

Women in Mining (WiM) Investing in women

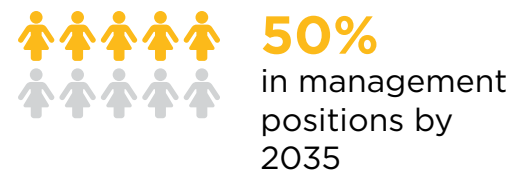
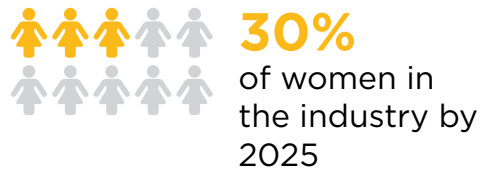


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Breaking Barriers, Building Bridges: Empowering Young Women in Mining with WiM's Strategy

The fundamental objective of the Minerals Council Women in Mining (WiM) strategy is to address obstacles faced by women in mining and promote an inclusive environment to make mining a sector of choice for women, especially for new entrants into the world of work. The targets set out in the WiM strategy are:



Considerable work remains to be done to ensure that young women desire to pursue careers in the mining sector and that mining in South Africa is transformed into a welcoming, inclusive sector for all.

Gender equality in the sector was made attainable by the repealing of the Mines and


Works Act of 1996, which lifted the ban on women working underground. Since the first female mining engineer graduated in South Africa in 1992, there has been notable growth in the number of female graduates. In 2022, the Department of Higher Education and Training (DHET) reported that 9,438 students graduated with qualifications related to

mining. Of these graduates, 68% (6,447) were males and 32% (2,991) females. Additionally, there has been a noticeable rise in the proportion of women working in South Africa's mining sector. In 2019, there were 56,691 women employed in the mining sector, making up 12% of the 454,861 total labour force. According to the 21st Commission

for Employment Equity Annual Report (2020-2021), only 16% of the employed mining population are women.

The mining sector remains plagued by significant challenges regarding female retention, even though the number of women enrolling in degree programmes is on an upward trajectory. There are numerous reasons why women who enter the sector leave. These include problems with work-life balance, especially in distant mining areas, lack of career growth opportunities; and gender bias and discrimination in the workplace culture.

Furthermore, women frequently have psychological and physical safety issues, which may discourage them from committing to the sector over the long term.



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To address these challenges, a thorough awareness of the obstacles women encounter must be achieved, as well as procedures and policies that foster an inclusive and positive work environment.

Attracting young women to enter the mining sector involves cultivating talent and creating a positive environment that encourages development. The WiM strategy supports sponsorship and mentoring initiatives that pair aspiring miners with seasoned female leaders. Long-term retention of young female talent in the sector is greatly dependent on the mentorship's provision of important

assistance and the instillation of a sense of belonging and solidarity within the sector. Health and safety are paramount in ensuring that mining is the sector of choice for young women. The WiM strategy highlights a major priority on putting strict safety procedures into place as well as offering gender-specific facilities and services such as separate change rooms, sanitation bins, and lactation facilities. The strategy advocates for the physical integrity of female workers and fosters an inclusive and respectful culture in mining workplaces by giving priority to the establishment of safe spaces. By addressing the mental health issues brought on by the demanding nature of the profession, the

