

GUIDANCE NOTE FOR THE:

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



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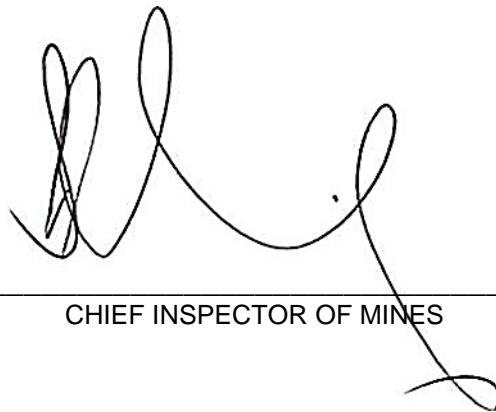
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DEPARTMENT OF MINERAL RESOURCES AND ENERGY  
MINE HEALTH AND SAFETY INSPECTORATE

GUIDANCE NOTE FOR

**THE MANAGEMENT OF GBVF, SAFETY AND SECURITY  
CHALLENGES FOR WOMEN IN THE SOUTH AFRICAN MINING  
INDUSTRY**



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CHIEF INSPECTOR OF MINES



**mineral resources  
& energy**

Department:  
Mineral Resources and Energy  
REPUBLIC OF SOUTH AFRICA

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## PART A: THE GUIDANCE NOTE

### 1. INTRODUCTION

- 1.1. **GBVF** is a profound and widespread problem in South Africa, impacting on almost every aspect of life. **GBVF** which disproportionately affects women and girls, is systemic and deeply entrenched in institutions, cultures and traditions in South Africa.
- 1.2. The expectations associated with different genders vary from society to society and over time. Patriarchal power structures dominate in many societies, in which male leadership is seen as the norm, and men hold the majority of power. Patriarchy is a social and political system that treats men as superior to women – where women cannot protect their bodies, meet their basic needs, participate fully in society and men perpetrate violence against women with impunity.
- 1.3. South Africa holds the distinction of being one of the most unsafe places in the world for women, with the highest rates of intimate partner violence. Recent data from Statistics South Africa (StatsSA) show that rape and sexual violence have become a hyperendemic. This is a scourge that affects all females irrespective of age, race, social or economic factors. It pervades every sphere of our society.
- 1.4. In 2019, the government established an interim steering committee on **GBVF** to develop a monitoring framework on the immediate response to the **GBVF** crisis in South Africa. The **NSP** was completed and released on 21 September 2019. The framework highlights a number of interventions by Government for the adoption and implementation by various stakeholders within Government, the public and the private sector of South Africa.
- 1.5. The Mine Health and Safety Council (MHSC) mandated a study in 2013 to conduct research on the safety and security challenges impacting on women in the South African mining industry. Qualitative findings showed that the negative attitudes, harassment and discrimination experienced by **WIM** are indeed barriers to the effective integration of women in the sector. This study showed that:
  - Violence and sexual harassment is a recurrent problem for and a threat to the health, safety and security of female workers in the South African mining industry.
  - Policies and procedures for the managing of violence and sexual harassment were either non-existent or where it existed were obsolete and ineffective.
  - Physical violence and sexual harassment at work, particularly at the mines, should be recognised as a serious prevalent problem requiring specific regulatory interventions.
- 1.6. The recommendations of the study (SIM 130903: Safety and security challenges impacting women in the South African mining industry) were that effective prevention and management of workplace violence and sexual harassment in the mines, warrants the adoption, implementation and monitoring of robust multi-faceted preventive measures at primary, secondary and tertiary levels of prevention. Also, prevention strategies should include a combination of workplace policies and procedures based on a sound legislative, regulatory and enforcement framework. Good practices require

organisations to emphasise the primary prevention by adopting proactive interventions that include raising awareness and training programmes with the participation of men, possibly as champions.

- 1.7. To adopt and implement strategies to address the abovementioned challenges in the South African mining industry, **WIMAC** identified a number of interventions as an immediate response to the crisis of the **GBVF**, safety and security challenges facing women in the mining industry as well as the surrounding communities. This includes the implementation of the **NSP** on **GBVF** in the mining sector and reporting thereon.

## 2. SCOPE

- 2.1. This guidance note applies to the South African mining industry as well as the mining communities.

## 3. STATUS OF THE GUIDANCE NOTE

- 3.1. The guidance note was compiled specifically with the view to provide guidance to all stakeholders regarding their roles and responsibilities with reference to the management of **GBVF**, safety and security of women in the mining industry.

