compensation. 1300 claimants were to be tracked and traced and be linked to the Mineworkers Provident Fund for compensation purposes.

## 2.21.6.7 DFID/MPF tracing and tracking

550 beneficiaries have been linked to the Fund

## 2.21.6.8 Lodging Claims to the CCOD

To further combat the efforts of the bogus, MDA has formed a partnership with CCOD/MBOD to track and trace, sensitize and link ex-mineworkers and their beneficiaries to compensation. Those that the MBOD has certified to have occupational lung diseases are initiated on the claim process. This is an ongoing partnership since 2016.

- Over 2000 ex-mineworkers and their beneficiaries have had their claims submitted with the CCOD
- 713 Claimants have been compensated to a combined value of 23.1 Million Rands in the Last 2 years.

## 2.21.6.9 Key Lessons Learned

*The problems of portability of Benefits has become one of the major Challenges in Southern Africa, its implication run deep and result in the rampant poverty amongst the majority of our people across the region.*

*What remains true is that this is a direct result of the legacy of south Africa, the Legacy which the NUM fought and continues to fight against, it is however evident that the NUM together with MDA must strengthen their outreach to former members to aid them. Delay has resulted in the very masterminds of Apartheid benefiting from the Problems they created for our people.*

What drives buy-in from various stakeholders (government, civil society organisations and the community) as it pertains to the above mentioned activities of the OHCP is:

- All services are provided free of charge
- Credibility of the organisation from the services it has been providing since 1992
- Strong links within communities the organisation is working within i.e., local authorities (chiefs and councillors)

To date the Programme is proud to have aided more than 25000 ex-miners and to have facilitated for millions of monies to the communities, with more support both financially and politically MDA will surely take centre stage in the solution to access to Social Protection benefits of our people.

## 2.21.7 LEVERAGING THE LEGISLATIVE AND REGULATORY FRAMEWORK

### 2.21.7.1 Presidential job summit outcomes

The job summit that took place in October 2018, brought about the meeting of government, business, labour and community organisations to advance job creation. The main aim of the summit was “to find practical solutions to resolve the unemployment crisis and deal with the slow economic growth and unemployment which is sitting at over 27%”.

The summit provided a platform for open discussions on the challenges faced by each social partner in the creation of jobs. The summit produced over 70 strategies/interventions to deal with the unemployment crisis. The over 70 interventions form part of an agreement that was signed by social partners, namely business, labour and community organisations, with various objectives that needed to be achieved. A framework was developed indicating how employment can be created in the various sectors.

### Key themes discussed

The key themes that were outlined were:

- Leverage procurement for small firms and cooperatives;
- Large scale youth entrepreneurship programmes;
- Formalisation and support in formal sector
- Agree existing private sector support initiatives and new initiatives and particularly, partnerships with government that could be replicated and scaled up for greater impact.
- Increased commitments and interventions to support drop outs and matriculants to have the competencies needed for employment and self-employment;

- Expanding interventions by public and private sector on skills commitments for youth employment, including capacity building for young people;

- Pathway Management: Solutions to accelerate the transition of “not in employment” education or training (NEETS) onto pathways for earning income;
- Workplace mechanisms to improve workplace collaboration;
- Public employment;

- Strengthening of EPWP National Youth Service (NYS) programme;
- A commitment for alternatives to be explored ahead of retrenchments, including executive salary sacrifices and the foregoing of dividends;

- The revival of the training layoff scheme and the establishment of rapid response teams of experts to assist businesses in crisis;
- Promoting domestic demand through strengthening of the “Buy South Africa” campaign and the simplification and expansion of the designation of products for local procurement;
- An export drive that prioritises manufactured and processed agricultural and mineral products, including the unblocking of inefficiencies at the ports and improving knowledge of market opportunities;

- Further support for increased agriculture and agro processing production, including through the procurement of new hectares for black farmers and the creation of blended finance schemes;
- The finalisation of an export tax on scrap metal to improve domestic access;
- A reaffirmation of government’s support for a 30% set-aside for small firms across all spheres of government and their agencies;
- Improving technical skills training through public-private partnerships that blend theoretical and experiential training; and
- A series of initiatives designed to ensure that graduates are absorbed into the economy.
- Commitments to increase access to employment
- Amongst other undertakings, the Job



Summit made a commitment to increase access to employment through then following instruments:

- Economic Sector specific interventions;
- SMME interventions;
- Education and Skills interventions;
- Inclusive Growth interventions; and
- Public and Social interventions.