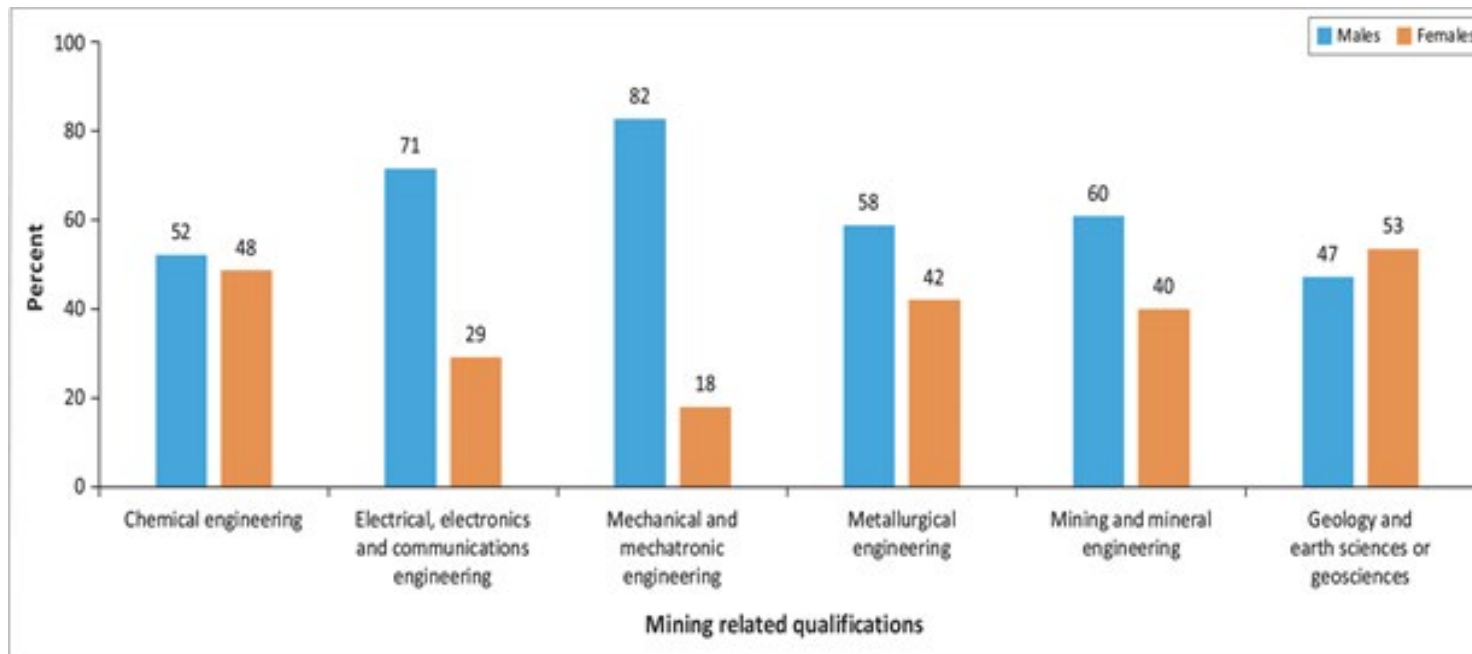
WiM plan advocates for comprehensive mental health care and resources for women in mining. This approach encourages the creation of structures and resources for mental health, such as programmes for stress management, access to counselling services, and campaigns for a positive work-life balance. It will be executed at the corporate level in conjunction with important stakeholders and civil society to guarantee lasting impact.

This plan calls for strict policies, victim support networks, and awareness efforts to stop and handle any GBVF occurrences that may occur in the mining industry.



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Source: Department of Higher Education and Training (DHET). (2022). Directorate: Higher education management information systems: HEMIS Data Reports (Data Set[graduates]). Retrieved from <https://www.dhet.gov.za/HEMIS/Graduates/Graduates%202021/2021%20Table%20.13%20for%20all%20institutions.zip>

FIGURE 1: Percentage of graduates in mining-related qualifications by gender.

Breaking Barriers, Building Bridges: Empowering Young Women in Mining with WiM's Strategy (continued)

In December 2022, the Minerals Council, National Prosecuting Authority (NPA), and GBVF Response Fund launched a partnership to streamline and facilitate the support and enhancement of GBVF responses in mine host communities. This initiative is a way for the Minerals Council to extend GBVF interventions beyond mine gates by providing support and resources to these centres as well as building these facilities. This project is an opportunity for our members to work together to assist those in need and at their most vulnerable. The partnership is aligned to WiM Foundational Measure 1 of Zero Tolerance of GBVF. There are 62 Thuthuzela Care Centres (TCCs) across all nine provinces, providing protected shelter for women and children. As an industry, we contribute towards the vision of increasing the number of TCCs to 150 nationwide.

