

Psychosocial Experience of the Termination of the Employment Contract by the Dismissed Workers of the Mining Companies of Lubumbashi

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Abstract: *This article highlights the issue of the psychosocial experience of the termination of the employment contract by employees of mining companies in Lubumbashi. It relies on semi-structured interviews with 32 employees of MMG, who suffered the termination of employment contract, which we met at the ONEM (National Employment Office) / Lubumbashi, which are at looking for another job. The results show that dismissed employees describe this situation as bad luck, and a social humiliation, which is the experience of an injury in their self-esteem. Because this situation has caused the alteration of the self-image for each employee, and has consequences on their physical and psychological health.*

Keywords: Psychosocial experience, work breakdown and dismissed workers.

1. Introduction

The DRC is a country where employment is hard to find. What makes those who are lucky to find, prefer to keep it as long as possible. Thus, this study is based on the scarcity of employment due to the absence of state enterprises likely to engage a large number of Congolese. This situation opens the way for private companies that commit at least 80%.

According to the coordination and initiatives of foreign refugees (CIRÉ), (2009), the weakness of the Congolese labor market is one of the factors that explain the difficult social situation of the Congolese population. Indeed, following wars, rebellions, looting and repeated economic crises, the overall volume of investment has been significantly reduced. This situation has led to massive destruction of jobs and the emergence of the informal sector. This is characterized by the precariousness of employment and the lack of social security. It is estimated that over 80% of the labor force has been outside the labor market for more than 10 years.

Employment policies are an important issue in a context of high unemployment, leading to debates between different political conceptions. To wonder about solutions to correct imbalances in the labor market is to ask the question about the origins of these dysfunctions. These policies have a central role in our societies where employment and work are important vectors of social integration.

In this article, we are interested in the psychosocial experience of employees following the termination of the labor contract in the mining companies of Lubumbashi and DRC.

Danièle Linhart (2002), in her study of the successive job cuts made by Chausson de Creil in the Oise, between 1993 and 1996, also describes the emergence of different attitudes. on the part of the employees according to whether the dismissals proceed from a downsizing or a closure: "The community of the Chausson was torn, some standing against the others or standing out from the others. In the first social

plan, there were those who, with the unions, wanted to show solidarity with the dismissed and fight against the dismissals, but others, out of fear, returned to the rank to preserve their chances in the 'to come up. The mobilization of all in action, behind the unions then united, occurred only when the evidence of closure was imposed and there were no more jobs to protect.

The company Swanepoel just put on the cobblestone 320 Congolese workers in 2015. The officials of the company justify this massive dismissal by the bankruptcy of the company, reports radiookapi.net

The mining company Tenge Fungurume Mining (TFM) in Katanga is carrying out a mass dismissal of its staff. Already a first group of 50 workers had to collect their final count on Monday, but did not show up. The 211 workers referred scream at the irregularity of procedure, found radiookapi.net

The measure of dismissal of TFM agents would be motivated by the concern for the reorganization of the company and the invalidity of certain employees involved in accidents at work and occupational diseases. But the workers concerned say that they do not recognize the union delegation that represented them at the time of the discussions with the employer.

The company MMG / Kinsevere proceeded to the reduction of its personnel in 2016, which caused the rupture of the contract of more or less 50 employees. The reason was that the company had to reorganize itself to meet the international standard in relation to the number of employees. The dismissed employees were awarded a lump sum as a final settlement, without complying with the DRC's labor code.

According to the Labor Code RDC art 70, stipulates that: "When the irregular breach is the fault of the employer, these damages correspond to the wages and benefits of any kind from which the employee would have benefited during the period remaining until term of his contract".

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This is why the concern of this article is as follows: What is the psychosocial experience of workers in mining companies following the termination of a labor contract?

1.1 The breach of contract and the workers concerned

Paul Lazarsfeld, Raymond Ledrut and Didier Demazière (1995) show that unemployment is not reduced to a deprivation of employment. It can be experienced as a humiliation due to the injustice suffered and, paradoxically, to the proven guilt. Social life is also threatened.

1.2 The psychosocial experience of breaking the contract

The breach of contract leads to social humiliation for the employees concerned, for whatever reason. "The humiliation is not only the result of an inferiority, it is the experience of a wound of self-esteem, an experience of self-negation arousing the desire for revenge" Ansart, (2002, p. 19). The injury is not trivial. It can feed the turmoil for several years in those concerned, especially if they live in a country where employment is a rare commodity, as is the case in the DRC.

Catherine Sellenet (1997, p.42) in Christian Trotzier (2006), surveyed several dozens of dismissed workers who lost their job in 1979. He notes that: "a nagging question, immutable, came back throughout the interviews " why me ? ". An interrogation that marks exclusion without understanding. Only union activists do not personify exclusion, because the selection that has been made against them, sign and authenticate their fighting spirit. The past struggle gives some sense to unemployment. For the others, the selection refers them to a lack of which their person would be more or less affected, to some incapacity, stigmatized of their incompetence ".

For men, the loss of employment by breach of contract, gives rise to the feeling of being nothing for his family. For this purpose, Armelle Testenoire (2001, p.131), finds that "work remains a constituent element of the masculine identity that is constructed at a distance from the feminine and the home that is associated with it".

1.3 The impact of the breach of contract on health

The breach of the contract according to Christian Trotzier (2006), generates depression and excess mortality among the individuals concerned. For the study of Andreas Kuhn, Rafael Lalive, and Josef Zweimüller (2004) showed that among the thirty-four members of the Engine company with whom they had met, in the year following the dismissal, there is a depression requiring hospitalization, five depressive states that have led to the use of antidepressants and many sleep disturbances. These disorders were overcome, for the most part, after a few months. There are still two women who still live in a chronic depressive state whose first manifestations they attribute to dismissal. That these disorders arise in the same period and in such a massive way leaves no doubt about the existence of a "dismissal effect" on health, especially since the stories give details on the reality of the sequence " dismissal - symptoms - medical prescription ". The disarray felt and described by

many women shows that the shock is severe and causes, for some of them, an impairment of health.