### 2.21.7.2 The MDA towards increasing access to employment - contribution FY 2019

The MDA has had the foresight to initiate and interventions that are aligned to the Job Summit commitments outline in 1.3 above. In this regard, the MDA delivered the following interventions in FY 2019:

- A total of 1173 beneficiaries were trained in sector specific skills in the following skills areas: agro-processing (aloe juice extraction), bookkeeping, clothing and manufacturing, confectionery, poultry management, and other agricultural skills;
- Regarding SMME support, the MDA delivered as follows: provided business resources supporting to 397 beneficiaries, facilitated the opening of bank accounts for 30 cooperatives comprising 171 beneficiaries, and provided general business advisory services to 53 businesses comprising 230 beneficiaries.
- In the education and skills interventions arena, the MDA provided the following interventions during the period under review; continues providing bursaries for both undergraduate and post graduate studies, maintained the provision of and support for apprenticeship training in both the civil and non-civil engineering sectors, sustainably supported the provisions of learnership programmes in various fields, and continued the provision of short skills programmes.

### 2.21.8 MDA's future opportunities arising out of the Job Summit discussions.

The MDAs fully conscious that a lot still needs to be done to address and eliminate the triple challenge of inequality, unemployment and poverty. As such, the MDA will unpack the Inclusive Growth, and the Public and Social Interventions including other developmental themes discussed at the Job Summit to identify areas where the MDA can add value to progress the human development agenda. This will be followed by the development of a comprehensive strategy for the roll out and implementation of the identified deliverables. The MDA will continue to seek partnerships in both the public and private sector to maximise the impact of interventions being implemented.

The introductory meeting between MDA and NEDLAC was both fruitful and provided our team with better insight on social partners approach towards the implementation of the recent concluded Presidential Job Summit Framework Agreement. Which the MDA after carefully studying the agreement, felt very strongly that we can positively contribute towards the attainment of the some of the specified objectives.

We have thus identified the following five key areas in which we can add tremendous value:

#### 2.21.8.1 Procurement Interventions

Over the years we have built a strong and formidable relations with various players within the mining industry, we believe this enable us to better spearhead partnerships in boosting local procurement by the industry and thus creating employment through local business being part of the value chain. This we can achieve through solid partnerships and models with some of our exciting partners like SEDA, Anglo American Zimele, dti, Ex Mineworkers Trust and the Minerals Council of South Africa amongst others.

#### 2.21.8.2 Agriculture and Agro-processing value chain

One of the MDA's key socio economic drivers is in agriculture, which we encourage communities and our beneficiaries on establishing food gardens. These are important in the creation of primary nutritional source of basic food stuff for our targeted beneficiaries, whom many have graduated and produced a surplus for income generation. Thus creating many small holder farmers within the agriculture space, our recent partnership with the Central University of Technology and Bokamoso Foods has opened access to markets for our all projects.

Secondly our partnerships with various mining companies gives us an edge in fast tracking the achievement of this objective, as our partners will be able to avail land for the achievement of high value agriculture and agro processing commodities.

#### 2.21.8.3 Agri-Parks

Linked to the above two objectives, we will be proposing to implement this one in partnerships with mining companies. With the aim of leveraging on their existing under-utilized infrastructure (training centres, former hostels) and land. We are already in partnership with a few of these mining companies by utilising their land for high value agriculture produce.

#### 2.21.8.4 Metals, Machinery and Mining Equipment

Our current Skills Development initiatives and strong links within the Mining Industry gives us a better platform to contribute towards the achievement of this objectives, especially having participated in the Mining Plakisa and with our background on Mining Charter Social and Labour Plans implementation. As the re-skilling and up skilling process of current former Mineworkers will be critical in ensuring smooth and just horizontal transfer from mining to the manufacturing industry.

#### 2.21.8.5 Training Lay off Scheme

We have long advocated for TLS to be one of the first interventions for companies facing financial distress, as this would also give social partners an opportunity to reskill towards enabling economic opportunities at that point in time. Most importantly taking into consideration the 4th Industrial Revolution, our current and existing partnerships within the mining and construction sectors gives us an edge in partnering with CCMA (discussions between the two organisations are at an advanced stage).

#### 2.21.8.6 UIF Labour Activation Programme

The Unemployment Insurance Fund (the UIF) is a schedule 3 public entity of the Department of Labour, established in terms of the Unemployment Insurance Act 63 of 2001 (the UI Act) to provide short term relief to unemployed beneficiaries during periods of unemployment, illness, dependence, maternity and adoption.

