



Women in Mining Tripartite Forum





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WIMRTF Objectives



- ▶ To increase female participation that will address the health and safety challenges women face on a daily basis.
 - ▶ Formation of Regional Structures; WiM Forum to become independent from Unions
 - ▶ To focus on the long term success of the regional WIM structure
 - ▶ Office of PI to engage and encourage CEOs to provide written commitments for support and sponsorships;

 - ▶ To conduct risk assessments in every mining group and such risk assessments will focus solely on health and safety issues women are faced with daily in the mines .

 - ▶ WiM to strive towards fair representation in the formulation of Legislation;
 - ▶ WiM Forum to become sustainable through support from MHSC;
 - ▶ WiM to lead the transformation within the Sector and ensuring that more women occupy Supervisory and Management roles;
- Safety, Health, Environment and **Security**.



WIMRTF TOP 5 challenges

- ▶ PPE – 80% PPE for women has been improved across all mining houses in a region . New designs has been ordered to meet their needs for example PPE suit and gloves, boots and earpieces that fits them properly
- ▶ Ablution Facilities (Main challenge)
- ▶ Isolated Areas (Main Challenge)
- ▶ Sexual Harassment -The need to intensify awareness of sexual harassment;
- ▶ Pregnancy - Maternity issues also need to be addressed, and diversity programmes about culture and workplace attitudes should be encouraged .



MHSC CTAC WIM Sub committee

- Workshop – 14-15 March 2019
- Purpose – Finalise the Research topics that was compiled by CTAC committee on behalf of regional chairperson .
- Key research topics across the regions :
 - The impact of mining on Women reproductive health
 - The impact of Vibration of equipment on women's health in the industry.
 - Risk assessment on the health and safety of women in SA
 - Impact by chemicals used in ablution facilities
 - inimum fitness to perform for WIM in SAMI

2019 WIMRTF Calendar

<p>JANUARY</p> <p>Steering committee Meeting 10/01/2019</p>	<p>FEBRUARY</p> <p>Steering Committee Meeting</p> <p>: RTF Meeting</p>	<p>MARCH</p> <p>: RTF Meeting</p>	<p>APRIL</p> <p><u>Dry Run for WIMRTF Workshop</u> <u>25 April</u></p> <p>: RTF Meeting</p>
<p>MAY</p> <p><u>WIMRTF Workshop</u> <u>14 -15 May (I Lonmin)</u></p> <p>: RTF Meeting</p>	<p>JUNE</p> <p><u>Steering Committee VFL</u> <u>11 June (Lonmin)</u></p> <p>: RTF Meeting</p>	<p>JULY</p> <p>Mandela Month</p> <p>: RTF Meeting</p>	<p>AUGUST</p> <p><u>Steering committee VFL</u> <u>8 August (Sibanye)</u></p> <p>: RTF Meeting</p>
<p>SEPTEMBER</p> <p>: RTF Meeting</p>	<p>OCTOBER</p> <p>2nd Annual Walkathon 12 October 2019</p> <p><u>MONTHLY THEME:</u> Health Safety and Security</p> <p>: RTF Meeting</p>	<p>NOVEMBER</p> <p><u>WIMRTF Team building</u></p> <p><u>WIMRTF annual report</u> <u>Presentation</u></p> <p>: RTF Meeting</p>	<p>DECEMBER</p> <p>World Aids Day</p> <p>: RTF Meeting</p>



WIMRTF Pre-Audit Checklist

<div style="text-align: center;"> Women in Mining Rustenburg Tripartite Forum Pre-Audit Underground Ablution Facilities </div>		
Mine: _____		
Workplace: _____		
Date : _____		
Description	Status (mark √ or X)	Deviation
Ablution Underground Facilities	Yes	No
1. Does the company have a standad procedure for provision of underground ablution failities?		
2. Is there any internal inspection checklist available? e.g. Health & Safety Rep / Responsible Person checklists		
4. Is the walking distance reasonable/ fair?		
5. Is the facility visible?		
6. Is the level of lighting adequate?		
7. Is the ventilation adequate?		
8. Is clean running water available?		
9. Are facilities regularly cleaned?		
10. Is cleaning frequency and quality sufficient?		
<u>OCCUPATION:</u>	<u>NAME:</u>	
Auditor		
Responded (Optional)		
WIM Safety Rep		
WIM Union Rep		

