

## **MUKONDO Mining Management**

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***WAZO***

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Polytechnic Faculty of the University of Lubumbashi (UNILU) in the Republic

Democratic Congo

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### **A. APOCRYPHE**

### **B.DEDICACE**

A CHISUNKA FATOUMA AIMELoved for more than ten years in sixth grade at IMARA College accompanying his dad in the International Journal articles articles much admiration in the Android virus, we dedicate this article Tributes to his Mum guardian of the Temple Home.

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### **C.ABSTRACT**

The Kakanda Concentrator-Kakanda 'KDC' in Industry, a laundromat once again in combination with Dense Medium Separator 'DMS', heap leaching in heap towards Electrolysis, a solvent extraction plant in addition with multinational ENRC . A small history of looting of the Cobalt-rich mine of the world causes the effects of the overthrow of Zaire to the DR Congo, around the year 2000, a depreciation with ENRC in 2007 towards the improvement of the social by adding a Hospital attached to the former Gécamines, the Schools and a Preliminary project, a city of its pending Agents, the sense of Gécamines with the companies in Joint-ventures. ENRC become ERGAFRICA always in Multinational company for a total production objective KDC + DMS 5000TCo the year in 2009-2010 better still before on average 7000TCo, the politico-economic configuration of the country changing context with also among others the modification of the mining code 2018 the BM company in April 2019 is no longer the social health of the Hospital and the teaching still in activity in a new configuration. Provincial Labor Inspectorate No 445/2011 Minutes of conciliation of an officer on appeal and, or recall by the Government of a dispute in exercise of civic obligations, secondment, Authorized Absences, word from the government for negotiation out of court that a good trial, under RAT 122/3619 judgment of the Labor Court at 1st degree to Court of Appeal RTA 1710 and opinion Syndicate ASLIC under SG / 12/2016 of 17/10/2016 at the Ministry of Mines Haut - KATANGA province evoking the vices of administrative law and the practices and customs practices for this in DR Congo, the duty of State is a right to the Citizen BM mixed with the State enterprise Gécamines to wear the hat signature of Leonine contract, the case law liabilities of compliance with the collective agreement, the labor code under the DR Congo constitution, the reconquest by default posted the suspension of function in the BM 2006 collective agreement in par fault art 30 and art 23, 30 and if already art. 29 availability there is payment of accommodation. Etienne TSHISEKEDI his mythical sentence: 'The people first' Gécamines GPL Dir to EPA Dir application in pending.

A legal Leave is a suspension of contract a New Public Service Unit made via health monitoring at FOLATENG / RSA Hpoital the fact precedes the law the policy precedes the law it is said to the Province of Haut-KATANGA in dismemberment the prescriptions of the National territorial from January 07, 2016, the annual statutory holiday until January 24, 2016 payment for this ipso facto wrongly giving the costs of loss of administrative functions are not the compensation for exit as a statesman the continuity of the state some have had serial numbers there is little time at the end of 2019 a management on an acknowledgment of receipt made in the hands of Me BONDO Désiré. The Order of Civil Engineers this article in the hands we are no longer, not in Justice, the criticism of history is a passion.

**Keywords :** *Mukondo, Cobalt, cost, social, Civil obligations, administrative*

### **A'.APOCHRYPHE**

#### **B'.DEDICACE**

A CHISUNKA FATOUMA Aimé de plus de dix ans en sixième au Collège IMARA accompagnant son papa dans les faits International Journal les articles beaucoup d'admiration dans le Virus android, on dédie cet article Hommages à sa Maman gardienne du Temple Home.

#### **C'.RESUME**

La mine à Ciel Ouvert de MUKONDO ses derniers sont de type sédimentaire Cuprocobaltifere dont la minéralisation est sur un ensemble de schistes de base et des roches siliceuses cellulaires. Un travail Dirigé des doctorants à l'Université de Lubumbashi effectué sous le Prof. O. KALUNGA MAWAZO Bonaventure de cet article.

Le Concentrateur-Gécamines de Kakanda 'KDC' en Industrie, une laverie redevenue en combinaison avec Dense Medium Separator 'DMS', les lixiviations en tas 'heap leaching' vers l'Electrolyse, une usine d'Extraction par solvant en ajout avec multinationale ENRC. Une petite historique de pillage de la Mine riche en Cobalt du monde les causes aux effets du renversement du Zaïre vers la RD Congo, autour de l'an 2000, un amortissement avec ENRC en 2007 vers l'amélioration du social en ajout d'un Hôpital rattaché a l'ancien Gécamines, les Ecoles et un Avant-projet une cité de ses Agents en attente, le sens de la Gécamines avec les sociétés en Joint-ventures . ENRC devenu ERGAFRICA toujours en compagnie Multinationale pour un objectif total de production KDC + DMS 5000TCo l'an en 2009-2010 mieux encore avant en moyenne 7000TCo , la configuration politico-economique du pays changeant de contexte avec aussi entre autre la modification du code minier 2018 l'entreprise B.M en avril 2019 n'est plus le social sanitaire de l'Hôpital et l'enseignement encore en activité en une nouvelle configuration. Procès-Verbal de non

conciliation de l'inspection provinciale du Travail no 445/2011 d'un agent en appel et, ou rappel par le Gouvernement un différend en exercice des obligations civiques mise en détachement, Absences Autorisées, mot du gouvernement pour une négociation à l'amiable qu'un bon procès, SOUS RAT 122/3619 jugement du Tribunal du Travail au 1er degré vers Cour d'Appel RTA 1710 et avis Syndicat ASLIC sous SG/12/2016 du 17/10/2016 au Ministère des Mines province du Haut –KATANGA évoquant les vices de droit administratif et les usages et coutumes pratiques pour ce en RD Congo, le devoir d'Etat est un droit au Citoyen B.M mixte avec l'Entreprise d'Etat la Gécamines de porter le chapeau signature de contrat léonin, le passif de jurisprudence du respect de la Convention collective, le code de travail sous la constitution RD Congo, la reconquête au par défaut la suspension de fonction dans la Convention collective BM 2006 au par défaut art 30 et art.23 ,30 et si déjà art. 29 mise en disponibilité il ya paiement de logement. Etienne TSHISEKEDI sa phrase mythique : 'Le peuple d'abord' Gécamines GPL Dir à EPA Dir application en attente.

Un Congé légal est une suspension de contrat une Nouvelle Unité fonction public faite via le suivi sanitaire à FOLATENG/RSA Hôpital le fait précède le droit la politique précède le droit dit-on à la Province du Haut-KATANGA en démembrement les prescrits du National territorial du 07 Janvier 2016, le congé légal annuel jusqu'au 24 Janvier 2016 paiement pour ce ipso facto donner au tort les frais de désintressement aux fonctions administratives ne sont pas les indemnités de sortie en Homme d'Etat la continuité de l'Etat certains ont eu des numéros matricules il y a peu de temps fin 2019 un management dessus un accusé de réception fait dans les mains de Me BONDO Désiré. Ordre des Ingénieurs Civils cet article dans les mains.

**Mots Clefs:** *Mukondo, Cobalt, coût, lesocial, Obligationsciviques, droitadministratif.*

## **0. GENERAL MUKONDO MINING**

The Lualaba province is full of many Cuprocobaltiferous ore mines, but the Mukondo mine operated in early 2002 by the much-cited Boss Mining company is an important Cobalt reserve as well as another of the Fungurume tenke reserves. The Mukondo deposit is located in the vicinity of the mining town of Kakanda (10 to 15km). Geographically, the mine has its deposits located at 10 46 south latitude, 2628 East longitude and 1300m above sea level. The latter are of the Cuprocobaltifere sedimentary type, the mineralization of which is on a set of basic shales 'SDB' and siliceous cellular rocks 'RSC'. Many offices and the social

infrastructure, that is to say the workers' houses in the city, schools, hospital and others are from the mother environment of DR Congo.