## 4. OBJECTIVE OF THIS GUIDANCE NOTE

- 4.1. The objective of this guidance note is to provide guidance to the employer at every mine in addressing **GBVF**, safety and security issues for women in the South African mining industry.

## 5. DEFINITIONS AND ACRONYMS

- 5.1. **DMRE** means Department of Mineral Resources and Energy.
- 5.2. **GBVF** means Gender-based Violence and Femicide.
- 5.3. **NSP** means National Strategic Plan on **GBVF**.
- 5.4. **WIM** means Women in Mining, i.e. female employees working at mines and this may include Women in the Mining Communities where applicable.
- 5.5. **WIMAC** means Women in Mining Advisory Committee.

## 6. MEMBERS OF THE TASK TEAM

- 6.1. This document was prepared by members of the **WIMAC** Task Team which comprised of:

CHAIRPERSON		
Ms FB Senabe		
STATE	EMPLOYERS	ORGANISED LABOUR
Ms. M. Mokwena	Ms. L. Tsele	Ms. C. Van Aswegen-Pienaar
Adv. G. Masilo	Ms. Y. Chetty	Adv. J.P. Jansen Van Vuuren
	Ms. T. Mangope	
	Ms. N. Molelekeng	

## 7. ASPECTS ADDRESSED IN THE GUIDANCE NOTE

7.1. The guidance note sets out how **GBVF**, safety and security challenges for **WIM** are identified and addressed. The guidance note should at least cover the aspects set out below to ensure that **GBVF**, safety and security challenges are fully managed and eradicated in the South African mining industry.

7.2. Roles and responsibilities of different person(s)

7.2.1. The guidance note sets out the roles and responsibilities of the various persons involved in the processes to ensure **GBVF**, safety and security challenges for **WIM** are managed at the mine. These roles and responsibilities should include incident reporting on **GBVF** by the mine, but is not limited to the following:

### 7.2.1.1. Employer

7.2.1.1.1. The employer(s) shall commit to ensure zero tolerance to **GBVF** in the workplace and are required to do the following:

- a) Take ownership and accountability for the implementation and reporting on the **NSP** on **GBVF**, focusing on the following pillars or areas:
  - i) Pillar 1: Accountability, coordination and leadership.
  - ii) Pillar 2: Prevention and rebuilding social cohesion.
  - iii) Pillar 4: Response, care, support and healing.
  - iv) Pillar 6: Research and information systems.
  - v) Pillar 7: 16 Days of No Violence Against Women and Children campaign.
- b) Develop and operationalise **GBVF** related policies or strategies or implementation plans to address the following:
  - i) Sexual harassment.
  - ii) Gender discrimination (including exclusion from certain positions of economic and financial significance).
  - iii) **GBVF** (including emotional abuse, bullying and physical abuse).
- c) Report on **GBVF** using Annexure C: Summary report – safety and security challenges impacting **WIM** in the South African mining industry of this guidance note on the following:
  - i) Development and implementation of **GBVF** policies (each mine must have a sexual harassment policy which must be displayed on notice boards).

- ii) Development and implementation of **GBVF** plans.
  - iii) Establishment of a **GBVF** disaggregated database.
  - iv) Collaboration with the criminal justice system to ensure that victims have access to those services.
  - v) Observance of the 16 Days of No Violence Against Women and Children campaign.
- d) Establish **GBVF** management structures and systems that includes the following:
- i) Gender focal persons (e.g. sexual harassment ambassadors) that deal with **GBVF** matters.
  - ii) Relevant employee health and wellness services.
  - iii) A gender monitoring and evaluation committee (the **WIM** forum may serve in this capacity).
  - iv) The provision of properly illuminated ablution facilities that are lockable from the inside and change rooms that are specific for **WIM** in all the working areas.
  - v) On site **GBVF** (including sexual harassment) reporting systems allowing for the provision for anonymity and further investigation of the incident.
  - vi) Utilising best practices such as the buddy system and the use of mobile radios to increase the security of **WIM**.
  - vii) Employers should implement **GBVF** programmes in line with the pillars of the **NSP** to ensure wellbeing/ wellness for employees.
- e) Separate the victims from the perpetrators at the workplace.
- f) Address the drivers behind the **GBVF** incidents encountered at the workplace.