The UIF Board, as mandated by Section 48 of the UI Act No 63 of 2001 advised the Minister of Labour to implement labour activation programmes that will ensure that unemployed UIF beneficiaries are re-integrated back into the labour market. The UI amendment Act 10 of 2016 (section 5) provides for the retention of contributors, in employment and the re-entry of contributors into the Labour market.

Therefore, the Labour Activation Programmes (LAP) Unit was established to increase the Funds participation in poverty alleviation schemes.

#### How LAP realises this objective:

LAP realises this objective by focusing on the following areas:

- Partnering with other government institutions in the implementation of job creation initiatives



- Funding turn around solutions to companies in distress.
- Participating in the implementation of the Training Lay-Off scheme.
- Training of the unemployed.

The implementation of the strategy of the LAP is based on the objectives mentioned above, and the efforts aimed at alleviating poverty and the strategies that are used currently are as follows:

### 2.21.9 Training the unemployed

This involves the provision of training programmes to unemployed UIF beneficiaries and unemployed youth. The training programmes are designed to afford the unemployed an opportunity to be integrated into the labour market or start their own enterprises.

The training programmes are delivered in partnership with the following institutions:

- State owned entities and SETAs that provide learning programmes.
- TVET colleges and Universities whose learning programmes include learnerships and new venture creation including incubation.

### 2.21.10 Supporting Companies in Distress

This is where the Training Lay-off Scheme (TLS) comes into play. TLS is a temporary suspension of work or a group of workers that are facing the risk of retrenchment due to their company being in distress as a result of the economic climate

Under the scheme, workers agree to forego their normal wage to attend the training programme and accept a training allowance during the training period. Employers gain a recovery period by reducing payroll costs for a stipulated period whiles improving the skills of their workers at limited costs to the company.

### 2.21.11 Social Plan Funding

In 2011 the UIF and Productivity South Africa (PSA) signed a three year funding agreement (2013 – 2015) wherein the UIF committed to transferring funds to PSA in stages to fund the Turnaround Solution Programme.

The aim of the programme is to:

- Avoid and prevent job losses
- Manage the retrenchment process, where job losses are unavoidable
- Integrate retrenched persons into the mainstream economy, where possible

### 2.21.12 The MDA's contribution towards Labour Activation

Although established in response to the widespread retrenchments in the minerals sector in the 1980s which, for various reasons, have continued to this day, the MDA's Labour Activation initiatives which include Enterprise Development, cut across all sectors of communities. It is an undisputed truism that mine workers are community members first before they are mine employees.

In this regard, the MDA continues to take advantage of the regulatory framework and partner with key stakeholders in advancing this socio-economic agenda. Additionally, the MDA exploits opportunities presented by the various sector charters such as the Mining Charter with its associated Social and Labour Plan element, the construction industry charter, and others in its efforts to address the triple challenges of inequality, poverty and joblessness.

During the period under review, the MDA delivered as follows in response to the need to create employment and employability within communities:

- Skills Development

- In partnership with Triscan, the MDA completed an MICT SETA learnership on Broadcast Engineering in the Vaal for 25 learners. Other project partners on this project include the Sediberg Municipality and the Department of Communications;
- 60 ex-mine workers and other community members were recruited in Relivlo for training in construction qualifications. The learners are distributed as follows; 10 plumbing, 10 electrical, 10 tiling, 10 plastering, 10 bricklaying, and 10 carpentry.
- The MDA commence with the rollout of 100 new undergraduate student bursaries at public universities. In collaboration with the Services SETA, 50 TVET College bursaries are being rolled out;
- 200 learners were beneficiaries of Code 10 drivers' license training (Short Skills Programme) in collaboration with TETA; and
- The MDA has submitted a proposal to the EWSETA for the training of 580 learners in Adult Education and Training (AET), internships, and learnerships in two provinces.
- Enterprise Development Facilitation
- 277 community members received training in Business Skills. The beneficiaries are distributed as follows:

Table 1

WARDEN	25	ARLINGTON	36
BETHLEHEM	26	HLOBANE	45
DURNACOL	40	ALIWAL KOP	69
Mafeteng Lesotho	36		

Table 2

SKILL AREA	SITE	NUMBER	
POULTRY MANAGEMENT	MOKHOTLONG	34	45
BOOKKEEPING	MATATIELE, MAFETENG, BERA	59	69
Clothing Manufacturing	Pongolo	35	
<b>Total</b>		<b>128</b>	

- The MDA is also participating in a multi-takeholder project that seeks to capacitate approximately 700 emerging farmers in the Vaalharts Water Scheme within the three sub-districts of Taung, Vaalharts and Spitskop (Klipdam/Barkly). This Smart Farm project is led by John Deere and the goal of the project is to set up a demonstration Smart Farm for each sub-district. John Deere is willing to provide equipment to these demonstration farms which will serve as training hubs for other emerging farmers
- The MDA facilitated the establishment of a Poultry Abattoir for poultry farmers that are being supported by the organisation in Lesotho.