Mukondo Mining one of the quality and quantity reserves of Gécamines, These days, these cellular minerals by flotation at KDC Kakanda Gécamines Concentrator and part of the 'Particulates' Cobalt Silicates 'PCS' by the DMS process (concentration in dense media) around 15% Cobalt on average after leaving the raw ore laundering by a simple washing of rich ores around 2% Cobalt from the mine for production around more than 25% Cobalt. At one point, this ore was sent to Luita where the Boss Mining hydro-metallurgical plant for copper and cobalt is located. The Copper being extracted pure for electrolysis after heap leaching of the ores, and, the Cobalt recovered in the form of salt after precipitation. A short progressive story of Mukondo after Mining production in factories totaling 5000 TCo per year included in the annual budget around the years 2008-2009 respectively at a total yield of 75% expected. The journey Kababamkolé Mining Company, KMC in acronym, is a private company born from a partnership contract signed on January 11, 2001 with Kambove-Kakanda towards Kakanda and Congo Cobalt Corporation 'CCC' factory of Electrolysis with Heap leaching then in common became Savannah Mining with a takeover at the end of 2006 by Eurasian Natural Resources Corporation 'ENRC' denomination Boss Mining BM Mining in acronym in joint venture with Gécamines dynamics a multinational ERGAFRICA now we also talked about 'CAMEC' a multinational partner for a moment before ENRC.

Several projects for processing Cupro-cobaltiferes ores by hydro-metallurgical process with solvent extraction are initiated by Boss Mining for the recovery of ores from the Mukondo deposit. The ores processed in the concentrator are the Cellular and the PCS in the DMS section which are ores extracted from the veins of the deposit rich in Copper (2.5-3%) and Cobalt (1.5-2%).

## **I.INTRODUCTION**

The open pit mine of MUKONDO is located towards the district of KAKANDA at 9Km from the mining town of KAKANDA and 65Km from the town of LIKASI. It is under the management of the Enterprise Boss Mining Sas under a multinational company Eurasian Natural Resources Corporation PLC (ENRC) then towards ERGAFRICA. Geographically, the mine has its deposits located at 10 46 South latitude, 26 28 East longitude and at 1300m of average altitude. Mother Gecamines has a wonderful passive, a heritage received from the Belgians after the Colonization, a slope of a social of a very good level, the cities, the neighborhoods of the Executives, the sports fields, the mess, the recreation circles, canteens, schools, hospitals, fields and the farm towards Gécamines de Développement. A bogus management, null, without planning, a plunder of the Government of Zaïre on a daily basis.

Everything collapsed. The sense of development, the end of the Cold War on the horizon, the configuration of the world turns its back on the Geographical position of the Democratic Republic of Congo, automatic self-management with a Geological scandal, the conquest of power with its whims offering the MUKONDO mine in a dangerously looted journey, how to do it.

The way of Joint Venture Joint Ventures to get out of the pit General of the Quarries of Mines Studies carefully made by the Expertise of the company, to seek the finances for the exploitation of the mines and its industry. But the conquest of power on May 17, 1997 by the Alliance of Democratic Forces for the Liberation of the Congo 'AFDL' found these Preliminary Projects on the Plate and, seizing them, launched in 1998 the threshold CMG / Likasi Shituru, Kambove and Kakanda. Then taken over in 2001 by Kababamkolé Mining Company 'KMC' Kambove-Kakanda. An adventure in profitability leading investors to find the MUKONDO Cuprocobaltifere mine in Kakanda, a simple washing of rich minerals around 2 to 3% percent Cobalt bringing around 20 to 25% percent of Cobalt Investors abandoning Kambove in progressive Savannah Mining then Boss Mining with a later buyout by Eurasian Natural Resources Corporation

'ENRC' in 2007. The problematic conflict brought into secondment in exercise of civic obligations in the service of the Nation for the people, the liabilities of Gécamines is a jurisprudence, the respect of the constitution, of the labor code towards the collective agreement of the Company. Accepting to die in yourself walking against the current of the Mixed Foreign Employer Gécamines assuming to be the light fighting alone not seeking ease with Darwin's law opposite, suffering being in social difficulties with happiness CHISUNKA family is alone at the front, the Press above on a Newspaper 'THE DENUNCIATOR': "A Dog is better than a Xongolais at Boss Mining" on August 8, 2011 ... live the passion with patience.

If already at his Research Assistant Employee since 05June 2010 the Personnel Director of the University of Lubumbashi in writing on February 13, 2015 your presence at the polytechnic faculty suggests asking for a secondment ... an elementary notion to a Company as an Employer must.

Quid quiz management of the Government in Employer-Technocrat! Administrative function in Legal and official leave to an administrative function of the year except white cap, white cap rests rest and work ipso facto the right of Man with his thirty articles an eye always by elegance. Knowing history, we make a decision with maturity, we say, internal and external historical criticism is scientifically high. 'ODD' Sustainable Development Objective read and write Administrative Director BM Mr MULANG YAV Dory Jurist trained by the University if already the Personnel Director of UNILU Mr in his spon to the letter of 02 February 2015 on

his presence at the Polytechnic Faculty since 05 June 2010 via an article from the annals of the Polytechnic Faculty 2010 on SX EXTRACTION BY SOLVENT and the supportive supervision of Students on internship and work with Prof KITOBO Willy Samsoni from its four factories ... answer of February 13, 2015 spoke of the effects of secondment Authorized Absences de facto ask him. Jurisprudence Gécamines Joint venture do you need a DA from Gécamines track GPL Dir to EPA Dir quiz pending! Mr Laurent DECALION DG competence quiz! Apotheosis: "A good General is one who wins without firing a single ball" and it is said that you need the right Man in the right place. To ERGAFRICA Charles DE GAULLE says: "There are no friends between states, there is only interest" respect for the state.

In the West, the unemployed are paid each month in law or in the face of circumstances partial unemployment such as in the news the COVID-19 war in March 2020, on March 27, 2020 the USA launched registration for unemployment. Amicable negotiation amicable negotiation acknowledgment of receipt from the Government of November 10, 2012 in reactivation at Gécamines: "Leave the dead buried the dead" it is said.

Career DFPP Mr KALIMA in place dialogue with the complainant who writes to his Council Me NGOIE KISULA April,28,2016: Legal leave is a suspension of contract administrative function is not political function, disinterestedness costs are not costs write to him on May 31, 2016 the first Governor of Haut-KATANGA taking office ... payment made on May 25, 2017 ipso facto human rights rest and work one of his thirty articles, audience of the Vice-Governor SEM KALENGA MAMBEPA Jean in December 2017 with DFPP / DA-GP Mme FANE Fanny gives the impetus meaning DFPP Mr KALIMA including defect of delivery and recovery mentioned...Acknowledgment of receipt January ,20,2020 by HE Minister of Finance and Public Service of my sanitary law the access point N.U Administrative function, respect for the hierarchy which is Authority, complainant now Council's Me BONDO Désiré.

## **II.TWO MUKONDO MINING ARTICLES**

### **II.0. CONFIGURATION**

*At the start KMC 'KABABANKOLE MINING COMPANY' Teacher at the Industrial Institute of MAVUNO Gécamines in September 2000 KMC partner between 11 January 2001 KAKANDA in transferred more from DCE / GCM creation to KAKANDA KMC the BCE 'Budget and Operation Control' Assistant DAF 'Administrative and Financial Director' Mr Philippe HERMABESSIERE then after at the Statistics Department at SVM 'Savannah Mining' on May 07, 2007 memo No / SVM / DRH-S / 010/2007 Polytechnician Ir in cohabitation with office automation Mr Pride COFFEE MAVHURA Zimbabwean of investors, BM at the start Assistant Metallurgy Department MET Dir Mr MWAMBA*

*MBIYA Bertin at Metallurgical Technical Services then at BM Assistant Director Production Direction Mr NGOY DIYAMBI Stéphane GCM agent and a BM094 van of Production Control function certificate received on September 27, 2009 .*

*In KAKANDA we have :*

*- The Mines are Gecamines of State the four factories of which KDC the Concentrator of KAKANDA / GCM, the laundromat-DMS, the Cracker-Heap leaching and EW Electrowining.*

