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The Monitors: Marikana
Employment and Unemployment

- migrant labour
- false promises
- failed CSR
- Outsourcing work to sub-contractors
- Collapse of agriculture and farm work
Figure 5: Graph showing unemployment by municipality in Bojanala District

Employment status per Local Municipality

Source: 2007 Community Survey Report
## Employment Profile by Age: Bojanala District

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Employed</th>
<th>Unemployed</th>
<th>Scholar or Student</th>
<th>Homemaker/Housewife</th>
<th>Pensioner/Retired</th>
<th>Other not currently working</th>
<th>N/A, younger than 15 or older than 66</th>
</tr>
</thead>
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<tr>
<td>&lt;19</td>
<td>13</td>
<td>5.4</td>
<td>77.1</td>
<td>0.6</td>
<td>0.6</td>
<td>11.9</td>
<td>27.9</td>
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<tr>
<td>20-29</td>
<td>22.2</td>
<td>43.8</td>
<td>21</td>
<td>6.8</td>
<td>1.7</td>
<td>33.8</td>
<td>0</td>
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<tr>
<td>30-39</td>
<td>34.1</td>
<td>27.5</td>
<td>1.2</td>
<td>11.1</td>
<td>3.5</td>
<td>21.9</td>
<td>0</td>
</tr>
<tr>
<td>40-49</td>
<td>28.2</td>
<td>15.9</td>
<td>0.4</td>
<td>9.8</td>
<td>7.4</td>
<td>15.9</td>
<td>0</td>
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<td>50-59</td>
<td>12.2</td>
<td>6.5</td>
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</tr>
<tr>
<td>60+</td>
<td>2.1</td>
<td>0.9</td>
<td>0.1</td>
<td>1</td>
<td>61.3</td>
<td>3.7</td>
<td>62.1</td>
</tr>
</tbody>
</table>
Failed Promises: Jobs and Sub Contracting
Education

According to the 2007 Community Survey report, majority of the population in the district out of a total population of 1,268,618 falls within the category of 20-39 years at 34.9%, followed by the category of 19 years and younger at 36.5%. The 36.5% of the 19 years and younger category informs us that a significant number of young people (currently younger than 19 years of age) will be entering the labour market over the next 5-10 years and would be seeking employment opportunities. It also signifies a specific need for social amenities such as schools and health services (Treasury, 2011).

The education status of the population older than 20 years of age indicates that the Bojanala district labour market is characterised by low skills levels. As much as 15.1% of the population older than 20 years have not received any form of schooling and a further 19.7% only some primary education. These figures imply that nearly 35% of the total adult population can be regarded as functionally illiterate (Treasury, 2011, p. 21).
Education

Conversely, only 20.1% of the adult population has completed their high school education and only 5.5% has obtained some form of tertiary education (Treasury, 2011).

Considering the constant refrain of big business in South Africa including mining companies that the country is experiencing a skills shortage one would expect massive investment in education as a primary concern for the corporate social responsibility programmes. It is interesting to note that there is no mining technical college in Rustenburg. Violent community protests in Marikana, Chaneng and Kroondal/Ikemeleng over the last six months indicate a high level of youth discontent with lack of education, training and employment opportunities. After carefully following and monitoring the education and jobs situation, the Bench Marks Foundation is not surprised that communities have erupted and predict that more such conflict situations can be expected.
Failed Promises: Collapsed CSR Project
Collapsing Agriculture and Farm Work
Mining Impacts: Racism
Impacts: Racism

house perfect for incoming mine workers The house consists of 2 apartments upstairs and downstairs, upstairs is 3 bedroom 1 bath downstairs is 2 bed 1 bath, both are fully equipped right down to the sheets, 2 kitchens a comfortable casual environment close to the beach, perfect for groups of workers or 2 couples, there is also a donger at the rear with electricity which is also set up for sleeping if needed. A cheap alternative for a group if you do the sums. 900 metres from waters edge hear the waves at night.

The properties (sic) are older style, very neat and clean, the furnishings are basic style in living areas, the bedrooms have new furnishings again in a basic style. 2 fully self contained apartments all your kitchen needs and fresh linen awaits all you need is an overnight bag. Ocean glimpses upstairs.

