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HUMAN
POTENTIAL

TEBA'S PERSPECTIVE ON LESOTHO'S LABOUR MIGRATION 18.06.2015

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OVERVIEW



- Background
- TEBA Values
- TEBA's Strategic Pillars
- Current Situation In RSA Mining Industry
- TEBA Migrant Recruitment Process
- Conditions and Rights of Migrant Workers.
- TEBA Post Employment Services.
- Pictures

BACKGROUND



- Teba Limited was formally established in 1902 with the aim of assisting the chamber of mines to source labour from the neighbouring countries to go and work in the mining industry of South Africa.
- Teba currently operates in 5 labour sending countries – Lesotho, Botswana, Swaziland , Mozambique and South Africa
- Teba is a black-owned , stand alone company, owned by Dr James Motlatsi consortium with 75% shares and 25% being Teba Employees owned shares.

TEBA VALUES



- Accountable delivery
- Passionate About People
- Leadership that Matters

TEBA STRATEGIC PILLARS



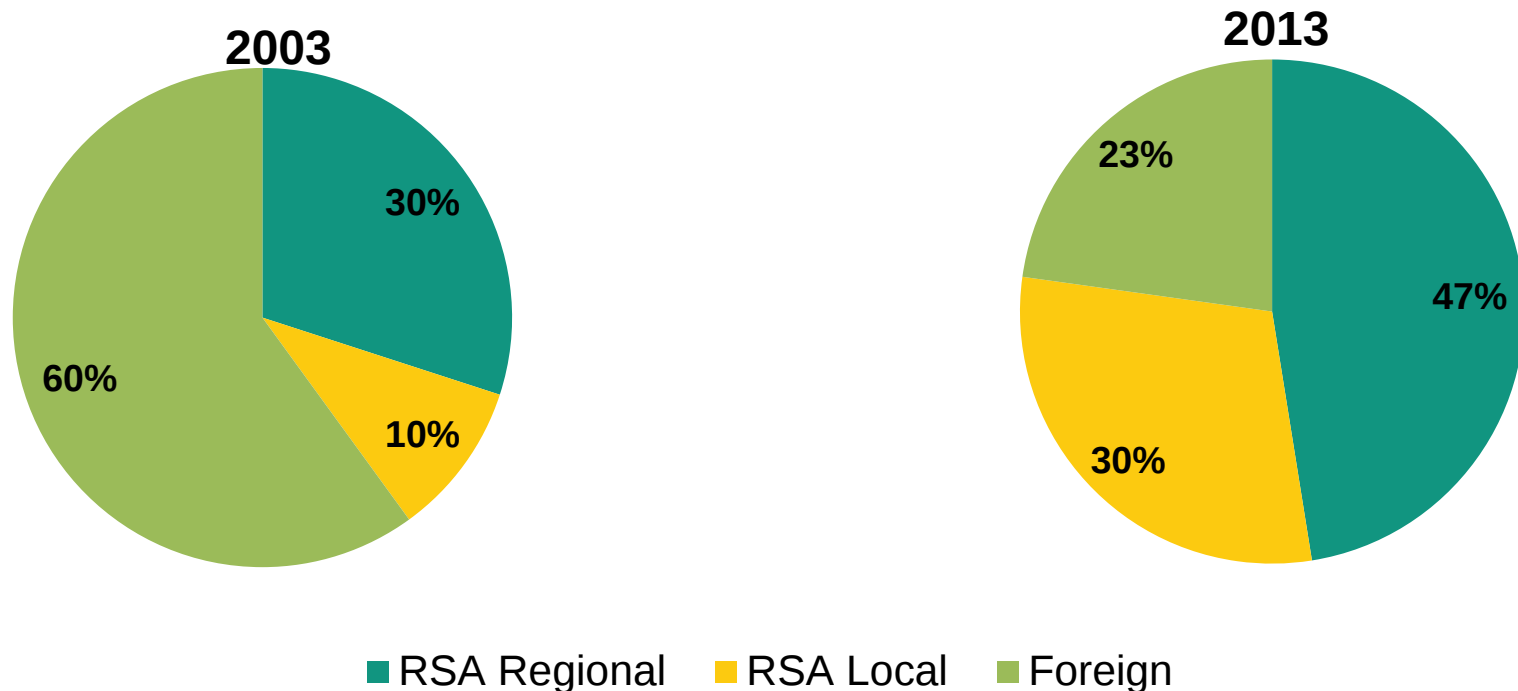
- **JOB READINESS AND RECRUITMENT**
(Personnel services)
- **WORK LIFE SOLUTIONS**
(Remittances)
- **SOCIAL AND BENEFIT SUPPORT**
(Tracing and Claims)
- **COMMUNITY DEVELOPMENT**
(Community projects and Health interventions)