*- Design and production, animation DMS Dense Medium Separator training module u Laundry-DMS Complex... Mr CHISUNKA Coaching in Ir eye at the Washing -DMS plant. Ex Agent Boss Mining in exercises of the Civil obligations of the State. Employee in Production Control Boss Mining after a further journey of stages over a Total of more than ten years. An eye on the publication of the African Association for the Defense of Human Rights, representation of Katanga, ASADHO / Katanga. EMail : asadhokat@ic-lubum.cd. Preliminary report on the illegal exploitation of natural resources in DR Congo "The looting is intensifying" July 2004 no04 a look at the Mukondo case..*

## **II.1. ARTICLES**

*Two International Journal Articles on [www.ijmra.us](http://www.ijmra.us) April 2020 Polytechnic Faculty of the University of Lubumbashi (UNILU) in the Democratic Republic Congo:*

*1. 'FLOTTABILITY OF COBALT MINERALS APPLICATION TO MUKONDO MINERALS FROM THE NORTH CENTER AND SOUTHEAST... IJMIE7 April 20-16795.*

*Ph. CHISUNKA KAMPOLOBWE, A. CHOLA, E. MUTUNDA J. KAFUMBILA, W. KITOBO*

*2. USE OF TECHNIQUES COMBINING LIXIVIATION IN TANKS AND SOLVENT EXTRACTION FOR THE VALORIZATION OF MINERALS POOR OF THE MUKONDO DEPOSITION. IJMIE8 April 20-16796.*

*Ph. CHISUNKA KAMPOLOBWE, W. KITOBOSAMSONI, S. NGOYDIYAMBI, A. KADIAT et MUDEKEREZA.*

*Polytechnique 2010 a thesis of Work by Find 'Etudes d'Engineers Civil 2010 on request from the Company Production Manager Mr NGOY DIYAMBI Stéphane - Son Assistant Mr CHISUNKA KAMPOLOBWE Philippe.*

## **III. Management Engineer**

### **III.0. Job**

*We particularize this Work in Management of Engineer, our profile makes you obvious, The sense of the Republic almost nil by the Congolese themselves, we will outline some*

*facts concerning us in this Work. 'Art. 9 Collective agreement 2011 and 2006, Boss Mining under the Labor Code. BM 2006 Collective Agreement article 23 re-engagement, article 29 lay-off, article 30 suspension of function.*

*Our contribution after Management of the Department of Statistics and Exploitation Control in Employee Production Control BM assisting the Production Direction four Factories, a design realization and training of the laundry module - DMS "Dense Medium Separator" in addition to the two Articles said above high. In conflict with Boss Mining, our Curriculum Vitae in early 2000-2001 at the teaching Technical Institute of MAVUNO ex- PP GCM became January 11, 2001 KABABAMKOLE MINING 'KMC in acronym in KAMBOVE towards KAKANDA in early 2002 became Savannah Mining then in twinning with Congo Cobalt Cooperation 'CCC' towards Boss Mining 'BM' of Budget Control of Exploitation BCE Assistant Direction of Finances follow-up of the traceability of the figures of Mines towards Factories and export; approach of the operational costs; control and initiate all invoices linked to production, in particular subcontractors.*

*"... alone at the front Mr. CHISUNKA against the Foreigners on Mining Gécamines of the State, CICERON said; "Money is the nerve of war" ... feel the presence of God in these trials, live his presence.*

*Secondment on Appeal and, or recall of the Provincial Government of the Director in charge of Production Control 'BM' Boss Mining. A judgment rendered against the citizen CHISUNKA who works in Exercise of Civic Obligations at the Court of Appeal.*

*Amicable negotiation on recommendation of the Failed Government. Albert Einstein to say "badly posed a problem does not give a solution." The sense of having with you a Collective Agreement 2006 was not in the reflexes of the Employer Agent not even thinking of the Union, in confidence of the Director HRD Human Resources Mr YAV FONDA Christian and to the DA Administrative Director of the Congolese Mr MULANG YAV Dory who are his Elders with whom I have good relationships ... Laurent Désiré KABILA the National Hero to say: "Never betray the Congo".*

*Fighting individually for the Republic against a 'Elephant of Mining personalizes this case as if I was not on Appeal and, or recall of the Government.*

### **III.1. Family**

*I lose Everything, my sociallose Everything, my social defeat prey to redo everything it will take time, I believe in Providence, Justice is a problem in Congo Court of Cassation created. No more honey no more Friends, no partner in Supporting my wife with my two Children March 05, 2014 the law firm (14 group lawyers) located on 18, avenue*

*KAPENDA city of Lubumbashi under a letter signed by Maitre KIKANGA EBONDO ONA / 4379 concerns your illegal occupation and summons to leave the premises Madam by a lease contract concluded in good and due form this contract broken for more than five months and, has already left the premises, the King is naked, we say alas! Céline Dion chason 'if he supposed we loved each other' ... Denise... a Lady Shepherd this new year 2020 morning on EMCI Television says 'Do you want to have the power! Walk in love ... what he has promised he accomplishes ... the African sense saving the situation my friend of parallel partner Yvonne BONDO 'Who goes hunting loses his place' of an adage ... facing the trials of the story to be called in a field of winegrowers worker of the first hour and of the eleventh hour, with the payment the first will be the last will be the first with the same contract, love is fragile sings JULIO IGLESIAS and KOFFI OLOMIDE who says: 'Love n does not exist, there is no love without interest ... and God sees everything, God knows everything. As a Polytechnic Chemist, in a chemical reaction you never cheat in the visible and the invisible.*

### **III.2. Justice approach**

*The Ethnic-tribal sense of Boss Mining. In appendices of this article the collective agreement 2006 of the Company, the Judgment of the Labor Court, the Acknowledgment of receipt of the Court of Appeal to the Governor and of departure the Trial-Verbal of the Provincial Labor Inspection of the 'Ex-KATANGA of non conciliation no 445/2011 says the claim is founded and admissible to the facts of violation of article 60 litera b of the labor code and the relocation, complementary complaint in question Philippe CHISUNKA of Counsel Me KILUFYA Paulin of 16 / 112011 to District Court transferred to the Labor Court THE JUDGMENT under RAT 122/3619 in Council Me KYUNGU Francis pleading assigning the case after payment on appeal under RTA 1710 to the Court of Lubumbashi the pen to his client on 08/05 / 2015 asking that his next colleague attack with the collective agreement of the company. in the directed work ule management the Client approaches the broad outlines to his Master Counsel Willy NGOIE KISULA ONA 7982 before the Pleading, he had redacted on December 13, 2016, I put the Bâtonnier Ms. Me NTUMBA KAJA in the Ethics for deontology for the purposes Justice be done. Fighting against an Elephant Nelson MANDELA says' I never lose, either I win or I learn. 'Of course CONFUCIUS to add' In life, you have to go through happiness and unhappiness, through happiness there is a innumerable quantity of Friends, by misfortune a quality of Friends. 'We also say there are no Roses without thorns taken up in another form by the King of the feather who did not know that much Jean D'ORMESSON who says: "Thank*

*you the Roses, thank you the thorns if we have to talk about the Roses, we must not forget the tears" .Always at Mme le Bâtonnier NTUMBA KAJA hard of this TD Directed Work postgraduate DEA in master's session on the MUKONDO Mining management Holy spirit sees! Why in elementary terms do not pay the Court of Appeal your client has the invoice to Cabinet no 01/2018 of 130USD to the firm MALANGU ET Associés including 100USD of redaction + 30 USD of resumption of the pen at the Bar Council of lawyers against Me NGOIE KISULA Willy received on 06/18/2018 who changed offices at ETUDE K & K Maitre KATSHIENDA MUANDA contact with his ex-Client "pen change received and signed on 05/24/2019 under the above-mentioned conditions. ... CICERON says money is the nerve of war and SHAKESPEARE to add: "To be or not to be" we are lawyers at the limit of tolerance is the intolerable they say what about the Bar. To the National Council of Civil Engineers already in place at the National Council of the Bar Association to say the law in ethics and professional conduct two complaints from the Client to the Bar without effect.*

