



MHSC

Mine Health and Safety Council



Women In Mining

Limpopo Region

26 June 2019



25 April 2019

The tripartite Forum Members – nominated for both Underground and Open Cast

29 May 2019

The Forum held elections for the Limpopo Region WIM Executive Committee

Both sessions were facilitated by

- Ms Florence Magampa
- MHSC Technology Transfer and Knowledge Facilitator

25 April 2019

Two categories of challenges were raised and noted

1) Executive and 2) Limpopo Region WIM challenges

Refer to slide No.5

Opportunities were identified which included the re-election of the Limpopo Region WIM Executive

Refer to slide No.5

Refer to slide No.6

2. Limpopo WIM Launch

4. Challenges and Opportunities

6. WIM Revitalization



1. Women In Mining Journey

MHSC is a national public entity established in terms of the MHS Act, No 29 of 1996, Celebrated 21 years in May 2018.

Mandate to review the state of:

- Occupational Health and Safety (**OHS**) in the
- South Africa Mining Industry (**SAMI**) to achieve **Zero Harm**
- **The Culture Transformation Framework (CTF)** was implemented to improve the **Culture** of **OHS** in **SAMI**
- **CTF** identified **eleven pillars** that would render **SAMI** **safe**, **healthy** and **productive**

3. Meet Limpopo Region WIM

Refer to slide No.3

5. WIM Mandate

1. OHS 2011

- Safety
- Security
- Sexual Harassment

2.CTF making SAMI safe

5/11 pillars identified prioritised

- Leadership
- Risk Management
- Best Practice

3.CTAC implementation

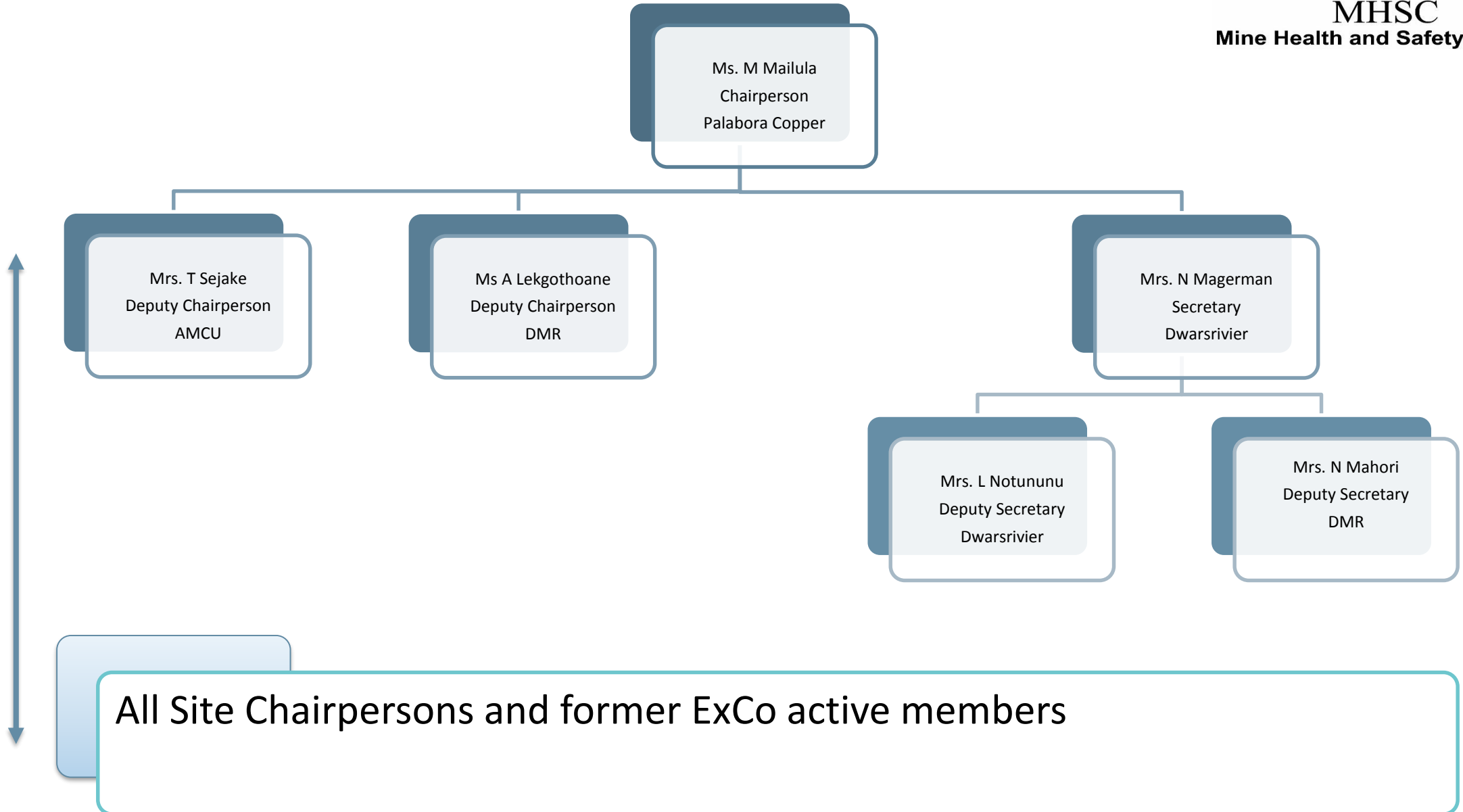
- Bonuses
- Performance Incentives
- Elimination of Discrimination