## 7.2.1.2. **Managers and supervisors**

- 7.2.1.2.1. Managers or supervisors should familiarise themselves with policies and procedures pertaining to **GBVF** management and should:
- a) Ensure that the safety and security of women is upheld at the mine (e.g. buddy-buddy system).
  - b) Participate in **GBVF** management training and the implementation thereof.
  - c) Adhere to the policies and processes to manage **GBVF** in the workplace.

- d) Report on the progress made regarding the management of **GBVF** and the implementation of existing policies and plans annually.
- e) Refer victims of gender-based violence to the employee health and wellness programme including mental wellness issues and support systems or centres.
- f) Ensure that systems to address the safety and security of **WIM** are in place and are periodically reviewed or assessed including the monitoring and reporting of progress.

### 7.3. Policies and procedures on **GBVF** management

7.3.1. The guidance note sets out measures to ensure that policies and procedures to manage **GBVF**, safety and security challenges for **WIM** are developed, implemented, monitored and reported on. The measures should include:

- 7.3.1.1. Identifying priority areas for policy development or the review in relation to **GBVF** management at the workplace.
- 7.3.1.2. Displaying the developed sexual harassment policies and procedures on notice boards and other appropriate media.
- 7.3.1.3. Indicating the dates on which the policies and procedures were developed or reviewed.
- 7.3.1.4. Assessing the impact of policies and procedures in order to improve **GBVF** management at the workplace.

### 7.4. Training

7.4.1. Training shall be aimed at strengthening and delivering capacity to roll out effective prevention and management programmes for **GBVF**, safety and security issues at the mine. All formal training must be documented and should comply with the relevant provisions of the Mine Health and Safety Act, 1996 (Act 29 of 1996) as amended. This training shall also include the following focus areas:

- 7.4.1.1. Gender mainstreaming for managers (including governance issues, gender responsive budgeting as well as national and sector specific focus areas).
- 7.4.1.2. **GBVF** including sexual harassment should be a standing item on the induction programmes of the mines (including the proper use of existing reporting systems).
- 7.4.1.3. Survivor focused response, care and support programmes at the workplace for employees who are victims of **GBVF** shall be extended to employees who decide to leave the company because of a **GBVF** encounter. Employers are encouraged to participate in and collaborate with surrounding communities in multi-sectoral programmes to address **GBVF** in line with the **NSP**. These programmes shall facilitate the recovery and the healing of the affected employees.

## **PART B: IMPLEMENTATION**

### **1. IMPLEMENTATION PLAN**

- 1.1. The employer must prepare an implementation plan for its guidance note for provision of issues such as organisational structures, responsibilities of functionaries and, programmes and schedules for the guidance note that will enable proper implementation of the guidance note. (A summary of and a reference to, a comprehensive implementation plan may be included).
- 1.2. Information may be graphically represented to facilitate easy interpretation of the data and to highlight trends for the purposes of risk assessment.

### **2. COMPLIANCE WITH THE GUIDANCE NOTE**

- 2.1. The employer must institute measures for monitoring and ensuring compliance with the guidance note.

### **3. ACCESS TO THE GUIDANCE NOTE AND RELATED DOCUMENTS**

- 3.1. The employer must ensure that a complete guidance note, and related documents are readily available at the mine for examination by any affected person.
- 3.2. A registered trade union with members at the mine or where there is no such union, a health and safety representative at the mine, or, if there is no health and safety representative, an employee representing the employees at the mine, must be provided with a copy of the written request to the manager. A register must be kept of such persons or institutions with copies to facilitate updating of such copies.
- 3.3. The employer must ensure that all employees are conversant with those sections of the guidance note relevant to their respective areas of responsibilities.

## **PART C: MONITORING AND EVALUATION**

### **1. SUBMISSION OF GBVF ANNUAL REPORTS TITLE PAGE**

- 1.1. All mines should develop and submit a **GBVF** implementation plan on the last day of the month of February annually. These should be followed through by the submission of the progress report of the previous year (Annexure E: Progress reporting template: **NSP** Strategic Plan on **GBVF**).