*A job of the nobles against a Mining, the innuendo calls for misunderstanding, it is said, unfortunately, in reverse... making Customers victims, however, the motto of the country "JUSTICE, PEACE, WORK". A clear confrontation between the Order of Civil Engineers and the Order of Lawyers complaints number 13/2017 and no 62/2018.*

### **III.3. Jurisprudence Secondment.**

#### **III. 0.Administrative low**

*ASLIC Syndicate notice to the local Ministry of Mines under HE Prof. KITOBO SAMSONI Willy sa 17ctober 2016, maréintégration à Boss Mining and respective reconciliation written to his Excellency Minister of Mines of Haut-KATANGA with copies to the General Direction of ERNC /ERGAFRICA , its legal, BM and DG, DA of BM on October 31, 2016 evoking the defects of administrative law of BM in the uses and customs practices to answer the letter the form is strongly biased.*

#### **III.1Lived in the Cabinet of the Ministry of Infrastructure**

*The Royalty given to divine mercy 'SHALOM' Deep peace everything is accomplished to a dimension of audacity on appeal and, or as a service of the Nation in exercise of civic obligations, to work for everyone with pleasure and dedication with a deficit of nine hundred American Dollars offer his family to the State, under HE Mr. KAHOZI SUMBA Laurent the Minister in support an eye to:*

- *Collective agreement Gécamines, SNCC, SNEL, also former INSS.*

- *The Director of Cabinet Ir TSHIHING MUSANS Christophe Concentrator KTC of KCC 'KATANGA Copper Corporation Director ai wrote to the HRD on APRIL 14, 2010 to respond validly to the charges entrusted to him requesting the application of an adequate regime which adapts to a such situation in compliance with the collective agreement interview that he had to do with the DG / MET after publication of the Ministerial decree on April 13, 2010... Mr CHISUNKA having done it on June 3, 2010 and the Governor SEM KATUMBI CHAPWE Moise without CHE suite GUEVARA says: 'Better to rebel than to whine' and Albert EINSTEIN adding: 'The strong men forgive, the weak men take revenge, the intelligent men ignore'.*
- *No problem for SODIMICO for Ir KALENGA MAMBEPA Jean Advisor as Ir CHISUNKA unhappy from BM Mining he came.*

*They say: "There is no bad troop, there are only bad leaders" and "Whoever has made a sin will be a slave to that sin" ...time local Mine SEM Ministry Prof KITOBO Willy sens your chief should do.*

#### ***IV. Legal leave in administrative service***

*Haut-KATANGA province dismembered from KATANGA province then on legal and official leave meaning to negotiate amicably with the Provincial Government on my Payment of two months on May 25, 2017 and ipso facto my recovery after payment for legal leave in administrative function during the dismemberment of the provinces of DR Congo end of January 07, 2016 that finds Mr. CHISUNKAKAMPOLOBWE Philippe on legal leave until January 24, 2016, Mr KALIMA Director of Public Service career DFPP in response to a Council said: "the legal leave is in suspension of contract write to him to the first elected Governor of Haut-KATANGA made on 31 / 05/2016, the administrative functions are not the political functions of Adviser to the provincial Ministry of infrastructure in charge of roads, building and housing is a dynamic liability made then in the medical journey to FOLATENG Hospital inRSA ... the pen referral to the competent authority the National Ministry of the Interior pays for itself by local proximity on 15 November 2016.*

*At the Local Civil Service Ministry Treatment in cogitation with the DIRCAB Prof KASONGO Freddy, audience with the Boss SEM Prof KWESELE CHOMA CHOMA of Finances and Public Service for Monday, the 23/09/2019 who spoke of the dismemberment meaning... word in writing of Mr CHISUNKA KAMPOLOBWE the concerned:*

To the aphorisms below an EYE we say:

- "Text in context, out of context is a pretext".
- "Knowing history leads to making a good decision".
- "UPPER KATANGA IS NOT BORN OF THE SPONTANEOUS GENERATION".
- "Quid, quiz setting in detachment of the Ex-KATANGA" ... VICE ADMINISTRATIVE LAW.
- "Facts Precede Law, Politics Precede Law".
- "Amicable negotiation is above all".
- A. EINSTEIN says: "Chance is the path God takes to become anonymous".
- PYTHAGORE's theorem says: "The two short words, the oldest Yes and No are those which require a lot of thinking" ... at the service of the Nation, the People!
- "The meaning of the REPUBLIC? Quiz, quid!" ", DFPP:" SILENCE IS CONSTRUCTIVE "
- "To an Employer-Technocrat, white cap white cap",
- "Respect for the Chef and the Bantu people cannot be forgiven".

Facts :

1. Mr CHISUNKA Philippe BM0329 Production Control assistant Production Manager after the management of Statistics and Operational Control of B.M Mining.
2. His last monthly payment is 2300USD (difference of 900USD with the premium in Member study office in FC), Humble class S + legal leave at 4300USD... my monthly salary BM a difference with my premium of the Government in FC local currency of 900USD.
3. On appeal from the Government in exercise of Civic Obligations, Adviser to the Ministry of Infrastructure in charge of roads, buildings and Housing.
4. Letters from the Agent to the Employer in a joint venture with the GCM... Foreigners at the moment ERGAFRICA... no response... worse to the Governor of the Province with his letter of: "SUSPENSION OF CONTRACT"... Political function... in conflict with the courts RTA 1710 Acknowledgment of receipt by the Minister to the Governor of 10/11/2012 speaks of it.
5. Payment of expenses leaving the Ministry of Finance on 05/11/2011 ACKNOWLEDGMENT OF RECEPTION of recommendation then in the medical journey ves RSA.
6. Under Medical in RSA at FOLATENG Hospital... no comments... convalescent.
7. As a reminder N.U Public service of the Governorate, SERVICE CARD IN HAND.

8. *LEGAL LEAVE until 24/01/2016... ON SUSPENSION OF CONTRACT... finds the prescriptions of the VPM National Minister of the Interior on 07/01/2016... written to the career DFPP Mr KALIMA touch write to me about this, 05/31/2016... dialogue with DFPP in place written to my Council Me KISULA on 04/27/2016 the 1st Governor-elect of Haut-KATANGA in copy.*

9. *Ministry of the Public Service on 09/10/2016 writes to me REFERENCE COMPETENT AUTHORITY, National Ministry of the Interior ... local proximity doing so on 11/15/2016 not.*

10. *From the time, my counsel Me KISULA journey letter to the last of 02/16/2017: "ULTIMATE CLAIM" under of 11/15/2016 ... written to the Governor before payment on 04/28/2017,*

*PAYMENT DONE, ON 05/25/2017 and, written to the Governor on 05/31/2017 ... An N.U Public Service employee has the right to work after rest ... Absences authorized at the fault of DFPP.*

11. *The (30) thirty articles of human law including a right to work and rest ipso facto.*

12. *Management Course for doctoral students STEP 1 D.E. Has followed... humble certificate of distinction.*

13. *My recovery N.U Civil service ex-KATANGA then and in REGULARIZATION.*

14. *The continuity of the state. SEM Outgoing Vice-Governor KALENGA Jean audience on 03/12/2017 raising with Mrs. FANE under DFPP... THERE WAS NO DELIVERY AND RESUMPTION DFPP Mr KALIMA Career DFPP and Mr PANDE DFPP (case Mr KAZEMBE 1er Governor elected unfortunately fallen by the provincial parliament).*

15. *HE Mr. KYABULA Jacques Governor of the province then at the Ministry of Public Service on 08/22/2018 on the phone at 6:48 pm 'said for this, referral COMPETENCE DFPP, reminder REGULARIZATION and 5 hearings the feathers ... vices of administrative law response ... THE KING IS BARE.*

*As a reminder of the mythical phrase Jean D'ORMESSON the lover of the French Academy; patron of FIGARO and resting at the Pantheon since December 2017 who says: "I WILL DIE FROM SHAME IF I HAD NOT WRITE".*