The WiM strategy strives to guarantee that women in mining have access to proper

Personal Protective Equipment (PPE), a safe and supportive physical workplace, and consideration for their mental health. This entails creating standards for PPE that are gender-centric and making sure that mining sites are physically accessible to women. The mining sector strives to reduce hazards and establish a favourable working environment for female miners by attending to ergonomic needs, guaranteeing secure and private facilities, and promoting a culture where women's health and safety are paramount.

In 2023, the Mine Health and Safety Council (MHSC) issued the Guideline for a Mandatory Code of Practice for the Selection and Provision of Personal Protective Equipment for Women in the South African Mining Industry. The Guidelines entail what is permitted and not permitted concerning the provision of PPE in the sector. Additionally, they state that mining companies should

ensure that toilets are well-lit and lockable from the inside, and that women have separate toilets from men. This significantly enhances the safety and health of women as women feel more secure going to lockable bathrooms to prevent intrusion by perpetrators. When women feel safer going to the bathroom, it leads them to use the bathroom frequently, preventing them from the risk of bladder infections as a result of not using the bathroom during shifts.

Empowerment through education and mentorship is an integral part of the WiM objectives. This principle underpins the WiM strategic partnerships with key stakeholders such as Women in Mining South Africa (WiMSA), which has published a career booklet outlining the requirements for various mining professions. To further the awareness and conversation of the WiM strategy, the Minerals Council and WiMSA co-hosted a



Health and safety are paramount in ensuring that mining is the sector of choice for young women.

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webinar on 20 June 2024 to celebrate the International Day of Women in Mining. The theme of the webinar, titled Empowering Women for the Future of Mining aimed to provide valuable insights into the skills, knowledge, and strategies needed for women to thrive in the future of mining, especially in the evolving opportunities in critical minerals.

Furthermore, the Minerals Council WiM launched the WiM Gender Diversity and Inclusion Dashboard to monitor the industry's progress in implementing the WiM objectives. The comprehensive dashboard tracks the adoption of strategies, policies, and guidelines aligned with WiM priorities. Through the data collected on

the dashboard, key performance indicators related to gender diversity and inclusivity are tracked, providing ongoing diagnostic insights.

Encouraging diversity and gender parity in the workplace is not only a social responsibility but also a business imperative. Research indicates that inclusive policies yield better business outcomes. According to a 2020 McKinsey & Company report, businesses with higher gender diversity had a 21% higher chance of outperforming their rivals in terms of profitability. Moreover, a 2020 Catalyst investigation shows that businesses with a greater proportion of female CEOs typically have stronger financial results. These results reinforce the

significance of the objectives of the WiM strategy, and the other initiatives meant to promote a more diverse and inclusive mining industry. In efforts to inspire the next generation of female

miners, Minerals Council WiM campaigns extend to populations outside of mining locations.

These campaigns seek to dispel misconceptions and highlight the many opportunities in mining, which are crucial in influencing public opinion and inspiring young women to consider careers in the industry.

Finally, the Minerals Council's Women in Mining strategy exemplifies the transformational potential of collaborative effort and well-founded dedication. The WiM strategy not only breaks down barriers but also builds bridges, connecting young women to a field full of opportunity and promise by placing a high priority on educational empowerment, developing talent, maintaining safety, and encouraging community engagement. We must continue to advocate for gender diversity in the mining industry as we look to the future because it will be through our collective efforts that we can create a more inclusive and equal workplace where young women may prosper.



A comprehensive plan to tackle Gender-Based Violence and Femicide (GBVF) has been formulated by the WiM task teams and leadership.