## **ANNEXURE A: REFERENCES**

*(For information purposes only)*

- 1) Department of Justice and Constitutional Development. 2020. National Strategic Plan on Gender-based Violence & Femicide. Available at:  
<https://www.justice.gov.za/vg/gbv/nsp-gbv-final-doc-04-05.pdf>
- 2) Government Communication and Information System. Gender-based Violence Resource Guide. Available at:  
[https://www.gov.za/sites/default/files/images/GBV%20\\_booklet.pdf](https://www.gov.za/sites/default/files/images/GBV%20_booklet.pdf)
- 3) Mine Health and Safety Council. 2014. Safety and Security Challenges Impacting Women in the South African Mining Industry (SIM 130903). Available at:  
<https://mhsc.org.za/research-document/sim-130903-safety-and-security-challenges-impacting-on-women-in-the-sami-report/>
- 4) Protection of Personal Information Act 4 of 2013. Available at:  
<https://www.gov.za/documents/protection-personal-information-act>

**ANNEXURE B: SECTOR SPECIFIC GBVF FRAMEWORK**

(For information purposes only)

TABLE 1: Sector specific **GBVF** framework

<b>VISION:</b> Women, a South Africa free from gender-based violence directed at women, children and LGBTQIA+ persons.							
<b>IMPACT STATEMENT:</b> Decreased levels of <b>GBVF</b> for women, children and LGBTQIA+ persons in South Africa.							
<b>Ten year outcome</b>	<p><b>A.</b> The South African mining industry and communities around the mine to be held accountable for a <b>GBVF</b> free environment.</p> <p><b>STRENGTHEN ACCOUNTABILITY AND A MULTI-SECTORAL RESPONSE</b></p>	<p><b>B.</b> New forms of social connectedness (culture transformation - diversity) and building social cohesion at the workplace to address any trauma caused by violence at the workplace.</p> <p><b>FACILITATE HEALING AT ALL LEVELS</b></p>	<p><b>C.</b> All employees at the mines including women and girls in the mine communities to access resources to make healthy choices in addressing <b>GBVF</b>.</p> <p><b>MAKE SPACES SAFE AND MAKE CHOICES REAL</b></p>	<p><b>D.</b> Creating an atmosphere where the South African mining industry would deem <b>GBVF</b> unacceptable amongst its stakeholders.</p> <p><b>REBUILDING SOCIAL FABRIC</b></p>			
<b>Key strategies</b>	Strengthen the state, employers, employees and societal accountability at all levels driven by bold leadership and commitment.	Driving prevention, addressing harmful social and gender norms, facilitating healing and building social cohesion at the workplace.	Locating a response towards <b>GBVF</b> as integral to responding to violence, poverty and inequality.	Widening the lens, deepening the understanding and rooting the response in the mine and mining communities.			
<b>Pillars</b>	<b>PILLAR ONE:</b>	<b>PILLAR TWO:</b>	<b>PILLAR THREE:</b>	<b>PILLAR FOUR:</b>	<b>PILLAR FIVE:</b>	<b>PILLAR SIX:</b>	<b>PILLAR SEVEN:</b>
	Accountability, coordination and leadership.	Prevention and rebuilding of social cohesion.	Justice, safety and protection.	Response, care, support and healing.	Economic power.	Research and information management.	16 Days of No Violence Against Women and Children.
<b>Five year outcome</b>	1.1 Bold leadership and strengthened accountability across all stakeholders in the South African mining industry in response to <b>GBVF</b> strategically with	2.1 Strengthening and delivering capacity in the South African mining industry to roll out effective prevention and management programmes.	3.1 All <b>GBVF</b> survivors in the South African mining industry can access efficient and sensitive criminal justice that is quick, accessible,	4.1 Establish or strengthen existing response, care and support services at the workplace in ways that are victim centred and survivor focused to facilitate	5.1 Collaboration amongst stakeholders to accelerate initiatives that address unequal economic and social positions in the procurement, employee, housing,	6.1 Conduct research and audits to facilitate reporting to understand the extent and nature of the <b>GBVF</b> in the South African mining industry.	Outcomes:  7.1 Development of 16 days action plans and interventions (or programmes) in line with the national themes and strategies.

