



MHSC

Mine Health and Safety Council

GBVF in the South African Mining Industry (MHSC030/2025/26)

2026 Women in Mining Indaba

Prof Lindiwe Zungu

21 August 2026

Every mine worker returning from work unharmed every day. Striving for zero harm in our lifetime.

GBVF in the South African Mining Industry

- ✓ From policy commitment to prevention, reporting, survivor support and accountability

Organised labour

Women in Mining

Government officials

Mine leadership

Zero Harm must also mean: freedom from violence, harassment, intimidation and fear in mining workplaces

Every mine worker returning from work unharmed every day. Striving for zero harm in our lifetime.



MHSC
Mine Health and Safety Council

The core shift

GBVF must be managed as part of occupational health and safety, not as a peripheral issue.

From “private matter”



to OHS risk

Safety

Unsafe work environments

Health

Psychological and physical harm

Dignity

Respect and inclusion

Zero Harm

Prevention of psychosocial harm

If GBVF is not recognised, measured and managed, harm remains invisible.

Every mine worker returning from work unharmed every day. Striving for zero harm in our lifetime.



MHSC
Mine Health and Safety Council

Where GBVF risk is created?

The risk environment extends across the full mining ecosystem.

Workplace

- ✓ Underground areas
- ✓ Surface operations
- ✓ Plants and offices
- ✓ Work-related social spaces

Systems

- ✓ Power hierarchies
- ✓ Job insecurity
- ✓ Weak confidentiality
- ✓ Low trust in reporting

Host communities

- ✓ Transport routes
- ✓ Accommodation
- ✓ Households
- ✓ Community spaces

These factors interact — creating vulnerability, silence and underreporting.

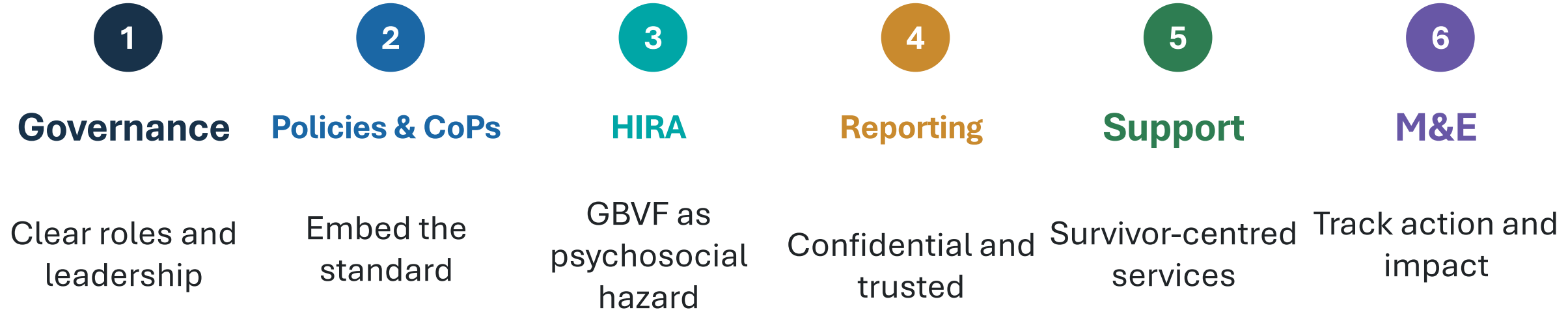
Every mine worker returning from work unharmed every day. Striving for zero harm in our lifetime.



MHSC
Mine Health and Safety Council

SAMI already has a framework — the next challenge is operationalisation.

The 2024 Guidance Note: the implementation anchor



A Guidance Note in a file does not protect workers. Implementation does.

Every mine worker returning from work unharmed every day. Striving for zero harm in our lifetime.

The implementation gap

The problem is not only whether policies exist — it is whether they are trusted and used.

POLICY INTENT

- ✓ Guidance Note
- ✓ implementation plans
- ✓ policies and SOPs
- ✓ awareness campaigns