Impacts Racism

Compare Australian Mine Worker Housing with South African Mine Hostels
South African Hostels
Marikana: Mushrooming squatter camps
Marikana: Backyard Dwellings
Housing Backlog in Bojanala Disgtrict

The key issues relating to housing development in the Bojanala District include the following:

- Large housing backlog of approximately 101 000 units in the district with a significant proportion concentrated in the Rustenburg Local Municipality (approximately 49 000 units)
- A modest total of approximately 22 000 houses was completed between 2000 and 2005 in the district
- Large and growing informal settlements in certain parts of the district (e.g. Rustenburg area)
- Illegal occupation of land and unlawful evictions in rural areas
- Unavailability of bulk infra-structure to support housing development in rapidly growing areas (e.g. Rustenburg)
Health of Mine Workers and Mine Communities
HIV/AIDS

On average, 40% of all deaths in the NW Province are related to HIV/AIDS. When this figure is divided into various age groups, the impact of HIV/AIDS becomes more apparent, especially in children under 4 years of age (70 per 1 000 births) and in adults between 15 and 44 years of age. Among children less than 4 years, over 40% of deaths among males and over 43% of deaths among females were caused by HIV/AIDS. In adults between 15 and 44 years, which also forms a significant component of the economically active population of the NW Province, these figures were even higher at over 43% of deaths among males and over 63% of deaths among females (Medical Research Council, 2006). It is however possible that these
MARIKANA: Women in mining/ Women in the community
HIV/AIDS

figures may be higher, as not all deaths related to HIV/AIDS are recorded as being due to the pandemic (North West Provincial Government: Department of Agriculture, 2008). Medical staff, such as nurses at clinics and doctors in the Bojanala District, speculates that as much as 60% of deaths could be due to the pandemic in the area.

There are close, well established causal links between HIV/AIDS/TB and the reliance of mining on a highly mobile migrant labour system. David Mametja the head of the National TB Control Programme noted that there is ‘a silent accident’ happening in South African mines daily, where deaths from TB far outstrips those from workplace accidents. Professor Gavin Churchyard makes the point that ‘We [in South Africa] are dealing with a highly mobile population in the Era of HIV,” because miners have regular interaction with the wider communities in which they live (Parker, 2012)."
Marikana: Sewage bulk points backing up
Marikana: Sewage points spilling
Challenges to water and sanitation

- The BPDM is largely dependent on water from sources external to the district (totalling approximately 33 595m³/year)
- The overall water consumption within the district is likely to increase by at least 65m³/day over the next 5 years
- Deteriorating water quality in Hartebeespoort Dam and Crocodile River
- Capacity and levels of maintenance of sewage treatment plants in the district and potential impact on surface and groundwater sources
- Potential impact of the extensive use of unimproved pit latrines in rural areas on the quality of groundwater sources which are used extensively as source of potable water supply in these areas
- Required resources, especially budget to eradicate the estimated backlog of households without basic level of water and sanitation
- Provision of water and sanitation to schools and clinics with no or inadequate access (Treasury, 2011, pp. 37 - 38)
- Mushrooming informal settlements and reliance on pit latrines are contributing to elevate levels of nitrates in the ground and surface water
- Collapsing sewage systems in townships where there are flush toilets contributes to the deterioration of surface water including the appearance of Bilharzias in streams around Marikana
Energy Supply (MEC)
Unguarded rail Crossings
Boshoek/Rustenburg - The North West Police are investigating a case of reckless driving and negligence after a mini bus taxi collided with a train in Phokeng at the Boshoek railway crossing near Rustenburg. The accident occurred on Thursday (4 October) at around 17h00, and it left nine taxi passengers including an eight month old baby injured. The injured were taken by ambulance to the Job Shimankane Tabane Provincial Hospital.

It is alleged that the driver of the blue and white mini bus was from Chaneng village transporting passengers to Rustenburg. The train was from Northern- Thabazimbi’s side, and it was about to enter the Xstrata Boshoek plant. It is alleged that the taxi driver failed to safely observe both sides of the railway before crossing. The taxi driver was one of the injured transported to the hospital.

“No one was arrested and investigation continues.” Brig Thulani Ngubane (SAPS) stated in a press release.  
http://www.platinumweekly.co.za/articleA090.html
16 August Mine Workers gunned down at Wonderkop

Why?
- Was it inter-union rivalry? Association of Mineworkers and Construction Union (AMCU) vs NUM?
- Was it because of the appalling conditions under which workers live?
- Was it management intransigence?
- Was it a spectacular failure on the part of local, provincial government and the mining companies to effectively implement the MPRDA and the Social and Labour Plans?
- How does sub-contracting and labour broking contribute?
The Massacre: It was not an event it was a process

- Unprotected strike May 2011
- Community uprising August 2011
- Continuous community battles with mines, Marikana, Ikemeleng, Ledig, Chaneng, Baphong etc.
Lonmin starts dismissing striking NUM workers

By: Brindaveni Naidoo
20th May 2011

JOHANNESBURG (miningweekly.com) – LSE- and JSE-listed Lonmin reported on Tuesday that it was in the process of dismissing employees participating in the unprotected industrial action at its Karee operations, since last week.

