



MHSC

Mine Health and Safety Council

GUIDANCE NOTE FOR THE MANAGEMENT OF GBVF, SAFETY AND SECURITY CHALLENGED IN THE SAMI

Presenter: Ms. Magdeline Mokwena

Date: 13 September 2024

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Guidance Note for the Management of GBVF, Safety and Security Challenges for Women in the South African Mining Industry

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OBJECTIVE OF THE GUIDANCE NOTE

The objective of the Guidance Note is to provide guidance to the employer at every mine, in the management of **GBVF, safety and security issues for women in the South African mining industry (SAMI)**

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THE GUIDANCE NOTE PROVIDES GUIDANCE FOR ALL THE MINES

In accordance with section 9(2) and 9 (3) of the MHS Act an employer must:

- **Take ownership and accountability for the management, development and implementation Plans of the Guidance Note focusing on Pillars** and on any matters affecting the safety and security of employees and other persons including women, who may be directly affected by activities at the mines.
- **Ensure that Annual Implementation Plans** must comply with relevant pillars of the guidance note issued by the Chief Inspector of Mines (section9(3)).
- **Prepare and submit and annual progress report** on the implementation of the Guidance Note focusing on Pillars of the NSP on GBVF and the impact thereof .

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SCOPE OF THE GUIDANCE NOTE

The Guidance Note covers:

- the roles and responsibilities of different persons
- the training requirement in respect of GBVF, Safety and Security issues
- Who it applies to i.e. the South African mining industry as well as the mining communities

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ASPECTS TO BE ADDRESSED IN THE GUIDANCE NOTE

The Implementation Plans/policies/procedures must set out how the significant risks in relation to GBVF for WIM will be addressed.

HOW?

AREA 1

Employer must ensure that:

- Policies and implementation plans are developed and operationalised to address GBVF, Sexual Harassment and gender discrimination.
- GBVF management Structure and systems are established put in place response, support and healing measures and separate the victims from perpetrators at the workplace and in the community.
- Report on progress made in the implementation of the Guidance Note focusing on the pillars.

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ASPECTS TO BE ADDRESSED IN THE GUIDANCE NOTE

HOW?

AREA 1

Managers and Supervisor are responsible for:

- Ensuring that they familiarise themselves with the NSP on GBVF, Guidance Note, policies and procedures pertaining to GBVF management.
- Management and operationalization of the GBVF Guidance note.
- Familiarize Participating in GBVF management training of all employees and implementation thereof.
- Ensuring that they adhere to the policies and processes to manage GBVF in the workplace.
- Refer victims of GBVF for support and healing systems and centres.
- Ensuring that GBVF management systems the safety and security of WIM are periodically assessed and reviewed
- Monitoring, development and submit annual GBVF progress reports.

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ASPECTS TO BE ADDRESSED IN THE GUIDANCE NOTE

The Implementation Plans and policies/procedures must set out how the significant risks in relation to GBVF for WIM will be addressed.

HOW?

AREA 1

Women in Mining (WIM) must ensure:

- Trained and well informed on Guidance Note, policies and procedures of GBVF related matters.
- Report incidents/cases of GBVF to relevant platforms (e.g. ER/Hotlines).
- Support and assist victims of GBVF.
- Refrain from false reporting of GBVF and ramifications thereof.
- Inform managers/supervisor of any medical conditions that may affect the ability to perform their duties.
- Report any problems related to their safety and security in terms of GBVF.

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IMPLEMENTATION OF THE PLAN

Employer must prepare annual GBVF implementation plan for its Guidance Note for provision of:

- Organizational structures.
- Responsibilities of functionaries.
- Programmes and schedules are indicated to enable proper implementation.
- Information must be graphically represented.

Monitoring and Evaluation

All the mines are to monitor and evaluate implementation of the Guidance note and compile and submit annual progress reports using the attached templates.

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ACCESS TO THE GBVF DATA AND RELATED DOCUMENTATION

Employer must ensure that a complete Guidance Note and related documents are kept readily available for:

- Registered trade union with members.
- WIM Forum/Committees and safety representative.
- Ensure that all employees are fully conversant with the Guidance Note.

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Q&A?

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**2024 MINE OCCUPATIONAL HEALTH AND SAFETY
TRIPARTITE SUMMIT**

DATE: 16th – 18th of OCTOBER 2024

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