BRIDGE

LIVED REALITY

- ✓ Fear of retaliation
- ✓ stigma
- ✓ low trust
- ✓ limited confidentiality

**Confidential reporting • Survivor support • Accountability •
Monitoring**

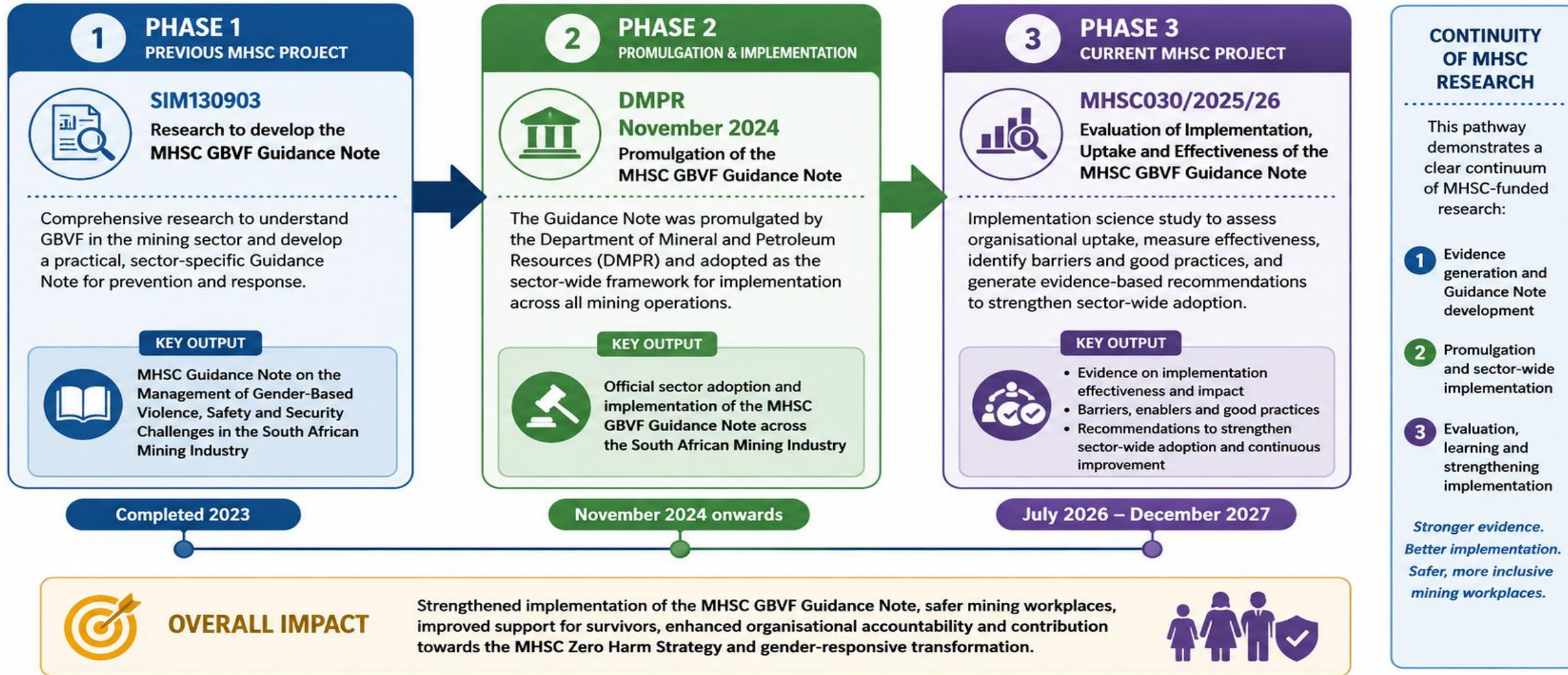
Every mine worker returning from work unharmed every day. Striving for zero harm in our lifetime.



MHSC
Mine Health and Safety Council

MHSC GBVF RESEARCH PATHWAY: From Evidence to Impact

A continuum of MHSC-funded research strengthening safer, more inclusive and gender-responsive mining workplaces



Every mine worker returning from work unharmed every day. Striving for zero harm in our lifetime.

What the MHSC030/2025/26 research will contribute?

The MHSC project moves the sector from anecdote to **evidence-informed action**.

Evidence

- ✓ Prevalence
- ✓ Risk factors
- ✓ Impacts

Tools

- ✓ Validated data collection
- ✓ M&E

Evaluation

- ✓ Guidance Note uptake and gaps

Action

- ✓ Recommendations for sector-wide use

Intended outcome: stronger prevention, reporting, survivor support and organisational accountability.

Every mine worker returning from work unharmed every day. Striving for zero harm in our lifetime.



MHSC
Mine Health and Safety Council

Project Timelines

No.	Milestone	July 2026	Aug 2026	Sept 2026	Oct 2026	Nov 2026	Dec 2026	Jan 2027	Feb 2027	March 2027	April 2027	May 2027	June 2027	July 2027	Aug 2027	Sept 2027	Oct 2027	Nov 2027	Dec 2027
1	Project initiation																		
2	Literature review																		
3	Data collection tools																		
4	Baseline assessment																		
5	Hybrid stakeholder workshop																		
6	Report on the study																		
7	Practical, evidence-based recommendations and strategies on GBVF																		
8	Standardized monitoring and evaluation tools																		
9	Second hybrid workshop																		
10	Draft report																		
11	Final report																		

Every mine worker returning from work unharmed every day. Striving for zero harm in our lifetime.