	<p>clear messaging and adequate technical and financial resources.</p> <p>1.2 Strengthened tripartite stakeholder relationship by coordination and collaboration across the South African mining industry and sections of society based on relationships of trust in operationalising the <b>NSP</b>.</p>	<p>2.2 Change unacceptable behaviour and harmful social norms within the South African mining industry because of the rollout of evidence-based prevention interventions.</p> <p>2.4 Optimally harnessed violence against children programmes that have an impact on gender-based violence eradication.</p> <p>2.5 Integration of prevention interventions on violence against LGBTQIA+.</p> <p>2.6 Strengthening programmes that address restoration of human dignity, builds caring in the workplaces and communities as well as responds to the historic and collective trauma.</p> <p>2.7 Workplaces and public spaces are made safe and violent free for all, particularly for women and children.</p>	<p>responsive and gender inclusive.</p> <p>3.2 Facilitation of access to the justice systems rapid response teams to address cases of <b>GBVF</b>.</p> <p>3.2 Amended legislation related to gender-based violence areas that build on legislative reforms initiated under the emergency response action plan.</p> <p>3.3 Provide ablution facilities lockable from the inside (including change rooms) that are specific for women in mining at all working sites.</p>	<p>recovery and healing.</p> <p>4.2 Eliminate secondary victimisation through addressing specific individual and systemic factors driving it.</p> <p>4.3 Victims feel supported by the system to access the necessary psycho-social, material and other support required to assist them with their healing.</p> <p>4.4 Collaboration with community and institutional responses to provide response, care and support to survivors and other vulnerable persons.</p>	<p>financial, resources and income generating initiatives.</p> <p>5.2 Safe workplaces that are free of violence against women and LGBTQIA+ persons, including, but not limited to, sexual harassment.</p> <p>5.3 Developing workplace policies in the South African mining industry to eliminate the impact of economic drivers of <b>GBVF</b>.</p> <p>5.4 Employers must implement financial wellbeing or wellness programmes for employees.</p>	<p>6.2 Adoption of <b>GBVF</b> policies and programming interventions that are informed by existing evidence-based research.</p> <p>6.3 Establish <b>GBVF</b> related information systems to address the <b>GBVF</b> challenges and facilitate the effective solutions and responses in the South African mining industry.</p>	<p>7.2 The monitoring and evaluation of 16 days plans, programmes or interventions.</p> <p>7.3 Progress reporting on the 16 days programmes.</p>
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**ANNEXURE C: SUMMARY REPORT – SAFETY AND SECURITY CHALLENGES IMPACTING WIM IN THE SOUTH AFRICAN MINING INDUSTRY**  
*(For information purposes only)*

Safety In Mines Research Advisory Committee

**PROJECT SUMMARY: SIM 13 09 03**

<b>PROJECT TITLE:</b>	Safety and Security Challenges Impacting on Women in the South African Mining Industry		
<b>AUTHORS:</b>	Zungu LI	<b>AGENCY:</b>	University of South Africa
<b>REPORT DATE:</b>	30 November 2014	<b>RELATED PROJECTS:</b>	None
<b>CATEGORY:</b>	Occupational Health and Safety	<b>APPLIED RESEARCH:</b>	Yes

**Summary:**

<p>Historically, the mining industry has attracted a workforce made up of mainly men (Badenhorst 2009; Zungu 2012). However, in the recent past there has been a sturdy flow of women into the industry which came about as a consequence of a regulated process. In light of the fact that the mining industry was the domain of men at the exclusion of women there was a need for some interventions to facilitate access to the industry for women.</p> <p>The primary purpose of this project was to develop guidelines to assist the South African mining industry to adopt and implement robust and effective prevention strategies of violence and sexual harassment as important safety and security challenges faced by women in the South African mining industry.</p> <p>As a preliminary step within this project, a review of both local and international predecessor research outcomes was conducted. Secondary to this, a quantitative cross-sectional descriptive survey was conducted in the mines, using a structured questionnaire and participant observations across three study sites of different commodities, namely, Gold, Platinum and Coal mines. In-depth interviews and focus group discussions were conducted with men and women to deepen the understanding of the nature and circumstances of violence and harassment in the mines.</p> <p>A total of 262 participants from the Platinum (98.0%), Gold (1.6%) and Coal (0.4%) sectors were involved in the quantitative survey. Findings showed that working shifts was associated with experiences of physical violence (<math>p=0.037</math>), verbal</p>	<p>associated with quid pro quo sexual harassment (<math>p=0.008</math>). Years of working experience in the mines were associated with unwanted verbal abuse (<math>p=0.003</math>). Lastly, the place (<math>p=0.001</math>) and time (<math>p=0.013</math>) of the incident of violence was related to the perpetrator. Qualitative findings showed that the negative attitudes, harassment and discrimination experienced by women in mining are indeed barriers to women's effective integration in the sector.</p> <p>This study shows that:</p> <ul style="list-style-type: none"> <li>· Violence and sexual harassment is a recurrent problem for and a threat to the health, safety and security of female workers in the South African mining industry.</li> <li>· Policies and procedures for managing violence and sexual harassment were either non-existent or where they existed were obsolete and ineffective.</li> <li>· Physical violence and sexual harassment at work, particularly in the mines should be recognised as a serious prevalent problem requiring specific regulatory interventions.</li> </ul> <p>It is recommended that effective prevention and management of workplace violence and sexual harassment in the mines, warrants the adoption, implementation and monitoring of robust multi-faceted preventive measures at primary, secondary and tertiary levels of prevention. Also, prevention strategies should include a combination of workplace policies and procedures based on a sound legislative, regulatory and enforcement framework: good practice requires organisations to emphasise primary prevention by adopting proactive interventions that include raising</p>
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<p>abuse (<math>p=0.031</math>) and bullying (<math>p=0.012</math>) indicating that those working in shifts were twice more likely to experience physical violence, verbal abuse and being bullied at work. Living at home and commuting to work was also</p>	<p>awareness and training programmes with the participation of men, possibly as champions.</p>
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**ANNEXURE D: GBVF IMPLEMENTATION PLANS FOR THE MINERAL AND MINING SECTOR**  
*(For compliance – to be populated and submitted to the DMRE)*



