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Mine Health and Safety Council

PROMOTING THE HEALTH, SAFETY & SECURITY OF WIM IN THE SAMI:

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Eastern Cape (East London) Woman In Mining

Lester Martin

Technology Transfer & Knowledge Facilitator

Presentation Outline

- 1. MHSC mandate**
- 2. 2014 OHS summit**
- 3. Culture Transformation Framework**
- 4. Women in Mining Programme**
- 5. Way forward**
- 6. Conclusion**



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Background on Mining Legislation

1912

- Mines and Works Regulations Act of 1912

1967

- Mining Rights Act 20 of 1967
- Dealing with registration of mining titles and other rights connected with prospecting and mining

1991

- Minerals Act and Regulations
- Regulated the industry until May 2004

1995

- Leon Commission of Inquiry into Safety and Health in the Mining Industry

1996

- Mine Health and Safety Act and Regulations (Minerals Act Regulations still enforceable)

1997

- Mine Health and Safety Council (MHSC)
- Improve the state of OHS in the Country through research



MHSC mandate

MHSC is a national public entity established in terms of the MHSA, No 29 of 1996.

- **Advise the Minister** on all occupational health and safety issues in the mining industry relating to legislation, research and promotion
- **Review and develop legislation (regulations)** for recommendation to the Minister
- **Promote health and safety culture** in the mining industry
- **Oversee research** in relation to health and safety in the mining industry



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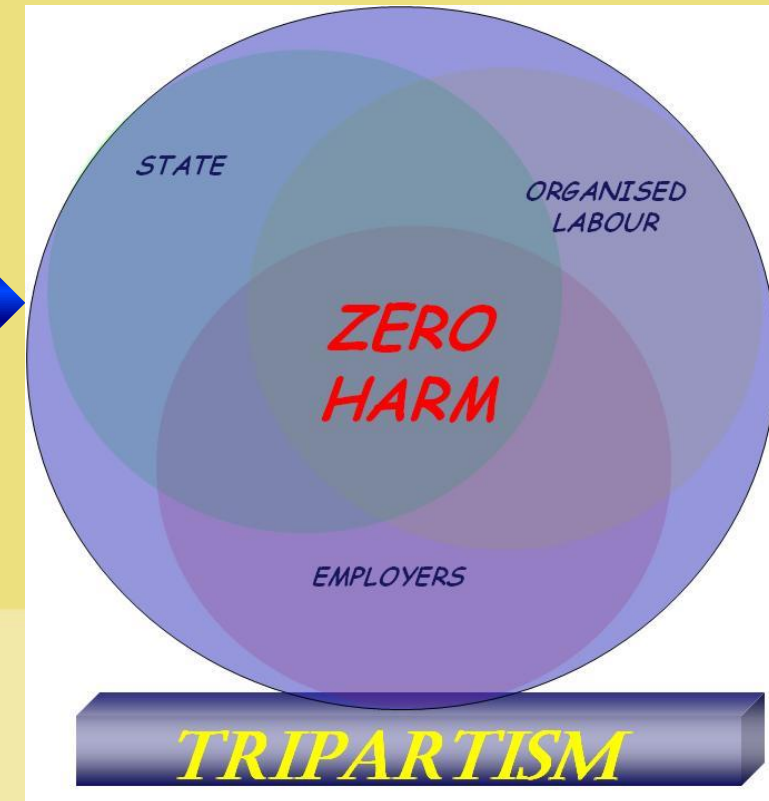
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MHSC Role in the SAMI

- Promoting a culture of OHS.
- Fostering an effective tripartite partnership.

To promote the culture of OHS in the mining industry by striving towards zero harm on all health and safety issues and legislation

Driven by



**Mine Health and Safety Council
(MHSC)**

*State
Labour
Employers*

ARC

HRRAC

MRAC

Legislation
Regulations
Guidelines
Standards

MOHAC

Health Policy
Health Information
Health Regulations
Research Input

**Culture
Transformation
Advisory Committee
(CTAC)**

Oversight role on the
overall implementation
of culture transformation

SIMRAC

Research needs
Research Programmes

Centre of Excellence

MITHAC

HIV/AIDS and TB
Programmes



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2014 OHS Summit milestones

Elimination of Fatalities and injuries

Elimination of Occupational diseases

Elimination of NIHL

Reduction and Prevention of TB, HIV &
AIDS

Cultural
Transformation
Framework

Establish Centre of Excellence for
research, research implementation
and capacity-building



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2014 OHS Summit milestones

Culture Transformation Framework

100% implementation of the first 5 pillars by Dec 2020

1. Leadership,
 2. Risk Management,
 3. Data Management,
 4. **DIVERSITY MANAGEMENT,**
 5. Leading Practice
 6. Bonus and Performance Incentive
-
7. Integrated Mining Activity,
 8. Technology,
 9. Inspectorate,
 10. Tripartism,
 11. Regulatory Framework

pillars after December 2020.

Establish Centre of Excellence for research, research implementation and capacity-building



Culture Transformation Framework (CTF)

- The mining charter and the 2014 OHS summit milestones requires the SAMI to implement the approved CTF.
- The diversity management pillar of the CTF calls for the elimination of racism, genderism and any forms of unfair discrimination in the SAMI if ever the target of Zero Harm is to be attained.
- The successful implementation of this pillar will attract more women into the mining sector and also ensure that their health, safety and security is well managed.



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MHSC research – Addressing challenges faced by WIM

- MHSC conducted research to address OHS issues affecting WIM.
 - Safety and security challenges impacting on woman in the South African Mining Industry (includes sexual harassment)
 - Personal protective equipment for woman in the South African Mining Industry



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Implementing a WIM Programme



1. Promulgation of the WIM PPE guideline
2. Development of WIM booklets in different languages
3. Development of WIM structures, and Hosting of the WIM conferences



Way forward

- The MHSC is providing technical support to champion the implementation of WIM programmes on PPE, health, safety and security and create awareness through provision of appropriate promotional material:
 - PPE for WIM handbook.
 - Guideline for COP on the provision of PPE for WIM in SAMI
 - Sexual harassment video, booklet, pamphlets, posters



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Progress To Date

Three R&D Projects completed. What Now?

- WIM R&D Needs Analysis Workshop: 23-24 August 2018
- R&D Needs Analysis Prioritisation Workshop: 12 March 2019
 - The impact of mining on women's reproductive health
 - Minimum medical and physical fitness to perform for WIM in the SAMI
 - The impact of vibration of equipment /machinery on women's health in the SAMI



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WiM WORKSHOPS

- Purpose is to create awareness on issues extensively researched and also to gather some challenges faced by WiM
- Workshops were done in
 - NW Klerksdorp,
 - NW Rustenburg,
 - Mpumalanga,
 - Limpopo.
 - KZN'
 - Free State
 - Gauteng
 - Northern Cape
 - Western Cape
- Last but not least Eastern Cape



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Conclusion

- Plea with employers and employees to response positively to these programmes and initiatives
- Ensuring the safety of WIM is a major step towards Zero Harm



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EVERY WOMEN RETURNING FROM WORK UNHARMED EVERYDAY



**More than 20 Years of Positive Contribution to Zero Harm for mine workers.
Pursuing Research Excellence**