Featured Woman in Mining June 2024 - Vuyiswa van Rooyen: **Breaking Barriers and Blasting Stereotypes**

Meet Vuyiswa van Rooyen, a dedicated employee who has advanced through Harmony Gold's ranks. Her career, characterised by tenacity and fortitude, presents an inspiring tale of ambition, overcoming challenges, and promoting female equality in the mining sector.



Vuyiswa, who has a degree in Mining Engineering from the University of Johannesburg (UJ), had her passion for mining sparked early in life as she was raised in a mining community. She says that a large number of her community's success stories originated from mining graduates who were prospering in the industry. After seeing personally how mining may enhance people's quality of life and communities, Vuyiswa was inspired to pursue a similar path and work towards a career in mining.

Climbing the Ladder

Vuyiswa's mining career started in the trenches, where she oversaw underground primary and secondary blasting. She had to pay close attention to safety in her capacity, ensuring and securing her team's workstations.

After being promoted to Shift Boss, her duties grew to include leading her team, conducting inspections, enforcing safety regulations, and monitoring the health and safety of her subordinates. She also played a crucial role in ensuring the miners had the supplies they needed to blast safely.

In her current role as a Mine Overseer, she supports management in overseeing and managing subterranean activities, upholding the Mine Health and Safety (MHSA) Act 29 of 1996 and ensuring a safe working environment. She is also responsible for ensuring that the machinery is operated correctly, and the production process is safe. Overcoming obstacles in a sector dominated by men has not been easy for Vuyiswa. She mentioned that most of her challenges have been centred around a historically

male-dominated environment. In a male-dominated sector, the fact that people saw her gender before seeing her made it rather challenging to navigate her work in mining. She had to first battle with the notion of "belonging" as a young, vibrant graduate eager to make her mark in the mining sector. This meant learning patience and acknowledging that she was not going to change the sector or make it accepting of female leaders in a day.

Vuyiswa emphasised that acknowledging women's participation in the mining industry is one thing, but ensuring they are groomed for leadership positions is an entirely different matter. She found it important to stay true to herself, know her capabilities, and work on areas where she fell short. To succeed, she needed to remain steady in character, develop a thick skin, and most importantly, harness her resilience.

Vuyiswa stated that she often felt overlooked, invisible, and voiceless. However, she never lost heart and continued working hard and learning. She recalled an old saying that always motivated her: "Always do good even when no one is watching because eventually someone will see." This perseverance and fortitude were crucial for her to overcome the challenges she faced and to thrive in an environment where her efforts were frequently disregarded.

“ I needed to have a great deal of patience. It was crucial that I remained loyal to who I am, understood my limitations, and made progress in the areas where I needed



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Featured Woman in Mining June 2024- Vuyiswa

Breaking Barriers and Blasting Stereotypes (continued)

improvement,” she says.

Her persistence eventually paid off, proving that diligence and hard effort were not in vain.

One of the most pervasive myths regarding women in mining is that they are not capable of managing the leadership and physical demands of the work. “Women work very hard, and often, we have to work ten times harder to cut through the misconceptions and stereotypes,” she says. Her work serves as evidence that women can succeed in traditionally male-dominated fields like mining.

Harmony Gold’s Culture of Inclusion

Significant progress has been made by Harmony Gold to promote an inclusive workplace. When Vuyiswa initially started, there were no female Shift Bosses. Her appointment was a watershed moment in the history of women in leadership positions. “Harmony Gold has come a long way and has worked very hard to ensure that women are included, especially in leadership roles,” she writes.

To address the challenge of the security of women, the organisation has put in place a number of policies to protect women’s physical and emotional health. These include CCTV surveillance, policies prohibiting

harassment, round-the-clock security, and customized personal protection equipment (PPE) for women. Additionally, Harmony Gold has prioritized mental health, offering access to qualified psychologists and medical facilities.