**GENDER-BASED VIOLENCE AND FEMICIDE (GBVF) IMPLEMENTATION PLANS FOR 2024/2025**

**GBVF IMPLEMENTATION PLANS FOR 2024/2025**

KEY STRATEGIES	ACTIVITIES	PERFORMANCE INDICATORS	BUDGET	TIME FRAME					TARGET	RESPONSIBILITY	GENDER PLANS / INTERVENTIONS 2024-2025
				2024	2025	2026	2027	2028			
<b>1. ACCOUNTABILITY, COORDINATION AND LEADERSHIP</b>	The aim is to promote ownership and accountability by management through incorporating the strategy plan into: <ul style="list-style-type: none"> <li>- Organisational strategic plans.</li> <li>- Performance agreement of managers.</li> <li>- Development of implementation plans with budget allocation.</li> <li>- Monitoring and evaluation.</li> <li>- Reporting.</li> </ul>	1.1 <b>NSP</b> on <b>GBVF</b> incorporated into the annual performance plans of the programmes. 1.2 Submit two approved implementation plans and two reports annually i.e. at the end of February. 1.3 Implementation plans and reporting to be presented in management meetings of the company.		2	2	2	2	2		Employer	
<b>2. PREVENTION AND REBUILDING OF SOCIAL COHESION</b>	<ul style="list-style-type: none"> <li>- Programmes on change of cultural norms and behaviour e.g. awareness campaigns and dialogues on <b>GBVF</b>.</li> <li>- Workshops with church leaders, traditional leaders, chiefs, etc. (reward acceptable behaviour).</li> <li>- Establish women or men forums to</li> </ul>	2.1 Number of <b>GBVF</b> training sessions, workshops or awareness campaigns conducted within the company namely for: <ul style="list-style-type: none"> <li>- Managers.</li> <li>- Employees</li> <li>- Communities</li> </ul> 2.2 <b>WIM</b> committee, women and men							Four per annum	Employer	
									Every three years	<b>WIM</b> committee	

KEY STRATEGIES	ACTIVITIES	PERFORMANCE INDICATORS	BUDGET	TIME FRAME					TARGET	RESPONSIBILITY	GENDER PLANS / INTERVENTIONS 2024-2025
				2024	2025	2026	2027	2028			
	promote gender related practices.	forums and terms of reference approved. 2.3 Number of victims placed on skills programmes.							Two to five victims per mine or region	Employer	
<b>3. JUSTICE, SAFETY AND PROTECTION</b>	<p>Create safe workplaces and public spaces through the following measures:</p> <ul style="list-style-type: none"> <li>The installation of cameras and security systems.</li> <li>Encourage the reporting of cases through gender committees or <b>GBVF</b> ambassadors, call centres or labour relations and the police.</li> <li>Perpetrators are dealt with through hearings, dismissals and convictions.</li> </ul>	<p>3.1 The number and types of safety mechanisms established.</p> <p>3.2 The number of cases reported.</p> <p>3.3 The number and type of cases resolved through hearings, dismissals or convictions.</p>							<p><b>WIM</b> committee and employment relations</p> <p><b>WIM</b> committee and employment relations</p>		
<b>4. RESPONSES, CARE, SUPPORT AND HEALING</b>	<ul style="list-style-type: none"> <li>Development of policies and reporting processes e.g. <b>GBVF</b> and sexual harassment policies.</li> <li>Budget allocations for facilities such as employee assistance programmes or counselling.</li> <li>Referrals to shelters and formation of private-public partnerships.</li> </ul>	<p>4.1 Approved <b>GBVF</b> or sexual harassment related policies and procedures.</p> <p>4.2. 5% of budget set aside for <b>GBVF</b> counselling, legal fees and programmes or projects.</p> <p>4.3 The number of <b>GBVF</b> victims counselled and/or supported.</p> <p>4.4. The number of warnings, dismissals and convictions or</p>		One or two				One per annum	<b>WIM</b> committee and employment relations		

