

COAL

FACT SHEET June 2024

SOCIAL INDICATORS IN MINING

Thungela Resources



MINERALS COUNCIL SOUTH AFRICA

#MiningMatters

The Minerals Council commissioned a report to establish the positive impact mining has on employment, training and development, socio-economic development and enterprise development across various sectors in 2023. In total, 12 of the Minerals Council's larger members were surveyed. This fact sheet summarises the findings and shows why mining matters to all South Africans.

This fact sheet focuses on the research into the coal sector.

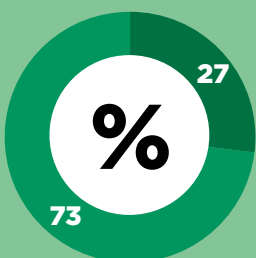


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SECTOR REPRESENTATION

Our survey assessed the performance of two substantial coal companies, though they employ only about 27% of employees in the sector, based on the information in the Minerals Council's 2023 Facts and Figures Pocketbook. Our ability to survey more was limited by the fact that much of the coal sector is operated by unlisted companies that do not produce publicly available annual reports.

Coal



Coal assessed
Rest of sector

WOMEN IN MINING

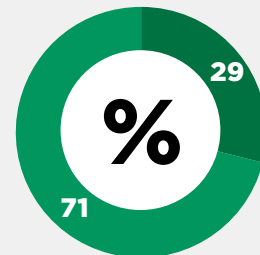
About 29% of the full-time workforce at the two coal companies covered in this research are women. It should be recalled that, until the 1990s, no women were permitted to work in core mining jobs in South Africa.

Nonetheless, the number of women employed in coal and all other sectors of the industry is significant. Many of the companies explicitly stress the importance to their businesses of continuing to increase the number of women they employ.

Mining companies are making their operations more conducive

to women working in the sector. Companies have policies on zero tolerance of gender-based violence, discrimination and bullying. Great strides are being made in adopting personal protective equipment designed for women.

Women in mining - Coal



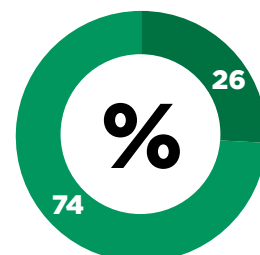
Women
Men



WOMEN IN MANAGEMENT

Women account for 26% of the assessed coal companies' management. This is a significant proportion in a sector that was previously far more male-dominated.

Women in management - Coal



Women
Men



TRAINING AND DEVELOPMENT

The coal companies spent R41,478 per full-time employee on training and development in the relevant financial year.

Training spend in mining has always been substantial in the democratic era. A benchmark for training spend of 5% of payroll was set in the first iteration of the Mining Charter in

2004. Companies report on this to the Department of Mineral Resources and Energy (DMRE) annually and usually exceed this amount, spending an estimated R7 billion a year on training and development.

R41,478

per full time employee on training and development

BURSARIES AND LEARNERSHIPS










One of the coal companies reported spending R22.1 million on funding 174 students. Women make up 53% of the 174 bursary recipients.

It had 443 learnership candidates, of whom 46% were women and 95% HDSAs.

SOCIO-ECONOMIC DEVELOPMENT

The assessed coal companies spent R194 million on socio-economic development projects, mostly in their communities, in the relevant financial years. Their focus has tended to be on education, health and infrastructure.

In education, examples drawn from the various companies' public reports included:

 Providing laptops for 449 learners.	 A teacher training programme.	 Hybrid maths and English education for 28 high schools.	 Food garden for 300 learners.	 Career expo to benefit 1,592 learners.
School shoes and sanitary towels for 11,000 learners.	WiFi connection for 37 schools, establishment of 20 school laboratories and 14 community hot spots.	Recruitment and placement of 15 early childhood development practitioners.	Winter camps for 3,165 grade 12 learners.	A holistic education programme implemented in partnership with the Department of Basic Education has improved educational facilities, school management systems and learner outcomes at 24 primary and high schools, and 26 early childhood development centres.
 79 individuals worked towards their postgraduate masters and honours degrees.	 Community scholarship scheme for 26 students.	 12-month learnership programme for people with disabilities.	 2022 saw an increase in matriculant pass rates to 86.2% from 80% in 2021.	

ENTERPRISE DEVELOPMENT

The two companies reported they had spent R305 million on enterprise development projects.

One example provided is a new enterprise and supplier development programme which invested R13.7 million in 252 beneficiary firms. The initiative also offers grant funding to beneficiaries to grow their businesses through the acquisition of equipment.



R305 million spent on enterprise development

CONCLUSION

We believe the survey paints an informative picture of the breadth and depth of the transformation efforts that have become the standard way of operating for most mining companies, and for Minerals Council members.

MINERALS COUNCIL SOUTH AFRICA

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