



WAITING FOR MBOMBELA . . . Eyesizwe chief executive Siphoniso Nkosi is one of the few managers to emerge in the mining sector since 2001. Eyesizwe and Sasol Mining this week created a R1,4 billion joint coal-mining exporter Igoda Coal

Picture: Dudu Zitha

Mining 'may miss transformation charter targets'

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DESPITE a recent higher employment of black senior executives in the mining sector, it is highly unlikely that the sector will broadly meet its transformation charter targets.

Landelahni Recruitment Group chief executive Sandra Burmeister said the mining sector was faced with a myriad of challenges in regard to recruitment strategies. Burmeister said to overcome impediments that lie ahead will require short-, medium- and long-term strategies.

Landelahni launched the results of its survey called Mining Research Report 2006 – which focused on trends in executive and professional appointments in the industry.

The government released the mining charter in 2002. The charter calls for an incremental employment of blacks at senior executive levels in the sector. It is envisaged that blacks would constitute 40 percent of the top management cadre by 2009. The industry committed to ensuring higher levels of inclusiveness and advancement of women.

Burmeister said from a zero representation in 2001 at executive level, top black management representation in the industry stood at 18 percent by last year. At senior management level representation stood at 29 percent, while pro-

fessional and mid-management stood at 27 percent.

“There is an emerging trend of managers being recruited from other sectors,” said Burmeister, adding that at senior managerial level the sector was doing relatively well.

“However, female representation at executive level is still appalling,” she added.

Burmeister added that another worrying aspect was the decline in the number of engineering graduates since 1998 across all disciplines (mining, mechanical, chemical, mechanical, metallurgy) and in particular the mining degrees.

“Skills shortage is set to compound over the next 10 years, in particular the mining sector,” said Burmeister. She added that this was a global phenomenon.

Landelahni said there are potential executives and senior management in other industries at corporate and operational level which can be brought in. The company said while internal development programmes were addressing skills shortages these were long-term solutions.

The report said the lack of mobility within mining over the last 10 years means that earnings are skewed, especially at executive level, and that there was a perception that mining was conservative and declining industry which hinder its ability to recruit quality personnel.