Protective measures and awareness initiatives are essential to ensure women’s safety in the mining sector. Harmony Gold’s investment in educating men about appropriate workplace behaviour aims to alter the unwanted behaviour and attitudes of men towards women. The fundamental objective of this investment is to foster a safe and sustainable sector that addresses the needs of women. Vuyiswa emphasized that education is crucial for ensuring women’s safety in the mining industry. Despite significant advancements made in the organisation, Vuyiswa asserts that challenges continue to persist, particularly regarding the leadership’s readiness to provide women with opportunities for professional advancement.

Research supports the idea that cultural change in workplace behaviour must originate from the top to be sustainable. According to a study by the International Labour Organisation (ILO), effective gender equality initiatives require commitment and support from senior management to create lasting change (ILO, 2017). Furthermore, the presence of women in leadership positions has been linked to positive organisational outcomes and improved safety cultures (McKinsey & Company, 2020).

Vuyiswa remains optimistic about the future. She notes that women have begun to occupy more space in the sector, which excites her about the prospects ahead. She envisions a time when women’s talents and strengths will be recognised without the need for ongoing justification. This optimism is backed by research indicating that diverse and inclusive workplaces not only enhance innovation and productivity but also contribute to a more equitable and just working environment (Catalyst, 2020).

“**Vuyiswa’s journey serves as a compelling reminder of the potential that can be realised by valuing diversity and inclusivity.**”

Future generations of women in mining will find inspiration in her tale as she continues to shatter stereotypes and break down barriers. The mining industry is poised to transform into a more dynamic and equal field that showcases the qualities and skills of all its participants, as more women akin to her take the lead.



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Significant Progress in HIV Prevention in South Africa: Challenges and Opportunities

Recent findings from a human immunodeficiency virus (HIV) survey conducted by the Human Sciences Research Council (HSRC) reveal a notable decline in HIV prevalence in South Africa.

The percentage of people living with HIV has decreased from 14.0% in 2017 to 12.7% in 2022. This progress is commendable, yet significant challenges remain, particularly in preventing the spread of HIV among young people.

Research highlights that the most pronounced differences in HIV prevalence by sex occur among younger populations. This underscores the urgent need for targeted interventions for the youth. Risky sexual behaviours, such as having multiple intimate partners, inconsistent condom use, and substance abuse, are prevalent among young people and are primary contributors to HIV prevalence.

The AZIKO Study, focusing on HIV prevention in mining communities, identified South African mining workers as a key population for HIV infection. The high number of migrant workers, who spend considerable time away from their partners and social support networks, create an environment conducive to risky sexual behaviours. The mining industry employs many young people, making it crucial to implement effective HIV prevention measures in mines, host communities, and the original homes of migrant workers. #MiningMatters emphasizes the vital role of the mining sector in South Africa's economy and its responsibility in combating HIV.

Statistics reveal that HIV prevalence among females aged 15-19 years is nearly double that of males in the same age group (5.6% vs. 3%, respectively). Among those aged 20-24 years, the prevalence is 8% in females compared to 4% in males, and for those aged 25-29, it is three times higher in

females (20% vs. 6%). These figures indicate persistent gaps in addressing the HIV epidemic among young people, particularly women. With an increasing number of women in mining, the industry must adopt initiatives that encourage HIV prevention, making mining a safe and appealing career choice for women and youth.

Several initiatives within the mining industry address HIV prevention both within and beyond mine gates. The Masoyise Health Programmes by the Minerals Council, for instance, monitors Tuberculosis and HIV milestones through occupational health wellness programmes that promote HIV testing, screening, and counselling. Some mines offer antiretroviral therapy (ARV) to employees, but awareness of pre-exposure prophylaxis (PrEP) remains limited. PrEP is an oral HIV prevention pill that has proven effective, yet according to recent estimates, only about 4% of sexually active girls and young women used PrEP in 2022.