CURRENT SITUATION IN THE MINING INDUSTRY



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- More than 220 000 migrants from across Southern Africa
- Reducing foreign workers: High concern for TEBA
- Competition in local recruiting/RSA Immigration Act no 13 of 2002



- **Lesotho Current Migrant Mine Workers +- 25,851 (TEBA2014)**

TEBA MIGRANT RECRUITING PROCESS



- This is governed by the Bilateral Agreement between the Government of the Republic of South Africa and the Government of the Kingdom of Lesotho (Treaty Series 1/1973).
- We are licensed under the labour code order no 24 of 1992.
- We conform to the fundamental principles and Right at work of migrant workers.
- We also conform to the standards and procedures as laid down in the labour code order no 24 of 1992.
- **Pre Employment Services:**
 - ❖ We do work seeker registration and assessments.
 - ❖ Pre-departure information (induction) regarding legal, social and economic consequences of moving to another country.
 - ❖ We ensure that migrant mine workers under go medical examination before taking up employment and it is also a requirement of South African legislation (Health and Safety Act) that they get exit medical examination certificate when proceeding on leave or on termination of employment.

RECRUITMENT PROCESS CONT...

- ❖ Mine workers go for attestation with the department of labour before they proceed to RSA.
- ❖ We provide migrant mine workers with transport to and from the place of work.
- ❖ we provide the labour Department with the information regarding the basic conditions of employment of migrant workers as contained in the agreement of service.
- ❖ We match migrant mine workers skill with the requirements of the employers to avoid rejections.
- ❖ Terms and conditions are clearly expressed and explained in their home language and we provide copies of agreements of service.
- ❖ We ensure that migrant mine workers under go the pre-employment training and testing.
- ❖ Recruitment fees such as attestation fee are borne by the employers while we pay for our licensing fees.

CONDITIONS AND RIGHTS OF MIGRANT MINE WORKERS



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- ❖ We ensure through our TOM office that all Mineworkers taking up employment sign a contract of employment with each employer mine.
- ❖ The conditions of that contract are regulated by the legislation of the receiving country being RSA Labour Relations Act.
- ❖ The terms and conditions are negotiated with their various Union Representative Bodies.
- ❖ Mine workers are provide with accommodation that is not sufficient to cover for family units for all mine workers hence they are being provided with Living out allowances to pay for their own accommodation outside the mine premises.
- ❖ We provide a messaging system to link the mine, mineworker and his family.
- ❖ We facilitate the remittance system for mine workers to their respective families at home.(over M370 million Maluti – 2014)
- ❖ Facilitate repatriation of the terminally ill mine workers.

TEBA POST EMPLOYMENT SERVICES



- Home Based Care Programmes.
- TB Management Projects.
- Spinal Cord Injured Mine workers care and Project.
- Silicosis Tracing Projects.
- Portable Skills Training Programmes.
- Food Security Programmes.
- Infrastructure Development Projects.

CHALLENGES

- No clear statistics on retrenchments
- Immigration Act No 13 of 2002 as amended is aimed at phasing out foreign labour in at least 5yrs.
- TEBA has no control on irregular mine workers.

OPENING OF A TB CLINIC AT TEBA JULY 2013



GENEXPERT FOR TB TESTING AT TEBA CLINIC



FOOD SECURITY PROJECT (KEY HOLE & TRENCH GARDENS)



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