

## Equal Pay

It is well known that women workers get paid less than men. The reason is that traditionally "women's work" is valued less and paid less. NUM believe in equal pay for work of equal value. Employers are happy with low pay for all workers and even lower pay for women workers.

## Pension Rights

Far too few workers have Pensions. This is not a 'perk' but a right! Pensions are deferred wages that workers have to live on when they retire. Fighting for Pensions is an important struggle for workers and their trade unions.

## Workplace Safety

The International Labour Organisation (ILO) highlights the depressing fact that worldwide every day, 6,300 people die as a result of occupational accidents or work-related diseases – more than 2.3 million deaths per year. 317 million accidents occur on the job annually; many of these resulting in extended absences from work. And work-related diseases continue to take a heavy toll.

Work place safety is essential for all workers. But given a choice between profits and safety what will employers do? It takes a union to fight for safety at work. And all the evidence shows is that NUM organised work places are safer. The NUM is the only union that can lead safety marches to highlight the plight of workers in South Africa, ensures workers are compensated effectively and protected against TB.

## Job Security

No job, no money. How to buy food, pay the rent, feed the family? Job security is vital for all workers. Employers love casualization. Real job security can only be won by getting union recognition.

## Discrimination and Harassment

Being bullied at work? Being harassed because you're a woman? You have the right to a safe and comfortable working environment. Being harassed is not part of the job. It's not easy, but you can do something about it through the NUM.

## Your rights

You have the right to join a Union and be active in your Union. You do not need the employer's permission and they cannot stop you.

But because employers, generally, don't like Unions then you have to be careful. Ask us for advice on how to organise your work place.

The NUM believes workers have the right to representation; we will represent you up until the labour court.

## Getting organised

Workers get their real strength through being organised by the NUM and getting "recognition". Then the employer has to start negotiating a Collective Agreement and improving your pay and conditions of employment.

And that's what it's all about - workers using their collective strength to win what they are entitled to. **ORGANISE OR DIE** In order to get recognition, it is necessary to get more than 50+ 1% of the total workforce of the company.

## The NUM makes this possible.

Being a member-centered democratic Union we make sure that our members are fully involved in drawing up the proposals for their Collective Agreements and have the final say.

## Workers take Control.



For Contact Details

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# ORGANISE OR DIE



# JOIN NUM NOW!

MEMBERS FIRST, TODAY AND FOREVER

## THE NATIONAL UNION OF MINEWORKERS

The NUM was formed in 1982 to remove all discriminatory practices from the workplace and to fight for better wages and benefits for workers. At that time, there were high levels of discrimination, exploitation and racial segregation. Workers had no benefits and their salaries were very low.

Today many of those issues have been addressed and workers are treated better by their employers because NUM organised mine workers. These struggles made NUM a political breeding ground, producing leaders such as Cyril Ramaphosa, James Motlatsi, Kgalema Motlanthe, Zwelinzima Vavi, Gwede Mantashe and many more. The NUM has since made significant strides in energy as well as in construction.

The NUM does not shy away to take on government and the big employers. Engage into change legislation and save jobs. It is only the NUM fought hard for workers to enjoy so many public holidays in the mining industry.

The NUM fought for the end of the preservation of white job reservation, which was finally scraped through the Mines, and Works Amendment Act in 1987, which paved a way for black mine workers to enter job categories previously reserved for whites only.

The NUM played a pivotal role in the creation of Mines Health and Safety Act, Mineral Resource and Petroleum Development Act and the Mining Charter. These acts give workers the rights:

- To refuse to do dangerous work.
- To education and training.
- Access to information.
- To representation.

Since its formation, the NUM has grown from strength to strength. From virtually no retirement benefit, the NUM was able to establish the Mineworkers Provident Fund (MPF) for black mine workers in 1989. The NUM is committed to the welfare and development of its members and of the South African society at large. As a result, we have:

Taken education and training as key empowerment for our members.

NUM ensures that training and development of members is taking place at the workplace as per the spirit of Skills Development Act by ensuring that each employer establishes Skills Development Committee Forums

NUM play a role in Mining Qualifications Authority (MQA) by sitting in the MQA Board appointed by the Minister of Department of Higher Education and Training (DHET) and in MQA Standing Committees. MQA is mandated to develop qualifications, skills programs, register leadership e.t.c and is responsible for driving transformation in the mining and mineral sector. NUM has established an office of the Labour Coordinator responsible for coordination of organised labour at the MQA for any MQA related matters that are of a challenge to NUM constituencies.

Established the Elijah Baroyi Memorial Training Centre (EBMTC) to train and develop union leaders and staff  
The college offers various courses for new elected stewards, i.e., Arbitration, Computer Skills, Full Time Steward Course, Leadership Development, Organising, and Political School.  
[www.ebmtc.co.za](http://www.ebmtc.co.za) 010 350 5301

Established J.B Marks Education Bursary Scheme for members and their dependents.

JB Marks provides funding for tertiary education to members and their dependents. The fund was established in 1997 and has since produced many graduates with diplomas and degrees in different fields of study. [www.jbmarksedutrust.co.za](http://www.jbmarksedutrust.co.za) 011 492 0601.

Through the Mineworkers Development Agency (MDA) we have become the only union, which provides development, and care for ex-workers. [www.mda.org.za](http://www.mda.org.za) 011 429 3119.

The NUM established a research wing, Sam Tambani Research Institute (SATRI) to advance workers interest through research, it arose from the need to consolidate NUM efforts to ensure that workers get a fair share of what they produce, which enables them in turn to improve their livelihoods.  
[www.satri.org.za](http://www.satri.org.za) 010 593 7238.

### Social Benefits

We negotiate better contributions for better benefits.  
We ensure that members and their families are compensated accordingly upon retirement or in a case of death. Highly trained and efficient trustees represent our members.

### Housing

We fought to end racially biased accommodation.  
We fought to eliminate degrading situations where a configuration of sixteen married men used to share one room.

### Legal

On average, fees for a case are about R50, 000.00. If the case drags on for about three years in exchange of pleadings, the amount could go up to R150, 000 00. Where would you get that money without NUM? Be protected against abusive and rich employers.

### Higher Pay

There's no doubt about it. Where ever workers are organised, wages are higher. This is one of the main reasons why workers join trade unions – and why employers resist!

### Better leave days

Far too many workers get as little as ten days leave a year - and some get nothing at all. "Leave is a right," we say. And we look for a minimum of 21 days a year. At the chamber of mines, we have fought and achieved 30 calendar days.