## 2.21.13 Youth Employment Service

The Youth Employment Service (YES) was launched by President Cyril Ramaphosa on March 27th 2018. Four years in the making, YES was born in the Youth Employment Accord signed by government, business and labour in April 2013 which committed the social partners to plan of action listed below.

### 2.21.13.1 Youth Employment Service Action Plan

- The Expanded Public Works Programme and associated programmes such as Working for Water, health brigades and literacy brigades to set youth employment targets.

### 2.21.14 MDA Strategic intent on Youth Employment Service

The MDA has established in the fields of both skills and enterprise development. Using these two competitive advantage instruments, the MDA sees the area of Youth Employment Service as an opportunity to use its competitive advantage to positively impact the scourge of youth unemployment in South Africa. The MDA's competitive advantage instruments will be deployed as follows:

#### 2.21.14.1 Skills Development

- Establish partnerships with both the public and private sector to ensure that youths are recruited for skills training at TVET colleges. Both public and private sector partners will be encouraged to set targets for the practical on-the-job meaningful exposure of young people studying at TVET colleges;
- Leverage minerals sector relationships in areas where mines are located to ensure that the majority of new recruits at any mine comprise local youths. Once recruited, such candidates should receive meaningful job related skills including health and safety training prior to deployment in the workplace;
- Leverage relationships with the Department of Mineral Resources and Energy to ensure that prior to the awarding of any new mining right, the applicant should implement a recruitment and training programme for youth recruited where the mine will be located prior to the commencement of mining operations. This will ensure that a capable workforce pool from which the mine will eventually recruit is created in advance. This approach will also mitigate the mushrooming of informal settlements due

to the influx of workers from outside the mining right area;

- Engage the relevant government departments to ensure that programmes such as the EPWP, Working for Water and others prioritise youth employment in the areas where such projects are located. Since these are short term employment opportunities, the relevant departments should link such short term employment to accredited skills training to improve the future employability of beneficiaries.
- The MDA must identify area/region specific skills needs and ensure that appropriate training is provided to the youth of each area/region.

### 2.21.14.2 Enterprise and SMME Development

- The MDA will leverage the requirements of various legislative requirements inclusive of the provisions of the various charters to facilitate the establishment of youth owned SMMEs in the areas where such regulated private sector enterprises are located. Such SMMEs should be given the requisite support with respect to training, coaching and mentoring.
- Ensure that youth owned enterprises are incorporated into the supply chain of established enterprises. In this regard, these SMMEs should be accorded preferential treatment when it comes to the payment of their invoices.
- Encourage established businesses in the minerals and other sectors located in rural and peri-urban areas and owned unutilised land to make viable parcels of land available for the establishment of youth owned and managed agro enterprises. Such SMMEs should be given the requisite support with respect to training, coaching, mentoring and access to markets.

### 2.21.15 Preferential Procurement & the Black Industrialist Programme

The number of Broad-Based Black Economic Empowerment (B-BBEE) transactions has increased significantly since the promulgation of the B-BBEE Act in 2003 and its corresponding charters.

Despite nearly R600bn in B-BBEE transactions being completed in the democratic era overall Broad-Based Black Economic Empowerment summit ownership and control of businesses remain skewed, disproportionately towards the minority. The number of new B-BBEE transactions in listed companies in the industrial sector has decreased over the last 10 years. Many large public companies were early adopters of B-BBEE transactions in private companies have experienced an unpacking of 26% of the above and as such, there has been a decline in the flow of new transactions. B-BBEE transactions in large listed companies have been criticised from some quarters for achieving just a transfer of ownership. However, certain B-BBEE transactions in private companies have brought a broader transformation in terms of strategic process.

