

**i. How must consultations be conducted?**

In terms of public participation process prescribed in the Environmental Impact Assessment Regulations promulgated in terms of section 24 (5) of the National Environmental Management Act, 1998.

**j. Where and when must the SLP content be published?**

The contents of the SLP must be published within 30 days after it has been approved. The following avenues must be used to publish an approved SLP:

- (a) Company website/s, local newspaper/s;
- (b) Hard copies of the approved SLP to be placed in local libraries, municipal offices, traditional authority offices, company /mine offices; and

(c) Announcements may be made, where feasible, in local radio stations and relevant news outlets about the availability and content of the approved SLP.

**k. How do we get a copy of a mine's SLP?**

Please refer to item (j) as stipulated above.

**l. Which languages must be used to publish the SLP?**

SLPs must be published in English and a dominant language(s) commonly used within the mine community.

**m. How and where do we complain if a mine is not adhering to its SLP?**

By lodging a formal complaint with the office of the Regional Manager at DMRE.

**n. Who are the drivers of SLPs and what are their responsibilities?**

Mining right holders are the drivers of the SLPs. They are responsible to ensure that the SLP commitments made in the approved SLP are fully implemented.

**o. What are the benefits for me/ my family/ community?**

A socio-economic development that will lead to improve quality of life.

**p. How can I become involved?**

By taking part in the consultation and public participation processes, including forum meetings to get an opportunity to voice your support, concerns and questions in order to obtain clear, accurate and understandable information about the Social and Labour Plan.



# Know your Social and Labour Plan (SLP)

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REPUBLIC OF SOUTH AFRICA



# BACKGROUND

A Social and Labour Plan (SLP) forms an integral part of any mining right granted in terms of the Mineral and Petroleum Resources Development Act (MPRDA) and mining right holders are required to submit a new SLP every five (5) years with further commitments for all elements until a closure certificate has been issued in terms of section 43 of the MPRDA (If an SLP is issued for thirty (30) years, six (6) SLPs must be submitted and implemented throughout the period of that right).

The SLPs are implemented to enhance the quality of life in mine communities, utilize and expand the existing skills base for the empowerment of the historically disadvantaged people and communities, contribute towards creating alternative industries that can thrive beyond the life of mine and ensure that holder of Mining Rights and Production Rights contribute towards the socio-economic development of the areas in which they are operating as provided for in section 2(i) of the Mineral and Petroleum Resources Development Act (MPRDA).



## SEVEN ELEMENTS OF THE SLP

1. Human Resources Development (HRD)
2. Employment Equity (EE)
3. Mine community development/LED development, and community
4. Procurement Progression Plan (PPP)
5. Housing and Living Conditions (HLC)
6. Management of Downscaling and Retrenchment
7. Financial Provision.

## Frequently Asked Questions (FAQs) on SLP

- a. What is SLP?**  
SLP forms part of the requirements for the granting of a mining right. It outlines commitments which the company will implement for the benefit of communities and workers.
- b. Who approves the SLP?**  
The Regional Manager.
- c. Who must be consulted**  
The applicant or right holder must consult with affected communities, adjacent communities, labour sending areas, local or district municipalities, tribal authorities and relevant stakeholders.
- d. How are SLP projects chosen?**  
Through consultation as stipulated in (c) above.
- e. What training opportunities are available through the SLP?**  
Bursaries, Learnerships, Internships, Portable skills training, Adult Education and Training, Scholarships and other skills programmes, Apprentice/Artisan.
- f. What are the types of SLP projects?**  
Infrastructure and income generating projects.
- g. Why has Government decided to focus on SLP?**  
To ensure that mining companies contribute towards socio-economic development in areas in which they are operating as well as labour sending areas.
- h. What is the importance of consultation?**  
The importance of consultation is to consult meaningfully with communities and interested and affected persons on the contents of the Social and Labour Plan to ensure that it addresses the relevant needs and is aligned to the Integrated Development Plans (IDP).