CTAC WIM Sub-Committee to address OHS challenges under the MHSC authority

MEET WIM EXCO



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MEET WIM FORUM



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Limpopo Underground				
Employer Reps				
Name and Surname	Mine	Title	Email address	Contact Number
1. Nomonde Slerishi	Two rivers	HR Coordinator	nomonde.slerishi@trp.co.za	064 736 8833
2. Thokozile Ndlovu	Tweekenim	She Coordinator	thokozile.ndlovu@angloamerican.com	013 231 9122
3. Miranda Van Der Walt	Mototolo	Procurement Controller	mirandavanderwalt@angloamerican.com	076 543 6898
4. Linah Baloyi	Ivan Plats	HR	linahaloyi@ivanplats.com	072 178 6915
5. Ntshadi Magerman	Dwarsrivier	Mining Data Capturer	ntshadim@dwarsrivier.co.za	082 515 6862
6. Hlobi Kubayi	PMC	VOHE Specialist	hlobi.kubayi@palabora.co.za	072 994 4977
7. Vhutsilo Mushiana	TRP	SHE Operational	vhutsilo.musshiana@trp.co.za	082 835 1582
8. Tsholofelo Sejake	AMCU	AMCU Regional Chairperson	tsholosjk@gmail.com	083 454 1920
9. Lumka Wilson	Dwarsrivier	Team Leader	lumkan@dwarsrivier.co.za	073 568 2963
Employee Reps				
Name and Surname	Mine	Title	Email address	Contact Number
10. Beauty Makuwa	Morula	H&S rep and AMCU rep	rantebatsebeauty@gmail.com	078 605 4597
11. Lerato Matsipa	PMC (Mvuso)	Store lady and AMCU rep	leratomatsipa@wsebmail.co.za	072 396 2013
12. Dinah Riba	Black Chrome	H&S Committee member	mohlaeriba@gmail.com	060 612 0727
13. Beauty Malesa	Two rivers	NUM rep	malesabeauty2@gmail.com	076 240 9419
State Reps				
Name and Surname	Discipline	Title	Email address	Contact Number
14. Adelaide Lekgothoane	DMR		adelaide.lekgothoane@dmr.gov.za	082 774 0979
Limpopo Open Cast				
Employer Reps				
Name and Surname	Mine	Title	Email address	Contact Number
15. Priscilla Metsi	Samancor	Safety Officer	priscilla.metsi@samancorcrcr.com	073 226 7575
16. Tshidi Thobejane	Black Chrome	HR Officer	tthobejane@blackcr.com	072 184 8035
17. Manyabela Mailula	PMC	Manager	mmanyabela.mailula@palabora.co.za	076 430 7754
18. Matsela Ntsepe	PMC	Process Manager	tsela.ntsepe@palabora.co.za	082 883 5418
19. Ribu Malatji	Mogalakwena	Laboratory Processer	ribu.malatji@angloamerican.com	072 631 9151
Employee Reps				
Name and Surname	Mine	Title	Email address	Contact Number
20. Mmatlou Magoro	PMC	Boilermaker and NUM Rep	mmatloumagoro@gmail.com	074 964 7412
21. Faith Maroga	Black Chrome	D. Attendant (WIM)	tumzathobs@gmail.com	082 474 2154
State Reps				
Name and Surname	Discipline	Title	Email address	Contact Number
22. Ntsakiso Mahori	DMR		ntsakiso.mahori@dmr.gov.za	(015) 287 4785 / 071 871 4147