Milestone	Supporting initiatives per milestone	Deliverable per initiative
1. Project inception	Project planning and coordination; stakeholder engagement; refinement of methodology; development of workplan; ethics preparation and submission	Approved inception report; detailed methodology and project plan; stakeholder engagement plan; ethics submission documentation
2. Literature review	Systematic search and review of local and international literature; synthesis of evidence; analysis of M&E systems	Comprehensive literature review report; gap analysis; summary of best practices and existing tools
3. Data collection tools	Design and development of survey instruments; development of interview and FGD guides; pilot testing and validation of tools	Validated data collection tools (questionnaires, interview guides); pilot report
4. Baseline assessment	Collection and analysis of secondary data; assessment of GBVF prevalence; analysis of underreporting and existing systems	Baseline assessment report; dataset summary; analysis of reporting patterns and system gaps
5. Hybrid stakeholder workshop	Planning and coordination of workshop; stakeholder invitations; presentation of preliminary findings; facilitation of discussions	Workshop proceedings report; stakeholder inputs and validation summary
6. Report on the study	Primary data collection (quantitative and qualitative); data analysis; triangulation of findings; integration of results	Comprehensive study report presenting prevalence, risk factors, impacts, and institutional responses
7. Practical, evidence-based recommendations and strategies on GBVF	Development of intervention strategies; alignment with policy frameworks; consultation with stakeholders	Evidence-based recommendations report; GBVF prevention and response strategy framework
8. Standardized monitoring & evaluation tools	Development of indicators and reporting templates; design of M&E framework; validation with stakeholders	Standardised M&E toolkit; reporting templates; monitoring framework
9. Second hybrid workshop	Dissemination of findings; stakeholder validation of recommendations; feedback integration	Second workshop report; refined recommendations and stakeholder validation outputs
10. Draft report	Compilation of all findings and outputs; internal review; submission to MHSC for feedback	Draft report submitted to MHSC
11. Final report	Incorporation of MHSC feedback; final editing and formatting; ~~submission of final outputs~~	Final report; executive summary; policy brief

Every mine worker returning from work unharmed every day. Striving for zero harm in our lifetime.

What workers need to trust the system

A **reporting system** is only effective if workers believe it will **protect them**.

Confidentiality

My identity is
protected

Non-retaliation

I will not be
punished

Respect

I will be **believed**
and treated with
dignity

Support

I can **access**
help **quickly**

Action

Something will
be **done**

Trust is the foundation of reporting. Reporting is the foundation of prevention.

Every mine worker returning from work unharmed every day. Striving for zero harm in our lifetime.



MHSC
Mine Health and Safety Council

Shared accountability: Roles for the Indaba audience

Each stakeholder group has a **practical role** in making implementation real.

Organised labour

Protect worker voice
and demand **non-
retaliation**

Women in Mining

Surface **Lived
experience**
and **co-design**
solutions

Government officials

Strengthen **oversight**
and harmonised
indicators

Mine leadership

Resource
implementation
and **act on findings**

Shared accountability does not dilute responsibility — it strengthens implementation.

Every mine worker returning from work unharmed every day. Striving for zero harm in our lifetime.



MHSC
Mine Health and Safety Council

A practical sector action agenda

Five shifts to accelerate safer, inclusive and gender-responsive mining workplaces.

- 1 Recognise GBVF as an OHS risk
- 2 Integrate it into HIRA, CoPs and SOPs
- 3 Make reporting confidential and trusted
- 4 Resource survivor-centred response
- 5 Measure implementation and impact

Implementation test: Would a survivor trust this system?

Every mine worker returning from work unharmed every day. Striving for zero harm in our lifetime.



MHSC
Mine Health and Safety Council

Closing message

Zero Harm must include dignity, respect and freedom from violence.

**Every woman in mining must be able to return home healthy,
safe, unharmed and treated with dignity.**

Listen

Integrate

Act

Measure

**Zero Harm is incomplete if violence, harassment and fear remain
normalised.**



**Every mine worker returning from work unharmed every day.
Striving for zero harm in our lifetime.**



MHSC

Mine Health and Safety Council

Prof Lindiwe Zungu

is a Professor of Occupational Health and Director of the Occupational Health and Safety in Mining (OHSMIN) Research Institute at the University of Venda. She also leads the SAMRC–UNIVEN–Mintek Digital Health and Artificial Intelligence for Occupational Health in the Mining Sector (DHAIOH) Extramural Research Unit.

She holds a PhD in Occupational Health and is an accomplished occupational health scientist and research leader with extensive experience in the mining sector. Her expertise includes occupational disease prevention, occupational epidemiology, women's health and safety in mining, mental health, and gender-responsive workplaces, with a growing focus on digital health and artificial intelligence.

She is passionate about translating research into policy and practice to advance the Zero Harm agenda and is a strong advocate for women in mining and the development of future African occupational health scientists.



Every mine worker returning from work unharmed every day. Striving for zero harm in our lifetime.