Key drivers of B-BBEE transactions have included support from state investment vehicles and ratcheting up of preferential procurement in key sectors. The proceeds of some earlier BEE transactions have been reaped, and in some cases, have been sowed in new transactions. However, some high profile relationships between well connected "BEE" groups and State Owned Enterprises (SOE) have risked tarnishing the reputation of the sector as a whole. Another headwind for B-BBEE transaction volumes, as with transaction volumes more broadly, has been the weaker macro-economic outlook for South Africa. The Department of Trade and Industry (DTI) has sought to be a dominant driving force in assisting and promoting black-owned businesses. On November 4th 2015, the cabinet released the Black Industrialist Scheme (BIS) with the intention to leverage the States capacity to

unlock the industrial potential that exists within black-owned and managed businesses. The BIS has seen the DTI partner with the Industrial Development Corporation (IDC) that managed National Empowerment Fund (NEF) and the Public Investment Corporation (PIC) to promote these goals.

### 2.21.15.1 The MDAs Role regarding this element

Through relationships with other role players in both the public and the private sectors, the MDA can play a meaningful role to ensure that this transformational element is exploited effectively to ratchet up economic growth that delivers employment. The MDA can contribute through the following mechanisms.

- Exploit the requirements of the Mining Charter together with the Social and Labour plan element of the MPRDA to ensure that mining companies deliver on their contractual obligations to host communities, labour sending areas, and South Africa as a whole.
- Identify qualified and experienced mining professionals and support them to acquire mining rights and operate their own mines in order to further the objectives of the Black Industrialists Programme.
- Ensure that SMMEs established by businesses in the minerals and other sectors in compliance with their industry charter requirements are included in those businesses' value chains as service providers. Facilitate the creation of a preferential payment regime of the invoices of such SMMEs.

## 2.21.16 DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE PROGRAMME

### 2.21.16.1 Annual Performance Plans

The Department of Public Works (DPW), Independent Development Trust (IDT) and Construction Industry Development Board (CIDB), presented their Strategic and Annual Performance Plans. These plans comprise:

- Sound legislative and policy prescriptions to accelerate service delivery.
- Oversight, leadership and support to provincial public works.
- Coordination of Expanded Public Works Programme Phase 2 for the creation of decent employment through inclusive growth
- Strategic leadership and regulation of the construction and property sectors to promote economic empowerment and skills development.
- Good corporate governance to support effective and efficient service delivery

### 2.21.16.2 DPW Policy Priorities for 2016/17

The DPW policy priorities for 2016/17 were derived from the policy statement of the Minister of Public Works and the Seven Year Turnaround Plan. The key priorities include:

- The creation of six million work opportunities for poor and unemployed people through the labour intensive delivery of public services and infrastructure.
- Trading Entity (PMTE) into operation, and the transformation of the core property business.
- Full operation of the governance, risk and compliance branch to drive anti-corruption and to spearhead the second phase of turnaround strategy.
- A policy review to culminate in the Public Works Act.
- A renewed and sustained programme of action to transform the built environment and construction and property sectors as part of the second more radical transition to democracy.

Challenges in current service delivery environment include deficiencies in the internal control environment inadequate internal performance management operating procedures, lack of integration of performance information structures and systems within existing management processes, and systems and inability to retain and attract required skilled personnel.

### 2.21.16.3 The role of the MDA

Public Works and Infrastructure is a fertile field which the MDA can exploit through targeted skills development to alleviate the shortage of technical skills in this area whilst creating employment opportunities at the same time. Secondly, the MDA in collaboration with its enterprise development partners can promote the setting up of SMMEs by the youth and other unemployed community members targeting service delivery issues.

## 2.21.17 PUBLIC OF PROCUREMENT TO SMME COOPERATIVES & TOWNSHIP AND RURAL ECONOMIES

The Department of Small Business Development (DSBD) have concluded the National Small Business Amendment Bill which will among others provide for a new schedule supporting the definitions of SMMEs. It will further provide for the establishment of new entities and for the regulation of the business advising profession.

The DSBD together with National Treasury is determined to sharpen the monitoring and implementation of the 30% Set Aside policy for SMMEs. The Public Sector Supply Chain Review confirmed that in 2016/17 alone, government spent over R750 billion on the procurement of goods and services, as well as construction works. DSBD has a responsibility champion the interest of SMMEs and Cooperatives when new legislation is developed to ensure that this sector is not negatively affected by these new laws.