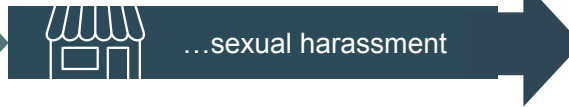
WIM Mandate



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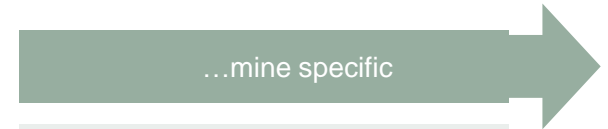
1.OHS



- PPE
 - Risk based PPE for pregnant woman
- Change Houses

- Women working on standby

- Harassment – still evident but becoming silent
- Other forms of harassment mushrooming
- Harassment disguised

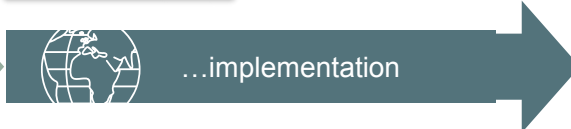


- Health Pregnancy
- Disclosure and non disclosure threats
- Threat to lose production bonus
- Impact of underground PPE on the health on WIM
- Female dignity accommodation
- Risk based sanitary packs
- Breast feeding facilities
- Any other OHS projects

2.CTF



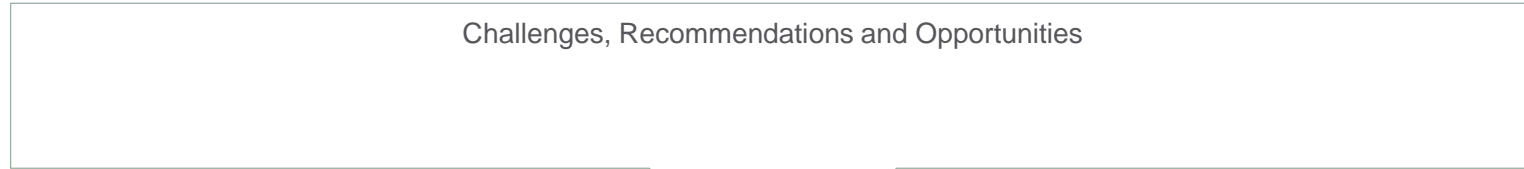
3.CTAC



- Leadership
- Risk Management
- Best Practice
- Bonuses
- Performance Incentives
- Elimination of Discrimination

