

Mine Health and Safety Council



Free State Regional Tripartite WIM Subcommittee

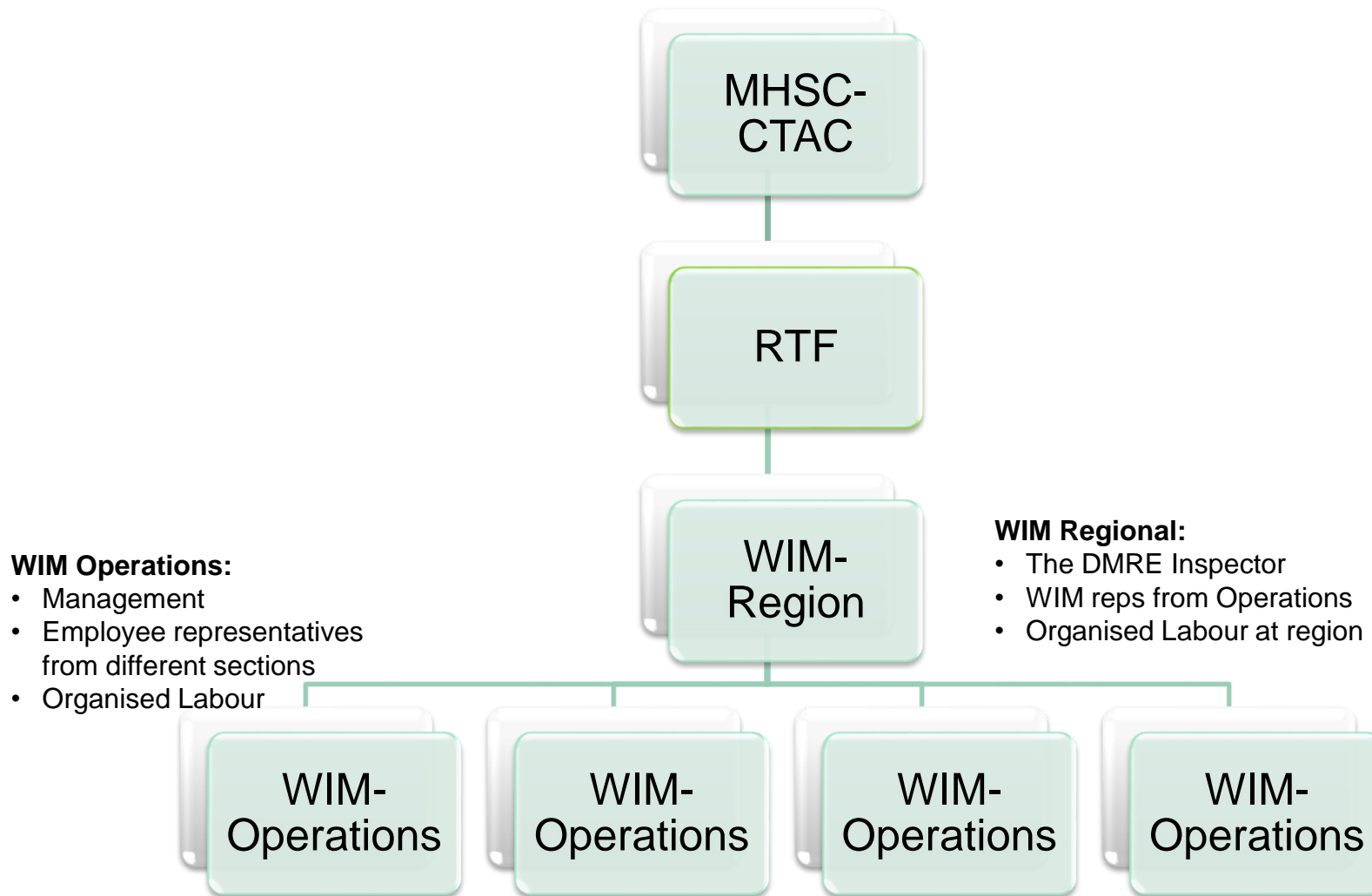


Meeting feedback

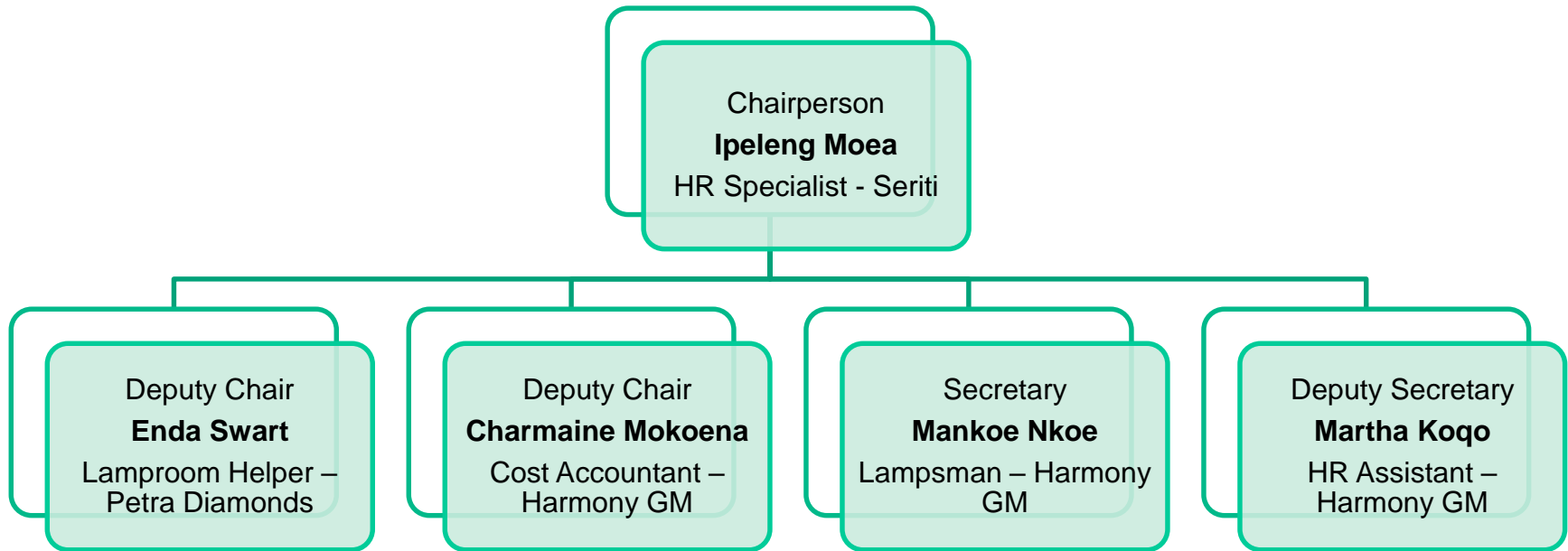
Meeting held on 16 October 2020

- Both physical and Virtual attended
- Host – Harmony GM Tshepong
- Attendance – 26 members
 - The state - DMRE,
 - Leadership from organised labour at regional level,
 - All mines except for Harmony GM - Joel and Unisel

WIM ORGANOGRAM



WIM Subcommittee



Culture Transformation Framework – Pillar 3.5 Elimination of discrimination

- a) Demonstrate leadership commitment to transformation and diversity
- b) Transformation and diversity policies and programs must be in place
- c) Commitment to education, training and development of employees
- d) Advancing workers' concerns on transformation and diversity in the mines
- e) Commitment to eliminating discrimination on the basis of race or ethnicity in the mines
- f) Commitment to ending gender discrimination in the mines
- g) Creating workplaces that accommodate the physically challenged employees in the mines
- h) Commitment to safety and security for all employees in the mines