The payment of suppliers within 30 days remains a challenge. As at September 2017, a total of 71 883 invoices to the value of R4.3 billion were older than 30 days and not paid. DSBD, the Department of Planning, Monitoring and Evaluation (DPME) and National Treasury are putting their heads together, on stronger enforcement measures because the administration can no longer turn a blind eye to departments who are in flagrant violation of policy decision and Treasury Regulations and who cause the collapse of SMMEs and Cooperatives.

### 2.21.17.1 Small Business Support Ecosystem

The South African SMME ecosystem is relatively new and there is some lack of connectivity within the (Business Development Supply) BDS value chain as well as a lack of transparency and credibility of most BDS providers. There are organisations who are actively investing donor funds to provide a level of transparency and clarity of the role players and gap which exist, but there is still a long way to go.

The development of an SMME ecosystem is a developmental, impact driven concern that needs to be creating social entrepreneurs, to bridge the development gap and look at measurement from a longer viewpoint.

### 2.21.17.2 The role of the MDA

The MDA, by virtue of its established track record in support of SMMEs, and in collaboration with its specialist enterprise development partners, is well positioned to provide appropriate advice to the Department of Small Business Development in crafting effective regulatory instruments and policy guidelines to ensure that small businesses receive the requisite support to ensure sustainable growth. In this regard, the MDA is ready and willing to be an active participant in this endeavour.

## 2.21.18 LAND REDISTRIBUTION PROGRAMME

Land reform in South Africa promises "land restitution" to empower farm workers (who now have the opportunity to become farmers) and reduce inequality. It is believed this will allow previously unemployed people to participate in the economy and better the country's economic growth. Land redistribution is a constitutionally mandated function of government. Thus far, constitutional powers of expropriation have not been used in pursuit of land redistribution. Instead, a policy choice has been made to follow

a 'willing buyer, willing seller' approach based on voluntary sales.

Redistribution was a provision to foster improved livelihoods and quality of life for previously disadvantaged individuals and communities through their acquiring commercial farm land. The particular mechanism for acquisition was to be "market-assisted", by virtue of negotiating with existing owners, "subsidized" by provision of state grants to beneficiaries. It is "demand-led" in that applicants rather than the state would initiate projects, and "community based" in that groups would pool their efforts and resources to obtain farms collectively.

### 2.21.18.1 The Objectives of Land Redistribution

The strategic objectives are:

- Promote equitable land redistribution and agriculture development by acquiring strategically located land by 2020;
- Promote comprehensive farm development support to smallholder farmers and land reform beneficiaries for agrarian transformation by 2019 and;
- Create functional systems and institutional arrangements for tenure and land administration to enable agrarian reform in all provinces by 2020.

#### 2.21.18.2 Sub-programmes:

- Land Reform National Office
- Land Reform Provincial office
- Land Reform Grants
- KwaZulu-Natal Ingonyama Trust Board
- Communal Land Rights Programme
- Agricultural Land Holding Account

#### 2.21.18.3 The Role of the MDA

The MDA is already playing a key role in the capacitation and empowerment of beneficiaries

within the agrarian sector. It has developed partnerships with mining companies in the delivery of their Social and Labour Plan projects.

The MDA sees an opportunity to link land redistribution to the establishment of agriculture focused cooperatives and SMMEs in rural and semi-rural areas. Beneficiaries will be drawn from the ranks of youths, women, retrenched and returning mine workers, and other members of the community.

The MDA should ensure that in addition to addressing food security concerns, cooperatives and SMMEs must also be capacitated to commercialise and create additional employment for other members of the community where such entities have been established. These interventions must cut across the full spectrum of agrarian activity and not be limited to crop or vegetable production. Downstream processing should also form part of the business value chain

#### Conclusion

With the 2018/19 financial year being a year where the MDA has made significant progress in achieving its objectives in promoting sustainable livelihoods in Southern Africa, through the various spheres that the MDA has been involved in. However there is still a long way to go in making a positive impact and creating sustainable livelihoods for all, especially ex-mineworkers and the youth.

However, the 2018/19 financial year has provided a number of avenues to address the top eight key areas covered in this report. This is where the MDA can take advantage of the regulatory framework and initiate relationships with social partners in advancing the socio economic agenda. The foundation has been laid, wherein MDA can play a pivotal role using the partnerships formed with social partners in order to advance the socio-economic agenda. It is a matter of working in unison on the journey to economic growth and emancipation of various groups who were previously disadvantaged.