KEY STRATEGIES	ACTIVITIES	PERFORMANCE INDICATORS	BUDGET	TIME FRAME					TARGET	RESPONSIBILITY	GENDER PLANS / INTERVENTIONS 2024-2025
				2024	2025	2026	2027	2028			
		cases referred to the South African Police Service or shelters.									
<b>5. RESEARCH AND INFORMATION MANAGEMENT</b>	<ul style="list-style-type: none"> <li>Conduct <b>GBVF</b> audits.</li> <li>Develop a database for <b>GBVF</b> cases as well as resolved cases for justice purposes.</li> </ul>	5.1 Disaggregated data captured on gender-based violence cases. 5.2 The number of reported cases. 5.3 Information systems established e.g. <b>GBVF</b> templates, register and reports.								<b>WIM</b> Committee	
<b>6. 16 DAYS CAMPAIGN PLANS AND PROGRAMMES</b>	Development of 16 days action plans or interventions.	6.1 The number of action plans approved and submitted. 6.2. The number of awareness campaigns conducted - internally and externally. 6.3. <b>GBVF</b> evaluations conducted. 6.4. Achievements made.							One annually	Employer	

Name of mining company or **WIM** committee: \_\_\_\_\_

Name of the Chief Executive Officer or Mine Manager: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

**ANNEXURE E: PROGRESS REPORTING TEMPLATE: NSP STRATEGIC PLAN ON GBVF**



**PROGRESS REPORTING TEMPLATE  
NATIONAL STRATEGIC PLAN ON GENDER-BASED VIOLENCE AND FEMICIDE**



INSTRUCTIONS		
1. Please populate all sections from part 1 to part 4. 2. Please populate all applicable columns for part 3: <b>NSP</b> on <b>GBVF</b> progress report - progress and achievements; reason for deviation; performance status; and corrective measures'. Ensure that risks and challenges are included and where not applicable write not applicable (N/A). 3. Please report on all the targets for the current financial year and all outstanding targets for the previous financial years. 4. Please do not report on previously reported progress - report as ' <i>no progress for the year</i> ' to allow for the ease of collation, consolidation and analysis. 5. Please note the requirement for approval by the accounting officer.		
PART 1: ACCOUNTING INFORMATION		
<b>NAME OF THE DEPARTMENT / AGENCY:</b>	Department of Mineral Resources and Energy	
<b>ANNUAL REPORTING PERIOD:</b>		
<b>REPORT COMPILED BY:</b>	NAME AND SURNAME:	
	EMAIL ADDRESS:	
	CELL NUMBER:	
<b>MONITORING AND EVALUATION CONTACT PERSON:</b>	NAME AND SURNAME:	
	EMAIL ADDRESS:	
	CELL NUMBER:	
<b>LEAD CONTACT PERSON</b> (if different from the compiler):	NAME AND SURNAME:	
	EMAIL ADDRESS:	
	CELL NUMBER:	
<b>APPROVAL BY THE ACCOUNTING OFFICER:</b>	NAME AND SURNAME:	
	SIGNATURE:	
	DATE:	