The industrial action followed the National Union of Mineworkers’ (NUM) suspension of its leadership at the Karee branch, a decision, which the branch leadership is disputing. On May 20, Lonmin was granted an interdict that required all employees to return to work with immediate effect.

Lonmin’s Karee operations employs about 9 000 workers.

Community protests swept through the district in 2011

Vehicles torched in job protest at Xstrata mine

WEDNESDAY, 02 NOVEMBER 2011 04:07

Two vehicles were set alight at Xstrata’s Wonderkop mine outside Rustenburg on Tuesday during job protests by Nkaneng community members who were unhappy that locals were not employed at the mine. The vehicles were a bus belonging to the mine and a privately owned bakkie.

Based on a short report at Business Report
The life of a mine: The reduction

Production - Overview of Marikana Mines
Shaft lifecycle

- Multiple shafts moving towards steady state production provides a strong platform for unit cost reduction
- Strong project pipeline exists

Strong pipeline of projects

* Capacities indicative of life cycle only
Could management afford the demand of workers?

Source: MaNiaC, LRS MNC Database. NB: CEO Remuneration excludes share options exercised.

A Mine Workers Wage: Labour Research Service
Michelle Taal, Saliem Patel, Trenton Elsley: 28 August 2012
Michelle Taal, Saliem Patel, Trenton Elsley: 28 August 2012
Was the wage demand outrageous?

To be sure, winning the demand of R12 500 a month would not turn mine workers into tycoons. Let us demonstrate using the example of housing costs. A low cost house with an average value of R300 000 has a bond repayment of about R2 702.53 per month (Standard Bank Bond Calculator, 27 August 2012). Now while there is no agreement about what percentage housing costs should be of total household expenditure, a modest estimate is that it should be no more than a quarter to ensure that the family can pay for other items like health, education, transport, municipal services, food, etc. (A Housing Based Living Wage, LRS, 1989) This would amount to a Living Wage of R11 702 a month, which is not far off from the Marikana workers’ demand.
Could the mines afford the wage demand?

There is an argument that the R12 500 is unaffordable and will lead to the collapse of companies and result in joblessness. The average profits made by the 9 mining companies, in the LRS company database, amount to almost R39 billion. Their profits collectively, of just these 9 companies, was enough to pay the 327 000 people employed in the formal and informal mining sector during last year (Statssa, QLFS, July 2012) over R88 000 per month. Alternatively, they could have employed 2.3 million people at R12 500 a month with these profits. These profits were made after all costs of operations were paid for!
How profitable are the mines?

**Average Profits of Selected Mining Companies 2002 - 2011**

*Source: MaNiaC, LRS MNC Database.*

A Mine Workers Wage: Labour Research Service
Michelle Taal, Saliem Patel, Trenton Elsley: 28
August 2012
A question of inequality?

There is the question of the gross inequality between company board members and the average worker. There seems to be no movement when it comes to this. The 2011 wage gap between the CEO and the average worker in the mining industry was 390 to 1. Although it is smaller at Lonmin, the average worker still had to work 325 years to earn the value of the CEO’s remuneration in 2011.

A Mine Workers Wage: Labour Research Service
Michelle Taal, Saliem Patel, Trenton Elsley: 28
August 2012
The impact of the low wage economy

If Marikana workers win their demand of R12 500 and this victory is generalised in the mining sector, the graph shows a tremendous decline in the sector’s wage gap to 135 to 1. Although still high, given the uniformly high executive pay in mining, the result is that it would bring the wage gap in line with other sectors.

In short, the argument against the demand of R12 500 is flawed by the very premises it is based on. Continuing to pay low wages entrenches poverty, joblessness and inequality rather than providing solutions. The only real argument against the increase is greed and only a few are courageous enough to put this on the table and to challenge it openly. The brave Marikana workers remain on strike and deserve the support not only of trade unions but society at large so that they can achieve what they set out to and in so doing prepare the South Africa economy to rest on a better system than cheap African labour...requiring excessive force to maintain!
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Beyond Reporting

Bench Marks Foundation