

## **CAMPAIGN CAPACITY BUILDING, TRAINING, INDUCTION AND ORIENTATION**

The JFM Campaign operational/organisation team undertakes extensive training, capacity building, induction and orientation to new team members and JFM Chapters as part of an effort to ensure sound institutional (campaign) knowledge and to keep Chapters and the team's skills relevant and current when it comes to JFM Campaign-specific information such as The Tshiamiso Trust Deed, Legal Reform, Building Effective Campaigns.

In 2020 the campaign adjusted its capacity building training programme to comply with COVID 19 restrictions on travel and public gatherings. This took the form of more online training workshops with Chapters as well shifting away from utilizing screenings of the film, *Dying for Gold* to focusing on on-line platforms for building public awareness of the issues at stake and support for campaign goals. This was done using content created for this purpose in the form of audio and visual clips, images and audio from *Dying for Gold* and the Breathe Films archive rather than the full length or impact versions of the film.

In 2021 – 2023 JFM's capacity building training programme will undertake ongoing training to expand and update training activities that took place in the last two years This will take the form of:

- Formal Training : Online and face-to-face training workshops
- Capacity Building through sharing knowledge, information and experiences through discussions, meetings and networking both physical and online.

### **Social Media Training**

Ongoing Social media training with Chapters: Lesotho, Eswatini, Eastern Cape, Free State and Mozambique as well as new chapters: Botswana and Welkom (Online and Physical).

### **Legal Framework and Campaign Activism Training and Capacity Building**

Ongoing training of existing and new JFM chapters regional leadership will continue on the legal basics of the Tshiamiso Trust deed and the statutory compensation system, to get people up to speed to make decisions and run their local and regional campaigns. This will be done online and physically when permitted.

The Advocacy and Lobbying Impact Producer will visit Chapters in 2021 and host Advocacy and Lobbying training workshops with Chapters. These workshops will be backed-up by online information sharing throughout the year, updating Chapters on latest developments and guiding Chapters on tactical advocacy and lobbying efforts in their regions

### **Content Break down JFM Activist Training for Chapter Members**

Each element of the training refers to the content of an interactive 90-minute online session, which is supported by online assets and online assignments available to participants on Google docs.

While interactivity and assignments are an integral part of the course the uptake, i.e. engagement has been very poor. As a result 60% of the input has still been in the conventional lecture format.

The 2021-2023 training and capacity building programme for Chapter Members aims to achieve the following:

- Assess nature and scale of the problem (illness & absence of compensation)
- Current state of Tshiamiso Trust and State Compensation System
- Changes we want to see: General and specific aims and demands of the Campaign

### **Legal Framework Course**

Legal Framework 1: Class Action Settlement and Tshiamiso Trust Deed (presented by George Kahn, recordings available online)

Legal Framework 2: ODMWA and the statutory Compensation System

### **Campaign Goals & Power Mapping**

How do we achieve our Campaign goals locally and regionally? Interactive creation of detailed power maps that visually reveal where power to effect change lies, who the decision makers are, who the influencers of decision makers are, the context of all the stakeholders.

### **Campaign Goals and Story Analysis**

Against the context of Campaign goals what are the dominating stories we are told by the Trust, Industry and the State? What are the underlying assumptions of these stories? How do we challenge and shift these assumptions?

What is the story we want to tell? How does shifting the story, support Campaign goals? What does shifting the story, telling another story mean in the context of shifting power in the direction of achieving our demands?

### **History is a Weapon**

History is a Weapon 1: death and harm as the foundation of wealth creation, inequality and white privilege = 130 years of gold mining

The Chamber of Mine's Recruitment of cheap labour project, state - industry collusion in the creation of the institution of migrant labour and its devastating impact on the southern African economies and societies

Industrialisation based on the production of black poverty and social fragmentation.

History as a Weapon 2: Producing invisibility of Tb& Silicosis; medical surveillance and sending people home to die. Specific historical experience and contribution to gold wealth by workers from different sending areas of gold mining labour

### **Campaign Strategies & Telling another story**

Points of intervention, priorities, goals and sub goals