

The effect of labour unrest in the mines on skills development and training

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Introduction

“Labour unrest in the mining sector **does not** have a direct effect on skills development and training”

Rather

“Lack of skills development and training **has been a cause** of labour unrest in the sector”

It is important to get the direction of causality right

Skills development and training was meant to be a solution to:

- **Low wages** and subsequent **low living standards**
- **Retrenchments**\labour displacement by mechanization or technology
- **Low productivity**
- **Disempowerment** and **oppression** of workers

Skills development and training and labour unrest

“Issues to which skills development and training was supposed to provide a solution, remain the major cause of labour unrest”

- Low wages
- Low\poor living standards
- Retrenchments
- Disempowerment and oppression

Skills development and training and labour unrest

“The labour unrest have only compounded the employers’ low contribution to meaningful and visible skills development and training obligation in the mining sector”

Skills development and training and labour unrest

“For the NUM, based on its commitment to the mining sector transformation through skills development and training, it has continued providing training despite the labour unrest ”

Skills development and training at EBMTC Feb – June 2014

Course	Gender		Sector			Total
	M	F	Mining	Energy	Construction	
Fundamentals of project management	54	42	74	10	12	96
EEA & SDA	17	14	23	5	3	31
Arbitration	17	6	19	1	3	23
Introduction to law	28	11	35	3	1	39
Political school	25	8	33	0	0	33
Total	141	81	184	19	19	222

Source: Elijah Barayi Memorial Centre

Skills development and training and labour unrest - Conclusion

“Organized Labour is doing its part to skills its members. Employers and government have to genuinely join hand with labour to deal with the fundamental weakness of skilling and training mine workers witnessed overtime. Otherwise, unrest will continue”