Mission & Vision

Mission: *WIM Free State aims to initiate a dialogue with relevant stakeholders within the mining sector in South Africa from a woman's point of view by:*

- *Educating, attracting & recruiting women into the mining sector;*
- *Helping in the advancement of women in a male-dominated culture;*
- *Coaching & mentoring leadership and accountability skills.*

Vision: *WIM Free State envisions a mining industry that fosters, promotes and empowers women. We see a future where the possibilities, opportunities and dreams are the same for all, regardless of gender. In our industry, competency is what matters.*

WIM Subcommittee



State of Region

Company name	Number of Mines (Number of operations)	% of women procured companies (Actual number of service providers)	% of women employed (Actual number)	% of women in SMS (Actual number)	% of women with GCC/Training (Actual number)
Harmony Gold Mining Company Ltd	Joel Operation	18 = 50 - 100% (156)	18.4% (345)	40.0% (02)	0
	Target Operation	21 = 50-100% (177)	20.4% (328)	33.3% (02)	0
	Masimong & Unisel Operation	18 = 50-100% (163)	19.0% (642)	42.9% (03)	0
	Bambanani Operation	15 = 50 – 100% (156)	17.2% (308)	25% (02)	0
	Phakisa & Tshepong Operation	22 = 50-100% (199)	16.7% (1340)	15.4 (02)	0
Petra Diamonds (Pty) Ltd	1 right		17% (110)	0	0.15%
Sasol Mining (Pty) Ltd	1 Right	13 = 50 – 100%	10.4%	0	0
Seriti Coal (Pty) Ltd	1 Right	(04)	16.02% (171)	2.0% (01)	0
Sibanye Gold (Pty) Ltd	1 Right	16.65% (165)	11% (772)	14% (09)	0

1. PPE
 - Lack of SOPs
 - Availability & quality
2. Sanitation & ablution facilities
3. Maintenance & infection control in changehouses
4. Health awareness programmes
 - Nutrition & recreation
 - Vulnerability due to COVID-19 (Pregnancy & Obesity)
5. Skills development programmes
 - Identifying talent
 - Mentorship
 - IDP & Training

No Industry champions driving change hence no monitoring and evaluation of policies.

- The mine to ensure that the WIM committee representatives participates in all structures at the mine, to ensure that the perspective from women point of view is in cooperated in drafting of policies and health and safety procedures at the mine. For example, the HRD committee, H&S committee, and Mancom;
- Training and development of woman must be prioritized in line with the employment equity Act and The mining Charter;
- The HOD's should ensure that the women are allowed to participate in the operation's WIM committee, so that they can be able to drive the regional and national agenda to promote participation of women in the industry

Monthly reporting



WIM REGIONAL MEETING REPORT

NAME OF MINE/SHAFT:	
Date:	
Venue:	
Mine/Shaft representatives	Name & Surname
+	
Topic	Feedback
WIM Committee <ul style="list-style-type: none"> Is the Committee established, if not provide reasons Date of last meeting Brief description of issues discussed/agenda items in the last meeting 	
Employment Equity <ul style="list-style-type: none"> What is the total number of employees on the roll How many females 	
REPORTABLES	
Safety Incidents <ul style="list-style-type: none"> Safety incidents reported by females/or concerns raised 	
Change house report <ul style="list-style-type: none"> When was the last inspection conducted 	



<ul style="list-style-type: none"> What are the major findings 	
Progress on Quarterly topic <ul style="list-style-type: none"> Was a risk assessment conducted to identify PPE gaps Any learning on female PPE on your mine/shaft 	

Next meeting

Date: 06 November 2020

Host: Harmony gold mine - Joel

Health Topic – Management of chronic deceases
Quarterly topic – Ergonomics and vibration

Woman in mining: nothing about us without us!!!!!!
As we continue striving for ZERO HARM





Thank you
Q&A