*During the dismissal of the 1st Governor elected SEM KAZEMBE by the parliament on 07/04/2017 the pen to the DFPP Local Public Service Director concerns payment of two months and my recovery from 15 November 2016 by default of 31 May 2016 asking you to put in automatic synchronization... the Governor sacked his flawed administrative*

*functions on the case; the administrative functions N.U Civil service are not political functions. Legal and official leave N.U administrative function rest and work is a right; the DIRCAB Ministry of Finance and Public Service Prof KASONGO Freddy a good start on the threshold we paid, continuity in fact, on 12/31/2018 regularization reminder New Unit in acronym NU Administrative written to Director DFPP of Haut-KATANGA under the impulse of Department function, competence DFPP quid job description management of a legal leave underlined in the tar on the aforesaid phone.*

*And to my current Quality Dean Council Me BONDO Désiré who asks to bring him the whole series of the file on December 22, 2019 to our Leisure Football Club KARIBU the first Vice-President of the Parliament Honorary president of the club Prof Dr NGWEJ Pablo ... Monday of each week on the day of the hearing, this December 30, 2019 of SEM Finance and Public Service is in the welcome activities of the National Prime Minister, the pleasure of meeting the DIRCAB who tells me that the acknowledgment of receipt is being passed around from 04January 2020. Pending the Governor of the Province compromised alone at the fronts detachment against a Mining yet serving the Nation called and, or recalled compensation. the pen of the government of 10/11/2012 just do it... the sense of the republic, alone at the front... production control BM Mining in exercise of civic obligations a life given to the fatherland... man has the right to work and to rest quid human rights 30 articles. The continuity of the state. Administrative Functions are not Political Functions, a Legal Leave is in suspension of the employment contract, the legal leave until 24/01/2016 finds the prescriptions of the Ministry of the National Interior on 07/01/2016 writes to us 09/10/2016 referral to the competent authority at the National amortizes by the proximity the local Ministry of the Interior, the competent authority DFPP of Career Mr KALIMA had said to write to him during the first Governor elected is done on 05/31/2016 response to my ex-Council of the time and to his last payment claim made on the same of the payment leave on 05/25/2017 invoice above and the pen to the Governor on 05/31/2017.*

*DIRCAB Prof KAHIMBI Ministry of Finance and Public Service now met 03/16/2020 okay traitement righth knows the story together advisers different Ministry ex-KATANGA known waiting local hospital receipt made in the hands of Me BONDO Désiré will be called...03/19/2020 DR Congo confinement COVID-19 starts.*

#### ***V. Negotiation and conflict management***

*This management course could well facilitate many things for me, negotiations and conflict management.*

*I quickly saw that the Improved Fatal Experience button. The meaning of a negotiation Boss Mining case is better late than never Nelson Mandela says The author of the present Mukondo Mining says his famous principle then Student: 'Always fought, sometimes beaten, never shot', Recourse to the Republic via Mines, 30 Human rights articles to read. B.M 2006 collective agreement for availability, payment of accommodation costs. , The Director General of Gécamines orientation to the Personnel Management Directorate GPL dir in acronym which redirects to EPA dir however we started the Gécamines route with the No. 02 of BM Mining mixed Gécamines referred the DGA of BM who was a Gécamines Agent 03December2018... who does not say a word consents we say, in writing we would do it why not to the General Manager of Gécamines on January 07, 2019 management orientation to the Personnel Management Directorate LPG (GPL) Dir the pen answer awaiting 22/01/2019 diagram reorientation finished EPA dir for the Study of the procedures and the facts requested after exchange of February 15, 2019 transmitted to him on March 20, 2019 without admissible written response, Founded in appeal. Gécamines mixte BM wearing the hat on appeal and, or recall by DR Congo BM Mining in April 2019 closing the doors however my return to BM Mining wrote to the Director of Human Resources DRH Mr BOSSONGO on September 06, 2018. we were no longer to justice, the way to an amicable negotiation to respect the BM collective agreement under constitution the laws of the DR Congo and ERGAFRICA foreigners in joint venture for BM, in recall of the code of ethics, good conduct and ethics signed by the Government in place on 18/09/2019. The contract must not be from Léonin signed by the State enterprise Gécamines in vice of uses and customs of the DR Congo, opinion of the ASLIC union raised to the references to the Ministry of Mines says it big under Prof. KITOBO Willy SEM Minister in Province now at the National, the vicious Administrative right on the form to the Agent and not to answer to him in worse to the Governor of Province to the suspension of contract Legal authorized Absences in exercise of the Civic Obligations for the people via PPRD Political Party and total nonpayment the King is said to be naked; if already art.29 availability for accommodation payment. Quiz art.62 and 97 of the DR Congo Constitution calling art.30 suspension of function in the absence of thrushes we eat robins, the Nation sense of reconquest to the detachment in threshold ... when the King touches you God heals you says- on, the 04/06/2016 mail deprives the answer to this, of the ex-RAIS KABILA Joseph: SEA "MUMEMA MAKI ABUNDAKA TE" who carries the eggs does not fight... the King of the pen Jean D'ORMESSON word to say it aroused: "I would die of shame if I did not write". Right and Duty of the Citizen recourse to the*

*Republic which protects and punishes an aphorism of beauty. We have our Mines. to serve the flag with Royalty, waiting for the effects. There is no bad troop but the bad Chef is said to be a daunting contract! The order of Civil Engineers created in 2019 is in motion now, the UN human rights with its 30 articles a look at the mythical tale of the Holy Book the Bible of our sociological appeal in a field of winegrowers of paid workers: "The first will be the last the last will be the first" ... Joint -Business ventures change in secondment in exercise of civic obligations reclaim the uses and customs the law of Darwin the strongest against the weakest towards the Gécamines of the State signature.*

## **VI. Preliminary report on the illegal exploitation of natural resources in DR CONGO**

**Sé, Publishing Director: Timothée MBUYA**

### *VI.0 Looting intensifies*

*KABABANKOLE MINING COMPANY (KMC): industrial and savage looting.*

*Kababankole Mining Company, KMC in acronym, is a private company born from a partnership contract signed on January 11, 2001 between Gécamines (20% of the shares) and TREMALT Ltd (80% of the shares).*

*The latter is owned by Mr. John Bredenkamp, a wealthy Zimbabwean businessman close to Zimbabwean President Robert Mugabe, who chairs the board of managers of Kababankole Mining Company. The Vice-presidency is held by Mr. Colin Blythe-Wood, who also has large shares in TREMALT Ltd like Billy Rautenbach, Zimbabwean subject, close to President MUGABE and who had left an unjustified deficit of more or less US \$ 60,000,000 at Gécamines when he held the office of Chief Operating Officer, during the reign of President Laurent Désiré KABILA.*

*The KMC has rich mining concessions in the territories of Kambove and Kakanda more or less 70Km from Likasi and 190KM from Lubumbashi.*

*As a reminder, between 1999 and 2000, the city of Lubumbashi was threatened by rebels from the Rassemblement Congolais pour la Démocratie, RCO in acronym, rebel group supported by Rwanda. The latter were on the verge of conquering the city of Pweto. The importance of the city of Lubumbashi, capital of the province of Katanga whose mineral wealth also enabled President Laurent Désiré KABILA to bear the cost of the war, led the latter to appeal to his friend and ally again Zimbabwean President Robert Mugabe. An agreement was concluded under which the former received reinforcements in men and heavy military equipment of more or less US \$ 12,000,000, in return for payment in the second in kind, ie with the raw minerals worth USD 1,000,000 per day until the Zimbabwean soldiers withdraw from Congolese territory.*