Research from 2023 attributes the low uptake of PrEP to HIV stigma, limited knowledge, negative staff attitudes, and misconceptions about side effects. There is a perception that HIV is no longer an urgent priority, leading to lower public awareness of the importance of behaviour change and the need for young people at risk to protect themselves. The mining industry must intensify efforts to raise awareness about HIV and its health dangers, encouraging the uptake of PrEP, especially among young women.

PrEP is a once-daily

medication designed to prevent HIV in individuals at higher risk. It significantly lowers the chances of contracting HIV, protecting both users and their partners. PrEP is intended for people who do not have HIV but are at substantial risk of infection. Before starting PrEP, and at least every three months while taking the medication, individuals need to be tested for HIV and receive a negative result. PrEP therapy benefits individuals with a sexual partner living with HIV with a detectable or unknown viral load, those who have not consistently used condoms, or those who have contracted a sexually transmitted infection (STI) in the past six months. This article aims to raise awareness about PrEP and encourage more mining companies to consider offering it to their employees. By enhancing awareness and uptake of PrEP, the mining industry can play a pivotal role in preventing HIV and fostering healthier



Empowering Youth and Women: **Harmony Gold's Commitment to Workforce Development and Community Transformation**

Harmony Gold is dedicated to providing employment opportunities and fostering growth for youth in host communities, addressing critical issues in the mining sector through comprehensive skills development and training programmes. Recognising the importance of developing a skilled workforce, Harmony Gold offers the Mining Skills Community Training Programme, which focuses on matriculants. The Mining Skills Community Training prepares matriculants for essential mining roles such as Fall of Ground Competent B, Stope Team Member, Development Team Member, and Metallurgy Surface. Conducted internally at Harmony Gold's authorised facilities, these

courses ensure high-quality instruction and practical experience.

Since its inception, the Mining Skills Community Training Program has successfully trained 1,036 matriculants, with an impressive 86% transitioning into fulfilling employment. Complementing this, Harmony Gold's Bursary Scheme Program provides full-time bursaries to students in surrounding areas, emphasizing critical and mining-related disciplines. Currently, this Programme supports 106 active bursars at various universities, ensuring a pipeline of highly educated professionals.

To further bolster workforce quality, Harmony Gold launched the Graduate Development Program, which aims to integrate highly qualified workers into its operations. This initiative not only reduces unemployment but also promotes economic growth, positively impacting the community.

The organization also offers robust internship and work experience programs to enhance graduates' employability and secure permanent employment. Annually, over 100 interns are welcomed, with 76 new interns employed in the 2023-2024 financial year. Remarkably, 50% of those who completed their programs have been offered permanent positions, showcasing Harmony Gold's commitment to nurturing young talent and building a strong workforce.

In addition to youth development, Harmony Gold is committed to empowering women in mining. At the Harmony Gold One Plant, women hold significant roles such as Senior Metallurgist, Accountant, Safety Officer, Planned Maintenance Foreman, Training Assessor, and Security Supervisors.

“ In the current financial year, three mining graduates have secured permanent roles, while nine others are undergoing comprehensive training for key positions.



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Empowering Youth and Women: **Harmony Gold's Commitment to Workforce Development and Community Transformation** (continued)

These advancements serve as an inspiration for young females considering careers in mining and reflect the sector's evolving landscape. Furthermore, women at the Harmony One Plant have organized support groups to assist underprivileged children, providing sanitary towels and supplies to young girls, thereby raising awareness of women's progress in mining while offering hope and support to the community.

Through its comprehensive range of programs, Harmony Gold actively promotes youth development and employment in host areas. By offering

graduate development programs, internships, bursaries, and specialized training, the company ensures that local youth possess the necessary skills to meet workforce demands and contribute to the economy.

Additionally, Harmony Gold's efforts to empower women in mining highlight the advancements and opportunities within the sector. Their dedication to talent development and meaningful employment significantly contributes to their ongoing success and commitment to transformation.