PART 2: MANDATE IN RELATION TO GBVF										
Oversee the incorporation and implementation of the <b>NSP</b> on gender-based violence in the South African minerals, mining and energy sectors.										
PART 3: NSP ON GBVF MONTHLY PROGRESS REPORT										
PILLAR	INTERVENTIONS	ACTIVITIES	INDICATORS	TARGET	PROGRESS / ACHIEVEMENT	REASON FOR DEVIATION	PERFORMANCE STATUS			CORRECTIVE MEASURE(S)
							ACHIEVED	IN PROGRESS	NOT ACHIEVED	
1	<b>Accountability, coordination and leadership.</b>	<p>The aim is to promote ownership and accountability by management through incorporating the strategy plan into:</p> <ul style="list-style-type: none"> <li>- Organisational strategic plans.</li> <li>- Performance agreement of managers.</li> <li>- Development of implementation plans with a budget allocation.</li> <li>- Monitoring and evaluation.</li> <li>- Reporting</li> </ul>	<ul style="list-style-type: none"> <li>- The <b>NSP</b> on <b>GBVF</b> is incorporated in the strategic plan of the company or mining house.</li> <li>- The number of managers who incorporated the <b>GBVF</b> pillars into their performance agreements.</li> <li>- The approved implementation plans and reports are to be submitted annually by the mining houses i.e. by the end of February and by the end of July.</li> </ul>							

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							ACHIEVED	IN PROGRESS	NOT ACHIEVED	
2	<b>Prevention and rebuilding of social cohesion.</b>	<ul style="list-style-type: none"> <li>- Programmes on the changing of cultural norms and behaviour e.g. awareness campaigns and dialogues on <b>GBVF</b>.</li> <li>- Workshops and advocacies (reward acceptable behaviour)</li> <li>- Establishment of women or men forums to promote gender related practices.</li> </ul>	<ul style="list-style-type: none"> <li>- The number of gender-based violence training sessions, workshops or awareness campaigns conducted within the company or mining house for:                             <ul style="list-style-type: none"> <li>· Managers</li> <li>· Employees</li> <li>· Communities</li> </ul> </li> <li>- The number of regions with established men forums.</li> <li>- The number of victims that were placed on capacity development programmes.</li> </ul>							
3	<b>Justice, safety and protection</b>	<p>Create a safe workplace and public space through the following measures:</p> <ul style="list-style-type: none"> <li>- Installation of cameras and security systems.</li> <li>- Encourage the reporting of cases through call centres, labour relations or the police.</li> <li>- Perpetrators are dealt with through hearings, dismissals and convictions.</li> </ul>	<ul style="list-style-type: none"> <li>- The number and types of safety mechanisms established.</li> <li>- A hotline or call centre was established.</li> <li>- The number and types of cases that were reported and resolved through hearings, dismissals or convictions.</li> </ul>							

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4	<b>Responses, care, support and healing</b>	<ul style="list-style-type: none"> <li>- The development of policies and reporting processes e.g. <b>GBVF</b> and sexual harassment policies.</li> <li>- Budget allocations for facilities such as employee assistance programmes or counselling.</li> <li>- Referrals to shelters and formation of private-public partnership.</li> </ul>	<ul style="list-style-type: none"> <li>- Approved <b>GBVF</b> related policies.</li> <li>- Percentage of the budget allocated for <b>GBVF</b> interventions.</li> <li>- The number of established <b>GBVF</b> structures and systems e.g. gender focal representatives, gender committees or women and men forums.</li> <li>- The number of <b>GBVF</b> victims counselled, supported and referred to the South African Police Service or shelters.</li> </ul>							
5	<b>Research and information management</b>	<ul style="list-style-type: none"> <li>- Conduct <b>GBVF</b> audits.</li> <li>- Develop database for <b>GBVF</b> cases.</li> <li>- <b>GBVF</b> cases resolved for justice purposes.</li> <li>- Capture all <b>GBVF</b> information on the system</li> </ul>	<ul style="list-style-type: none"> <li>- Disaggregated data captured on number of GBV cases reported.</li> <li>- <b>GBVF</b> cases resolved and how.</li> <li>- Information systems established</li> </ul>							

PART 4: RESPONSE TO COVID-19 AND GBVF		
INTERVENTION	ACTIVITY	PROGRESS / ACHIEVEMENT
1	<b>Covid-19 and GBVF</b>	Establishment of data on: <ul style="list-style-type: none"> <li>- Number of women infected with Covid-19.</li> <li>- Number of cases of abuse reported during Covid-19 in the mining industry.</li> <li>- Number of women who died due to Covid-19.</li> </ul>
2		<ul style="list-style-type: none"> <li>- Number of women retrenched due to Covid-19 in mining companies.</li> </ul>
3		<ul style="list-style-type: none"> <li>- Number of women owned businesses that closed down due to lockdown / Covid-19.</li> <li>- What interventions were put in place to rescue such businesses in mining.</li> </ul>

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