*This convention gave birth to the forced partnerships that the government had imposed on GECAMINES. The latter had conceded some of its rich mineral reserves and large production units to Zimbabwean groups. From there will be born Central Mining Group, CMG in acronym, on September 3, 1998 of Billy Rautenbach to which it had been entrusted for a certain time the important metallurgical factory of Shituru and the concentrator of Kakanda; CMG will become KMC on January 11, 2001. It is on the basis of these obviously leonine contracts that the rich concession of Kababamkolé - Kakanda, strategic reserve of GECAMINES, was sold to KMC for a period of 25 years. This contract was not signed by the representatives of GECAMINES, but rather by the former advisers of the late President Laurent Désiré KABILA including the former Minister of State for the presidency Victor MPOYO and the former governor of Katanga the late Mr. KATUMBA MWANKE and itinerant Ambassador of the President of the Republic Joseph KABILA. The high copper and cobalt content of the Kababamkolé deposits also arouses the desire of traders, illegal diggers and other operators who buy 1 bag of 50 kg at 10,000 francs (US \$ 26) instead of 800 to 1,200 francs (from 2 to 3 , US \$ 5) the usual price for a 50 kg bag of ores from other quarries. SPDH N ° 004 - ASADHO / KATANGA - July 2004*

*6 The KMC exploits the deposits without being concerned with its commitments below made with regard to the Congolese State with the complicity of the government:*

- improve the social and economic conditions of the Kakanda community by creating additional jobs, improving the functioning of local schools, hospitals and local facilities and providing logistical support to local authorities when they are under funded;*
- improve roads in the region;*
- increase general economic activity in the immediate and surrounding region;*
- contribute to the revenues of the Government and local authorities;*
- generate a return on investment, etc. ;*
- give due consideration to the social and economic well-being of communities in the areas where it operates.*

*Backed by its contract, KMC had in turn signed partnerships with certain other specialized companies to make the wild exploitation profitable by "scraping", that is to say by systematically scraping the most useful mineral layers. Such are the cases of the companies BOSS MINING, which belongs to Billy Rautenbach, mainly responsible for the administration and part of the operation of KMC, KGHM, SWANEPOEL.*

## **VII. OUR VIEW ON MUKONDO MINING: "Plunder amortized by multinational ENRC".**

*The Publication on the Preliminary Report on the Illegal Exploitation of Natural Resources in DR Congo by Timothée MBUYA Publication Director gives an almost true view of the history towards BossMining and its actors. The studies made by the Expertise of Gécamines a fatality of Jointventures, CMG the first by licking in this environment after taking power under Laurent Désiré KABILA Likasi-SHITURU understood, Billy Rautenbach CEO of Gécamines for a moment. Zimbabwe was one of the main Masters in Security and seizure of power, there is no Friendship without interest fatal compensation without ingenuity. Giving giving says 'MUGABE' the conept CHARLES DE GAULLE said about is clear : 'There's nono Friendship by country only by interests'.*

*KMC gets involved in the business with only Kambove and Kakanda at the start. The local General Manager is Mister Colin Blythe-Wood A partner at TREMALT representative of the rich John Bredenkamp Zimbabwean in Congo whose Administrative and Financial Direction is Mister Philippe Hermabessière de Height my direct Manager then in Budget and Operating Control I was.*

*Billy Rautenbach after Director General DG of Gécamines did not disarm much more seen at the start in Kakanda the misunderstanding calls innuendo, an Opportunist Laurent Décalion of training mechanical practitioner included in the KGHM Environment of Likasi was his representative withCongo Cobalt Corporation 'CCC' to Boss Mining. Mukondo Mining Gécamines strategic.*

*A formation of two camps of Investors in cohabitation. KMC initially took an ascendancy with the two environments Kambove and Kakanda. A management analysis surely to the prospects of imperative Gain Cash Flow. We discover in Kakanda the Mukondo Mine rich in Cobalt of an easy mineral easy in the laundries a high yield and a great profitability. Kambove, very annoying in social terms and without cash flow, the ones mentioned in the famous report cited above are true, the sense of artisanal hand picking with careers in the environment of Kambove and Kakanda since around 1998.*

*The Kakanda Adventure begins around January 2002 KMC for five years for Mukondo in priority with the Kakanda Concentrator 'KDC' and a small independent simple laundromat in its food around 2% Co ores a wash for an average production 17% Co around 20 to 25% Co budget, a very good yield a conveyor belt attached to the KDC Concentrator.*

*CCC to Boss Mining under DG Laurent Décalion in construction of a Cobalt Salt Factory in Luita touches the Ir MUTEB and an approach of a small Luita concentrator 'LTC' can*

*that failed in the Factory of the Copper electrolysis, Heap leaching, threshold heap leaching after Ir MUJINGA Manager sometimes.*

*A communion negotiation of two investors was created Savannah Mining at the end of 2007 the big Manager BEN COETZEE Zimbabwean KMC gone, a cohabitation of the Billy camp taking the imperium Laurent Décalion becomes the Director of Operations.*

*In April 2008, Savannah Mining and Boss Mining merger towards the same Boss Mining company Laurent Décalion became the Chief Executive Officer and General manager, another Chief Financial Officer, Philippe Hermabessière became General Controller. We see less and less Billy Rautenbach The clear takeover by Eurasian Natural Resources Corporation ENRC ; we also talked about 'CAMEC 'a partner, another adventure begins a laundromat Dense Medium Separator' DMS 'added. The targeted metals produced are mainly Cobalt for a target in 2009-2010 per month on average of 300TCo at the Concentrator KDC + 200TCo at the Laundromat - DMS a total at 500TCo Boss Mining at a total yield of 75%; annual projection of 5000TCo. We have known progressively to the quality of MUKONDO Cellular Mines and*

*PCS Management of Geology-Mining operations and factories.*

*Respect the constitution with art. 97 and article. 62 no one is supposed to be ignorant of the laws of the country PV 445/2011... the flower does not dream of the bee it flowers the bee comes to the flower, from the clash of ideas the light is said to flow and the motto of the university under the motto of the university: SCIENCIA CONSCIENCIA AND neighboring SPLENDET SCIENCIA VINSCIERE TENEBRAS, the reconquest by default posted the suspension of function in the BM 2006 collective agreement in par fault art 30 and art 23, 30 and if already art. 29 availability there is payment of accommodation.*

### **VIII. OPERATION**

*Unity of command according to a pre-established Budget for the Mine, Industry to Export, sales. A foot of Gécamines which follows, sees the reports also making its own to Gécamines. Compliance with the Joint Venture Contract in sharing cash flow, the Daily Operating Costs and the Social management of the Investor in its Management. Punctual hierarchical collaboration.*

**General manager**

**Deputy Managing Director (Gécamines)**

**Financial direction - Administrative direction**

**DCE Control Department - Mines Department - Production Department**

*Financial direction*

*General Technical Control Accounting*

*Administrative direction Contact State and Legal*

**Human and Social Resources Department Social Staff Payment Administration**

*-Cite.*

*-School.*

*-Health*

**Directorate of Mines**

**MukondoOther Mines**

**Production management**

*Production Control Assistant*

**KDC - LAVERIE-DMS - CASSCASSAGE -Heap leaching- SX - Electrolysis**

### **BOSS MINING PRODUCTION CONTROL**

*As an employee in control, from four factories in production management time, our journey obviously to control operations and / or production. A work of follow-up of production in an absolute traceability of the movement of stock towards the factory and in the Factory the production towards Export. Know all the factories, usage rates, data analysis, follow-up self-assessment to auto generate the real figures.*

*A sense of adjustments, co-adjustments, kriging and cokriging.*

*Export retroactively to tell the truth.*

*Returns towards profitability.*

*The imperative direction towards the conditioning of the Weekly Budget, monthly, quarterly, half-yearly, Annual.*

*Great Policeman every second to the Operators of the Mine and the Four Factories know them well an attentive ear Direction of Production and General Manager Listening, a fatal Management.*

*Mukondo mining of a great flavor in its beginnings, in continuity make it always optimum in delicacy of Studies. The above two Articles*

*MUKONDO Mining's almost non-existent social housing, its workers' housing, the cities, a sense of an improvement of a Hospital on approach to a construction in addition to the GCM / KAKANDA Hospital by ENRC / BOSS MINING.*