National Council on Gender-Based Violence and Femicide Bill

Background

President Cyril Ramaphosa enacted the National Council on Gender-Based Violence and Femicide (GBVF) Bill on 24 May 2024. Through concerted, multi-sectoral efforts, this historic legislation aims to address the widespread problem of gender-based violence and femicide in South Africa.

The bill significantly impacts various sectors, including the mining sector in South Africa. Given its history of labour exploitation and the prevalence of male labourers, the mining sector presents particular difficulties and obligations when it comes to combating GBVF. It has become even more urgent for the mining sector to support the goals of the GBVF Bill considering two recent reports by major mining companies on respectful workplaces (following surveys conducted at their operations). The surveys and reports highlight a critical need for action. The GBVF Bill is a comprehensive legislative measure designed to address gender-based violence and femicide through a systematic and cooperative approach. One of the main features of the Bill is the creation of the National Council on GBVF, whose duties include the following:

- 1. Accountability, Coordination, and Leadership:** Ensuring responsible and unified leadership in the fight against GBVF across numerous sectors.
- 2. Justice, Safety, and Protection:** Solidifying the legal and safety

structures to better protect survivors of GBVF.

- 3. Economic Power:** Encouraging women to become financially independent as a calculated tactic to lessen their susceptibility to violence.

Furthermore, the measures incorporate complementary legislation designed to strengthen the criminal justice system's capacity to pursue and convict criminals, consequently improving the support system for GBVF survivors.

The Role of the Mining Sector

Historically, the mining sector has been marked by gender disparity, often resulting in women being relegated to lower-ranking positions. The likelihood of GBVF is further increased by the isolated and distant nature of mining communities, which fosters a climate in which such offences might go unreported and unpunished.

The mining sector has ethical and legal responsibilities to establish a more secure and equitable working environment considering the GBVF Bill. The law urges sectors to include the National Strategic Plan (NSP) on GBVF in their operational frameworks and advocates for multi-sectoral collaboration.



In addition to ensuring compliance, this integration is necessary to promote a zero-tolerance culture for gender-based violence.

In tackling gender-based violence and femicide in South Africa, the GBVF Bill's enactment constitutes a crucial advancement. The enactment of the bill provides comprehensive measures and legal frameworks to combat these pervasive issues, offering significant progress towards a safer and more equitable society. This legislation presents a challenge as well as an opportunity for the mining sector to review the way it addresses gender-based violence and harassment in the workplace. The mining sector can make a significant contribution to establishing safer and fairer settings for all by applying the Bill's provisions in operational considerations and practices. This helps the mining sector's immediate stakeholders as well as the larger social objectives of ending gender-based violence and promoting sustainable development.

Thuthuzela Care Centres Day of Learning 2024

We are excited to announce the Thuthuzela Care Centres (TCC) Day of Learning, scheduled for 12 July 2024, at Avianto.

This event is an invaluable platform for Minerals Council member companies to gain insights into the national partnership between the National Prosecuting Authority (NPA), the Gender-Based Violence and Femicide (GBVF) Response Fund, and the Minerals Council, all aimed at strengthening support for TCCs.

The Day of Learning is a unique opportunity to highlight the impactful work achieved through this initiative. Reflecting on the interactions from the December 2023 event, it became clear that there is a crucial need to connect all Minerals Council member companies with their nearest TCCs to maximise support. Building on these conversations, the upcoming Day of Learning will further these connections and collaborations.

Join us for a day of learning, reflection, and forward-thinking as we continue to support and enhance the Thuthuzela Care Centres initiative.

A key feature of the event will be the launch of the Thuthuzela Care Centres Partnership Annual Report. This report will provide a comprehensive reflection on the achievements of the partnership since its inception, showcasing the progress made and the impact delivered.

Attendees can look forward to an exceptionally curated program that will narrate the story of the TCC partnership, demonstrating its alignment with the National Strategic Plan on GBVF. The event will also feature in-depth roundtable discussions with partners and contributors, envisioning the future trajectory of the project from its current status.





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