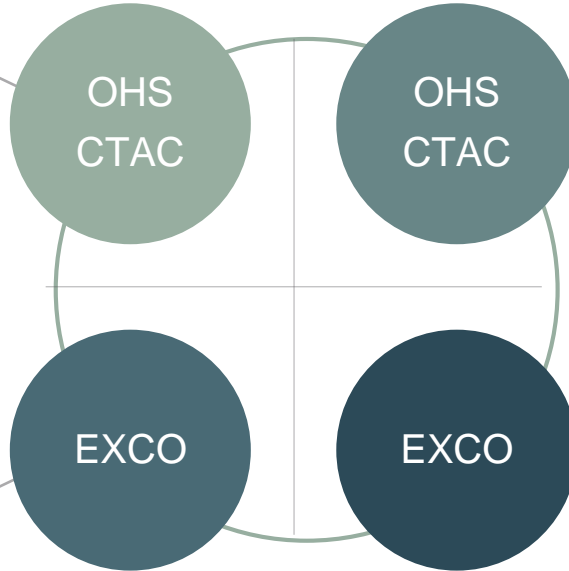
- Facilitation of development of implementation plans recommended by **OHS (1)**.
- Develop monitoring and evaluation tools to track the implementation of the recommendation of **OHS(1)**
- Develop and enhance relationships through trust building between stakeholders

- Facilitate implementation of awareness programs on issues affecting WIM as identified by **mines** or **MHSC**
- Develop strategies to encourage reporting of **OHS (1)**
- Promote collaboration and engagements with RTF WIM Structures in order to elevate and increase awareness on **OHS (1)**



CHALLENGES

- Roll out of the PPE COP
 - PPE prescribed standards in accordance with the COP and guidelines
 - Victimisation of pregnant woman
 - Women on working on standby
 - Sexual Harassment disguised under coaching and recruitment
 - Ability of women to draw the line, sexist request that suggest gender based discrimination
 - CTAC activities towards the 5 pillars not started
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- WIM terms of reference not adhered to
 - No guidelines or competence to operationally manage meetings
 - Roles, responsibilities and expectations not clearly defined
 - Ineffective communication between RTF, CTAC etc
 - Lack of commitment from forum and executive
 - Poor alignment between WIM chairpersons and Region
 - Budget process not defined



RECOMMENDATIONS AND OPPOTUNITIES

- Accelerated roll out plan for the PPE COP implementation
- Sanities the COP and associated guidelines and providers
- Scope out areas of escalation to Region WIM and Site WIM
- Re-visit sexual harassment. Quantify the realities behind the silence
- Empower women with work place readiness and other skills identified through a through needs analysis
- Accelerate the execution if the 5 pillar implementation program

Next Steps Kick Off Convention

- | | |
|--|---|
| <ul style="list-style-type: none"> ▪ Benchmark best practices ▪ Terms of reference ▪ Rtf constitution ▪ Key performance indicators ▪ Roles and Responsibilities ▪ Team Building an alignment | <ul style="list-style-type: none"> • Work plans viz previous work plan • Projects (standing, pending and to be registered) • Commission of the 5 pillar projects • Limpopo WIM statistics • Lessons learnt • LOGO |
|--|---|

WIM FORUM REVITALIZATION PROGRAM



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1

Leadership Skills

- **Follower:** R1: Low competence, low commitment / Unable and unwilling or insecure
- **Leader:** High task focus, low relationship focus

- **Follower:** R2: Some competence, variable commitment / Unable but willing or motivated
- **Leader:** High task focus, low relationship focus
- High task focus, high relationship focus

- **Follower:** R3: High competence, variable commitment / Able but unwilling or insecure
- **Leader:** Low task focus, high relationship focus

- **Follower:** R4: High competence, high commitment / Able and willing or motivated
- **Leader:** Low task focus, low relationship focus

2

Wellness and Cohesion

- Consistent integration
- Limpopo Region WIM to facilitate the Site WIM elections
- Show face in selected and pre registered events
- Understand the journey of a women through team building and integration
- Training needs analysis

3

Recognition

- Develop recognition programs or platform for WIM at a region and site level
- Skills transfer region to region. Award effort
- Reach out and touch

We aspire to achieve R3 & R4 which are follower led

Thank you