**IX. SOCIAL WORKERS**

*No Schools built, a continuity in the only old Primary school of Kakanda, a tinkering in the Education of Children. Faced with the circumstances, all the schools in place, Kindergarten, primary and secondary. Mother Gécamines the sense of social infrastructure, Hospitals, Gécamines cities, dispensaries, schools in all the cities of workers, the great technical school of MUTOSHI-RUWE ITM, the UKWELI, USTAWI, MAADINI Institutes. The main districts of the Makomeno Gecamines of Kolwezi, Likasi, Lubumbashi not to mention Kambove, Kipushi, Luena and others. The direction of the roads, the maintenance of the infrastructure of the cities by Gecamines, the recreation circles, the youth houses in each city, the football and basketball grounds for sport, the cinemas better still three sites in Kolwezi ville the MANIKA circle, in Likasi the CLP and Lubumbashi the KILIMA circle.*

*The legacy of the sense of colonization of the Belgians derives from it with the on Mining ' , we operate, we live in the bush, tents then constructions in the bush Boss Mining in Billy city and another in Brousse. No sense of development, of urbanization. No development, looting, construction of its workers in the bush, the sense of staff more and more expatriates and even better treated than Congolese residents in compensation and benefits. Boss Mining 'BM' / ENRC (ERGAFRICA) as a legacy, expressing the desire to improve the Social dimension personally without being present but the sense of intentions is solid, to heal it takes time, unfortunately, the Metal Court of this time does not lead to seek the requirements. ,*

*The meaning of Gécamines is null to the Companies which come in its place and its place, another part of the conflict of the logic of uses and customs of posting in DR Congo our country is null. Understanding working in Exercise of the Civic Obligations for the people becomes a problem, a availability on demand for the training one keeps the housing costs and the social article 29BM 2006 collective agreement. The Boss Mining Administrative Officer, Mr. Dory YAV MULANG, former President of the Tribunal de Grande Instance TGI / KOLWEZI, correctly interpreting the said in writing 'in suspension of contract without prejudice to Art.60 litera b of the Labor Code,' Verbal trial of non-conciliation no 445/2011 saying that the claim of Mr CHISUNKA is founded and admissible as well as the judgment of Lubumbashi Labor Court RAT 122/3619 failed Council Me NGOIE KISULA Willy without payement on in appendices, we are fighting against a Mining, a strong Elephant with a lot of money. Anything is possible with money in disregard of science.*

*The meaning of a fight for the fatherland, his student motto: "Always fought sometimes beaten never shot", the Mines are there Gécamines the Boss Mining true.*

## **X. CONCLUSION**

*MUKONDO Mining has been exploited towards the four factories the Concentrator of Kakanda which is Gécamines time, the laundromat in progressive towards the laundromat - DMS, the crushers, the elotrowing and the SX-FACTORIES in Cuprocobaltifere, the cash flow an eye more Cobalt management. A Cobalts production management content of 5000TCo, five thousand TCo target of the year in total in this period coming from a high start on average 7000TCo seven thousand TCo the year.*

*Evolution of Gécamines management in the takeover as number two Deputy Director of the Joint Venture, in joint venture with a multinational, dynamic policy in the positive direction in progressive.*

*A Boss Mining Conflict against an Agent serving the Nation, the State on secondment.*

*The management of a Company must watch over the customs and customs of the country, its constitution at the start and have a collective agreement with the articles always referring to it Procès-Verbal of non conciliation of the Provincial Labor Inspectorate. No 445/2011 which says that the claim of the agent of the Company is well founded and admissible for violation of article 60 litera b) and the removal house. Word from the Government in acknowledgment of receipt saying that an amicable negotiation is better than a good trial, the agent is at this time in recall of the Government. The presence of Providence, his presence, his loyalty reassures me, total non-payment working for the Republic is not a desertion of the Company it is a right for the State duty of a Congolese citizen with interests of all already available on request there is a housing payment art.29 collective agreement BM 2006 quiz secondment to an Employer-Technocrat:*

*Contribution to Production Control in the Production Management approaching the operational costs of the budget, the liabilities in the Statistics Department Data analysis, traceability the movement of stocks, Control of Operations Hierarchical collaboration with the Finance Department and the General Management ; contribution of two publications on [www.ijmra.us](http://www.ijmra.us) via the International Journal. The Judgment of the Labor Court in the appendices is just as revealing, giving reason to the bottom, unfortunately! a window of formal defects just like the Court of Appeal, even the Public Prosecutors say the Law. Duties and rights of the agents written to the President Federation of Companies and Commerce of Haut-KATANGA FEC Mines on June 23, 2017, my reinstatement to Boss Mining and reconciliation of the respective lawyers' advice on October 21, 2016 Advocacy*

*made with the special power of attorney of the Client to MALANGU Cabinet and associates of 05/01/2017 with the devious Council KISULA Willy alas without following her not to be accompanied by his mock cabinet he does at the Court not with standing a mock with some lawyers at the bar the Client with a brother Berger of his Wife present three minutes of argument, the prosecution says the law on the issue the judgment rendered is inadmissible for lack of payment to the court. Complaint against counsel Me NGOIE KISULA Willy twice with two invoices no 013/2017 of why the redaction and cash receipt no 062/2018 from this blunder.*

*In appendices to the way of the ASLIC union opinion, Authorized Absences my return to BM Mining had Director of Human Resources Mr BOSSONGO on September 06, 2018, your response acknowledgment of receipt to the Administrative Director Mr YAV FONDA on September 19, 2018 I am not to justice of eight professional sense of an Employer-Technocrat in exercise of the civic obligations to have been in appeal and, or recall in the service of the nation also to the Provincial Ministry of Mines in local ASLIC Syndicate is the support towards Gécamines Entreprise State Management Personnel Management LPG(GPL) dir response pending the pen made on February 13, 2019 Human rights in copy CDH reorientation for administrative procedures at EPA dir mentioned by the admissible on March 20, 2019 in recourse to the merits for direct application to the Managing Director of Gécamines on April 08, 2019 your pending response leui wrote on May 29, 2019 whose Governor and Chair nt of the parliament in copy NAPOLEON says: "Sometimes the flight is a proof of courage" the people first the Head of State in place President Félix Antoine TSKEHISEDI precept at Gécamines leonine contract to vices against the people chase the natural it is said to be galloping. Find the articles in the B.M Mining collective agreement relating to it ... the suspension of function is sometimes by default, we repeat there is no bad troop there is a bad leader a saying in call Gécamines wearing the hat. The vice .of not responding to his agent in addition to the Governor of the Province at the limit of tolerance is intolerable, the King is said to be naked. The Order of Civil Engineers arrested and the Ministry of Mines State SEM KITOBO Willy in decoration and SEM KABILA Joseph ex-RAÏS response to this problem on June 04, 2016: SEA...Email private.*

*The path of negotiation with experts and tools including the Constitution, the Company's collective agreement and that of Gécamines, the labor code would elegantly bring success. The structure of Mining of Kakanda will move towards an adjustment of operation of the Company, the budget and operational cost was also in our hands, the Administrative Law*

*Gécamines to reconquer this aspect for the best of the Congolese Citizens Employed and who give the best of themselves for the Company with the possibility still in exercise of the Civic Obligations Absences Authorized, the suspension of contract of Mr. CHISUNKA evoking it is also included in the appendices. It is said that the dead are buried the dead. Nothing can be done without quality management to produce real data in Principal Component Analysis. 'ACP'. Producing and respecting the rules, the corollaries of the country's sustainable development path. An agent whatever his Class must have with him the Collective Agreement to read it from time to time without being distracted Mr. YAV FONDA DRH for his courtesies rendered to the agent who returned from the medical FOLATENG / RSA non-payment total tell him you They are supposed to be made available by default, however a good window was in place with article 29 of the 2006 collective agreement payment of costs...why no done !Housing, imperatively the Personnel Director in writing speaks ipso facto uses and elementary customs to an Employer-Technocrat.*