## 3.1 NATIONAL & PROVINCIAL ELECTION RESULTS 2019:

2019 was a year of general elections in South Africa. The NUM committed resources to make sure that the ANC won the elections. It is, however, disturbing to note that although the ANC won, the winning margin was very reduced compared to the previous general elections. As our teams canvassed support for the ANC, they came across a plethora of complaints from communities about lack of government service delivery. We were of the view that the ANC has taken a lesson from the outcomes of the local government elections and thus would listen to the people. The fact that the government is still adamant on the usage of e-tolls is a clear indication that concerns of the people are not being listened to. This might have had a telling influence on the poor showing of the ANC at the polls.

The 2019 General Elections for the South African National Assembly & Provincial Legislatures were completed on Wednesday, 8th of May. Both the National Elections and the Provincial Elections were held on the same day. There are 400 positions in South African National Assembly and out of these 400 seats the governing party, African National Congress Party won 230 seats which is a clear majority to form the Government once again in the Republic of South Africa. The ANC Party got 10026475 votes which is 57.50% of the total votes. The Democratic Alliance party won 84 seats and stands in the second place. DA got 20.77% of the total votes which translates to 3621188, while the Economic Freedom Fighters won 44 seats with 1881521 and 10.79% and captured the third position. This is how the parties fared in the elections:

# 3. THE POLITICAL LANDSCAPE





	NAME OF THE POLITICAL PARTY	NUMBER OF VOTES	POLLING PERCENTAGE	Seats
1	AFRICAN NATIONAL CONGRESS- ANC	10026475	57.50%	230
2	DEMOCRATIC ALLIANCE -DA	3621188	20.77%	84
3	ECONOMIC FREEDOM FIGHTERS – EFF	1881521	10.79%	44
4	IFP	588839	3.38%	14
5	VF Plus	414864	2.38%	10
6	ACDP	146262	0.84%	4
7	UDM	78030	0.45%	2
8	ATM	76830	0.44%	2
9	GOOD	70408	0.40%	2
10	NFP	61220	0.35%	2
11	African Independent Congress	48107	0.28%	2
12	COPE	47461	0.27%	2
13	PAC	32667	0.19%	1
14	ALAMA	31468	0.18%	1

The report is highlighting only those parties that managed to win seats in the National Assembly. In total, 48 parties contested the general elections.

The ANC lost a total of 19 seats, the DA 5 and the EFF gained 19. One might be tempted to assume that the ANC lost to the EFF and the DA lost to the FF Plus. However, it may not be ruled out that the internal squabbles and scandals in the ANC might have discouraged voters from voting for it. The ANC does not need these internal battles if it has to deliver services to the people. These internal battles consume time that might have been used to bring ideas on reducing unemployment and poverty. Close to 10 million registered voters did not bother to cast their votes.

### 3.2 THE STATE CAPTURE COMMISSION OF INQUIRY

This commission has so far listened to shocking evidence of how much our country has been plunged into chaos and economic hell. We hope that people with more credible information will come forward and tell it all as we believe that after this process, the country will be cleansed so that we can move forward in rebuilding the country that has been ravaged by inequality since the colonialists landed on these shores. The Commission must be allowed time to do its work. It must not be used as a platform to fight political battles.

We encourage all those workers at Eskom who have concrete evidence about graft in the entity and those in other SOEs to come forward with the information irrespective of who is affected. Eskom is a casualty of corruption and all efforts must be made to get back all the monies that have been siphoned from the company. The commission should go deeper than merely focusing around one family.

### 3.3 THE SCOURGE OF RAMPANT CORRUPTION

Corruption is a profanity in any organisation and thus it needs to be rejected with everything possible to deter lingering manifestation. The significance of this aspect could be enumerated from systematic looting of government resources and private entities which plunged those sectors into serious financial woes. These anomalies were not exceptional to the common scam characterised by Gupta. To this end, we are alive to the ensuing developments in Zondo Commission where people are exposed day in day out although, to our dismay, no concrete steps has been taken as yet to those that their names are mentioned. We are expecting more people to appear before the commission including those who benefitted from the Estina Dairy Project in Free State which seems to implicate high level officials. The PIC Commission of Inquiry is also revealing how pension monies of the poor working class have been abused by high ranking officials of the state.