2. Methodology

2.1 Research environment

Our study was carried out at the National Office of Employment of Lubumbashi, during the period from 2015 to 2018, this period coincides with the dismissal of agents within the company MMG / Kinsevere all of the masculine gender and whose size was 32 employees.

2.2. Method and technique

The survey method supplemented by the interview technique allowed us to collect information from our participants.

3. Results

Table 1: Perception of the breach of the employment contract

Answers	Frequency
Favorable	11
unfavorable	20
Indifferent	1
Total	32

It appears from this table that 11 agents gave a favorable opinion on the breach of contract, saying that the work in the Mining is eternal, it can stop at any time. By 20 gave an unfavorable opinion on this situation, for them they waited the least. And 1 agent remained indifferent saying I do not know what to say.

Given the difference of opinion of the respondents, we use the chi-square statistical test to decide between them. After the calculation, it was found that the calculated value is 16.95, much higher than the table value which is 5.99 with the dl of 2 at the threshold of 0.5. We reject the null hypothesis. We note that the employees MMG / Kinsevere concerned by the termination of the employment contract are against this break, they consider it catastrophic for their social life.

Table 2: Information on the termination of the employment contract

Answers	Frequency
Communicated	11
From mouth to ear	19
Union	2
TOTAL	32

This table shows that 11 dismissed agents were informed in a press release, 19 by word of mouth and 2 by the union. Given the difference of opinion of agents, we use the statistical test chi-square to decide between the opinions of our respondents. After the calculation we find that χ^2_{cal} is 8.82 higher than our χ^2_{tab} which is 5.99 with the dl of 2 at the threshold of 0, 5. The invalidity of the hypothesis is rejected, so we find that the dismissed workers of MMG / Kinsevere were informed of the termination of their contract

of work from mouth to ear, which increased in them the degree of anxiety.

Table 3: Resentment of the breach of the employment contract

Answers	Frequency
Normal	10
unnatural	22
TOTAL	32

It appears from this table that 10 dismissed workers consider normal the breach of contract, because they adapt to life after the dismissal, 22 others find this situation incredible, and terrible, they do not manage to s' adapt to life after dismissal. Given the difference of opinion of agents, we use the chi-squared statistical test to decide the opinion of our investigations. After calculating it was found that our χ^2_{cal} is 5.06 much higher than our χ^2_{tab} to do this we accept the null hypothesis.

Table 4: The self-esteem of employees in breach of contract

Answers	Frequency
Incompétent	14
Humiliant	15
Pas sommeil	3
TOTAL	32

It appears from this table that 14 agents feel incompetent that is why their contract was broken, 15 other agents consider themselves humiliated by this breach of contract, and 3 say they do not sleep at night because of this situation. Given the difference of opinion of agents, we use the chi-squared statistical test to decide the opinions of our agents.

After calculating we find that our χ^2_{cal} is 10.85 which is less than our χ^2_{tab} which is 5.99 and with a dl of 2 at the threshold of 0.5; We accept the null hypothesis, and we conclude by saying that several agents concerned by the breach of their contract feel humiliated, incompetent and they can not sleep. "Humiliation is not only the result of an inferiority, it is the experience of a wound of self-esteem, an experience of self-negation arousing the desire for revenge" (Ansart, 2002, p. 19).

Table 5: Notice to look for another job

Answers	Frequency
Yes	20
No	12
TOTAL	32

It results from this table that 20 agents out of the contract remain positive to find another job, 12 other agents do not believe in their luck to find another job, because the DRC is a country where jobs are difficult to find.

Given the difference of opinion of agents, we use the statistical test chi-square to decide between the opinions of our respondents. After the calculation we find that our χ^2_{cal} is 1 and our χ^2_{tab} is 3.84, with a dl of 0.5.

We reject the null hypothesis. In short we say that several agents in breach of the contract with the company MMG / Kinsevere, show a positive attitude about their chance to find another job, although in the DRC jobs are rare.

3.1 Discussion

Termination of the employment contract is a serious problem. The results of this study show that employees who break the contract with the company MMG / Kinsevere find abnormal termination of their employment contract, they feel humiliated, incompetent and they can not sleep. Despite their disappointment, they are looking for another opportunity.

(Ansart, 2002, 19). "The humiliation is not only the result of an inferiority, it is the experience of a wound of self-esteem, an experience of self-negation arousing the desire for revenge" Catherine Sellenet (1997) who surveyed several dozens of redundant workers who lost their job in 1979 notes: "A nagging, immutable question came back throughout the interviews:" why me? "A question mark that marks the exclusion without understanding. Ganster and Schaubroeck (1991a), on the other hand, have assumed that self-esteem affects the effects of role-based stressors by the fact that those who do not believe themselves to be able to influence their social environment therefore, strive less to adapt to these factors.

Our results corroborate those of Ansart and Catherine Sellenet, with respect to the humiliation and the feeling of being sacked alone, while the employees remained in the company.

4. Conclusion

This article deals with the psychosocial experience of the termination of the employment contract by the dismissed employees of the MMG / Kinsevere company. The results indicate that the employees who break the contract with the company MMG / Kinsevere, find the termination of their employment contract abnormal, they feel humiliated, incompetent and they can not sleep. Despite their disappointment, they are looking for another opportunity. Therefore, it is appropriate to develop in the dismissed employees the mechanisms of resilience to come to accept the situation, and develop in them an employability, to enable them to look for another job.

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