*Articles 62 and 97 Constitution RD Congo to the rescue Gécamines a sword of Damocles on the State enterprise, the Social is an imperious signing a bad contract of joint-venture at the time is better late than never one says, the jurisprudence of other KCC and SODIMICO colleagues comply with their respective collective agreements. Above mentioned Duty and Right of agents written to Federation of Enterprises and Trade FEC in acronym FEC Mines province of Haut-KATANGA on June 23, 2016 during DRC Mining week expo and conference 06/22/2017 ask Foreigners to come and invest in Mines in our country curiously organized by a multinational ERGAFRICA problematic flawed sense of respecting the constitution and jurisprudence Gécamines your partner would have been the right way.*

*Management Production MUKONDO Mining by ERGAFRICA and management Staff management in exercise of civic obligations political function of Political Party for Reconstruction and Development 'PPRD' the most important party in the elective figures and of the group FCC Front Commun pour le Développement only fronts without my political party in calm and patience while believing in the science of the currency: "SCIENCIA VINCIERE TENEBRAS" internalizing d with Providence of three winning trios:*

- 1. Confidence, Constance, Hope.*
- 2. '3 HUM': Humility, Humanity, Humor*
- 3. the 3 Vs of CESAR: 'Veni, Vidi, Vinci.*

*La Gécamines is back on the path to changing the Mining Code in 2019 ... many companies are closing to get back on track otherwise.*

*The Council of the Order of Engineers in active protection of its members in Employees Human Rights, the Constitution of DR Congo, the labor code, the collective agreement, the uses and custom of posting to the service of the Nation the Gécamines State enterprise signing the contract of Joint-venture in leonine to assume. Management the outline of Kakanda Mining still alive to the People in Employee first Absences authorized in the service of the Nation in exercise of the civic obligations to the Foreign Employers on our Mines the miise in posting in R.D Congo. Complaint against advice Me NGOIE KISULA Willy twice with two invoices at Mrs. Bâtonnier NTUMBA KAJA Foreigners Darwin's law!the*

*Government a word on this dispute, non-compliance with Art.100 of the Labor Code to Art.321. RTA 1710 Court of Appeals to Lubumbashi the plaintiff to Court of Cassation in Kinshasa to return sure Labor Court sure RAT 122/3619 to local . Respect for constitution Art.97 and Art.62,*

*uses and customs in DR Congo Absences Authorized in the service of the Nation the meaning of the Republic.*

*To finish we repeat again the mythical sentence of the King of the pen Jean D'ORMESSON which says: "I would die of Shame if I did not write" to the limit of the tolerance is intolerable one says the King is naked Gécamines State enterprise towards the reconquest of Direction Administration shares the good key to circumvent the jealousy and the sociological ethnico-tribalo the green glassworm RD Congolais the cohabitation in coalition of the General Direction. Already done with 'Foreign multinational ERGAFRICA for the management of the company jurisprudence mixed Gécamines. A problem during the rope around the neck at Gécamines the letter of amicable negotiation written by the Provincial Government of November 10, 2012 to its Employee secondment with BM / ERGAFRICA unfinished signed subject to reservations we are no longer at the Justice the letter of amicable negotiation written by the Provincial Government of November 10, 2012 to its Employee secondment with BM / ERGAFRICA unfinished signed subject to reservations we are no longer at the Justice, say let the dead buried the dead, also said 'giveback to Caesar what is Caesar, to God what is to God', Gecamines RD Congo.LD KABILA the National Hero to say: 'Never betray the Congo'*

Asking you DFPP Mr PANDE Max to put in automatic synchronization During the dismissal of the 1st Governor elected SEM KAZEMBE by the parliament on 07/04/2017 the pen to the DFPP Local Public Service Director concerns payment of two months and my recovery from 15 November 2016 by default of 31 May 2016,

Païement done May ,25 ,2017 ipso facto the UN human rights with its 30 articles a look The continuity of the state, SEM Outgoing Vice-Governor KALENGA Jean audience on 03/12/2017 raising with Mrs. FANE under DFPP... THERE WAS NO DELIVERY AND RESUMPTION DFPP Mr KALIMA Career DFPP and Mr PANDE DFPP problem (case Mr KAZEMBE 1er Governor elected unfortunately fallen by the provincial parliament). HE Mr. KYABULA Jacques Governor of the province then at the Ministry of Public Service on 08/22/2018 on the phone at 6:48 pm 'said for this, referral COMPETENCE DFPP, reminder REGULARIZATION and 5 hearings the feathers ... vices of administrative law response ... THE KING IS BARE. DIRCAB Prof KAHIMBI Ministry of Finance and Public Service now met 03/16/2020 okay traitement righth knows the story together advisers different Ministry ex-KATANGA known waiting local hospital receipt made in the hands of Me BONDO Désiré will be called... 03/19/2020 DR Congo confinement COVID-19 starts a statesman the continuity of the state some have had serial numbers there is little time ago.

#### **D.APPENDICES**

0-1- Attestation du Cours de Management No 060/2017- Notes de cours de MANAGEMENT.

2- T.D de MANAGEMENT : MUKONDO MANAGEMENT (Année académique 2016-2017).

I. En appel et , ou en rappel de BM Mining... accusé de réception du Gouvernement du 10 Nov.2012 Et mon sanitaire à S.E.M des finances et fonction public .Le passif de l'ex- KATANGA vers attestation médicale FOLATENG /RSA le Ministère des Finances accusé de réception du 05 Novembre 2011 recommandant les frais de sortie aux fonctions politiques vers un glissement de l'Agent à un commissionnement N.U Fonction public bureau d'Etudes création en février 2012.

II. SUSPENSION DE CONTRAT POUR EXERCICE DES OBLIGATIONS CIVIQUES le 16 Juin 2010. Procès-Verbal de non –conciliation no 445/2011 et en rappel du Gouvernement écrit à BM Mining- Peine active rupture de contrat avec B.M

*Mining -Reçu no 925 Lycée Blaise PASCAL Plainte complémentaire en cause Mr Philippe CHISUNKA contre société B.M sous Me KILUFYA Paulin Conseil- sous réserves signée VOTRE DEMANDE DE RESILIATION DE CONTRAT ...un regard au passif oeil Syndicat ASLIC...droit administratif répondre aux lettres.*

*III. Accusé de réception du Gouvernement du 10Novembre 2011...transmission lettre à B.M Mining.*

*IV. Note circulaire contrôle médical RSA...et la plume Dr MAYOYO parlant Septembre 2010 cas...*

*V. SEM Finances et Fonction publique plume du 05Navembre 2011 réorientation paiement frais de sortie et vers fonctions administratives en rappel de BM Mining.*

*VI. JUGEMENT TRIBUNAL DU TRAVAIL sous RAT 122/3619.*

*VII. Devoir et droits des agents au Président FEC Mines du HAUT-KATANGA le 23/06/2017 Organisation DRC MINING WEEK & conférence du 22Novembre 2017 à Lubumbashi ERGAFRICA Organisation.*

*VIII. Convention Collective 2006 et 2011 B.M Mining.*

*IX. Accusé de réception de la Cour d'Appel sous RTA 1710 au Gouverneur du Haut-KATANGA.*

*X. CURRICULUM VITAE de Mr CHISUNKA KAMPOLOBWE Philippe.*

*XI. ULTIME RECLAMATION Conseil Me NGOIE KISULA sous lettre réponse Ministère de l'intérieur de proximité du 15Novembre 2016 aulieu vers Kinshasa lettre du 10 Septembre2016 SEM KYOLA au Ministère... SEM Finances et Fonction public Prof KASWELE CHOMA CHOMA lundi de chaque semaine le jour d'audience, ce 30 Décembre 2019 de S.E.M Finances et Fonction public se trouve dans les activités d'accueil du premier Ministre national, le bonheur de rencontrer le DIRCAB Prof KASONGO Freddy qui me dit que l'accusé de réception en attente est en cours passer autour du 04Janvier 2020...fait, le 20Janvier via mon sanitaire vieux point d'accès NU Fonction administrative.*

## **E. REFERENCES**

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« Le Pillage s'intensifie » supplément au périodique de droits de l'Homme Juillet 2004 No004.
- 4- *CURRICULUM VITAE de Mr CHISUNKA KAMPOLOBWE Philippe.*
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