### 3.4 ANALYSIS OF THE VANGUARD PARTY IN THE CURRENT CONJUNCTURE

The South African Communist Party as Vanguard Party of the Proletariat has a huge responsibility to galvanise workers across colour bar as articulated by Karl Marx in the communist Manifesto of 1848 refers

“workers of the world unite, you have nothing to lose but your chains”

The SACP post the unbanning was confronted by series of political and social challenges which amongst them include the assassination of comrade Martin “Chris” Hani who was instrumental to Codesa traverse on behalf of the Communist Party. We are all aware of what normally befalls when someone within the family passes on especially head of such family and this was no exception to the Party of Chris. Perhaps, we should further qualify the reason why this analysis was made because failure to do that has possibility of harrowing and trivialising the hard won gains we jointly scored when it was not

fashionable. It is for this reason that we call for our Vanguard to drift from factional paralysis of the ANC and focus on building trade union capacity to make sure credible leaders and so deserved are bestowed with leadership positions as articulated by Thomas Sankara ;

“power must be conquered by conscious people”  
 Surmise, comrades overtly attest to this noble notion?

Communist Party cannot bury its head in the sand when class contradictions are sharpening because the current modus operandi compounded by material conditions has drastically changed and as such, it is prudent for our Vanguard to adapt and henceforth provide clarity on the prevailing circumstances. This gesture, should it be carried and realised, will obviously make cadres like J.B Marks to smile from his grave as he led the successful struggle of the mineworkers alongside the long serving General Secretary of the SACP comrade Moses Kotane amongst other prominent leaders.

### 3.5 POWER STRUGGLE WITHIN THE ANC

Difference of opinion is a characteristic of almost all organizations. The ANC as a big organization is not spared from this. However, what is happening within the ANC has got a potential to destroy the movement.

The Branches of the ANC are marred by sheer careerism, factions, patronage, gate-keeping despite various pronouncements to urge branches to desist from these foreign tendencies where amongst others people are belonging and worshipping individuals as opposed to the organisation. Comrade Harry Gwala used to condemn people who were loyal to an individual at the cost of the organisation.



**PROGRAMME SPECIAL NATIONAL CONGRESS 04-06 SEPTEMBER 2019**  
**VENUE | DURBAN INTERNATIONAL CONVENTION CENTRE**

**DAY ONE | 04 SEPTEMBER 2019**

**09h00**

All delegates are seated  
Singing of Nkosi Sikelel' iAfrika  
Special National Congress credentials  
Special National Congress Rules and Procedures  
Safety Rules  
Welcoming and Opening Address  
Adoption of the National Congress Programme  
Introduction of Guests  
**Key Note Address**

Presentation of Snap Report  
Announcements of Logistics

**13h00**

**LUNCH** .....

**14h00**

Discussions of Report  
Messages of support  
Address by COSATU  
Announcements and Logistics

**17h00**

**SPECIAL NATIONAL CONGRESS ADJOURNS**

All

DGS

DGS

Centre Personnel

NUM President

General Secretary

Deputy General Secretary

**AMC Deployee**

**President Cyril Ramaphosa**

General Secretary

Majakhunume Mphahlele

All

WFTU, Industrial, BWI

COSATU

Majakhunume Mphahlele

**DAY TWO | 05 SEPTEMBER 2019**

**09h00**

National Congress Resumes  
Address by SACP  
Presentation Constitutional Amendments  
Discussions of Constitutional Amendments  
Address by the Minister of Mineral  
Resources and Energy  
Announcements and Logistics

**13h00**

**LUNCH** .....

**14h00**

Address by the Minister of Public Works  
Presentation of Resolutions  
Discussions of Resolutions

**17h00**

**SPECIAL NATIONAL CONGRESS ADJOURNS**

All

SACP

General Secretary

All

Cde Gwede Mantashe

Majakhunume Mphahlele

Cde Patricia Deillie

General Secretary

All

Majakhunume Mphahlele

**DAY THREE | 6 SEPTEMBER 2019**

**CHAIRPERSON: Duncan Luvuno | Health and Safety National Chairperson**

**09h00**

Special National Congress resumes  
Discussions of Resolutions  
Presentation of the Financial Report  
Announcements of Logistics

**CHAIRPERSON: Helen Diatle | National Education Chairperson**

**14h00**

Discussion and Resolutions on the Financial Report  
Messages of support  
Special National Congress Declaration  
Announcements and Logistics

**15h00**

**Closing Address**

**21h00**

**GALA DINNER**

All

All

National Treasurer General

Majakhunume Mphahlele

All

Enoch Mthethwa

General Secretary

Majakhunume Mphahlele

**President**

All

**DAY FOUR | 07 SEPTEMBER 2019**

**10h00**

**RALLY**

**Curries Fourntrain**





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