



# Women in Mining

## NEWSLETTER

JULY 2025

#MiningMatters



MINERALS COUNCIL  
SOUTH AFRICA

## Contents

- 01** | **For All Women and Girls:**  
Equality. Rights. Empowerment:  
Unlocking Equal Rights, Power and  
Opportunities to Accelerate Action
- 02** | **Digging Deep, Rising High:**  
One Woman's Path to  
Leadership in Mining
- 03** | **Inclusivity Births Innovation:**  
Kumba Iron Ore Launches  
Maternity PPE FOR Women
- 04** | **Women's Health Services  
in the Mining Sector**  
Minerals Council 2024  
WiM Health Study
- 05** | **The Mining Industry's  
Continued Support**  
of the Thuthuzela Care Centres
- 06** | **Shaping Mining Futures**  
A look at WiMSA's Mining  
Career Booklet
- 07** | **Upcoming events**

**For All Women and Girls:**  
**Equality. Rights. Empowerment:**  
Unlocking Equal Rights, Power and Opportunities to Accelerate Action



# 01

## For All Women and Girls: Equality. Rights. Empowerment:

Unlocking Equal Rights, Power and Opportunities to Accelerate Action



## Contents

- 01** | **For All Women and Girls:  
Equality. Rights. Empowerment:**  
Unlocking Equal Rights, Power and  
Opportunities to Accelerate Action
- 02** | **Digging Deep, Rising High:**  
One Woman's Path to  
Leadership in Mining
- 03** | **Inclusivity Births Innovation:**  
Kumba Iron Ore Launches  
Maternity PPE FOR Women
- 04** | **Women's Health Services  
in the Mining Sector**  
Minerals Council 2024  
WiM Health Study
- 05** | **The Mining Industry's  
Continued Support**  
of the Thuthuzela Care Centres
- 06** | **Shaping Mining Futures**  
A look at WiMSA's Mining  
Career Booklet
- 07** | **Upcoming events**

**The theme of the second edition of the Minerals Council WiM Newsletter for 2025 highlights the continuous need to unlock equal rights, power and opportunities for all to secure a feminist future where no one is left behind.**

This theme is borrowed from the United Nations' 2025 International Women's Day theme which underscores the need to accelerate action towards achieving a more equitable society. Though there is a move towards realising a more transformed society globally, change is taking place at a sluggish rate. The World Economic Forum has noted a lack of *"meaningful and widespread progress"* in the fight to close the gender gap across the metrics measured in their Gender Gap Index. At the current rate, globally, it will take 137 years to close the gender gap. This is very sobering as 2025 marks 30 years since the Beijing Declaration and Platform for Action (1995) by global leaders, committing to transforming society through the enactment of laws and policies that catalyse equitable job creation, equal economic and political participation, fostering peace, climate justice, and ending violence against women.

# 01

## For All Women and Girls: Equality. Rights. Empowerment:

Unlocking Equal Rights, Power and Opportunities to Accelerate Action

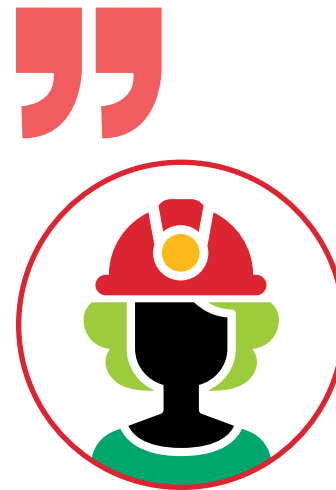
[ continued ]

At a local level, within the South African mining industry, progress has been made to achieve a more transformed industry, with women's representation increasing at an average of 1% per year to reach an average of 16%-19% in 2024 amongst Minerals Council member mines. There is still a need, however, for targeted action to advance women's representation in the sector. This year's theme calls for action that can unlock equal rights, power and opportunities, tapping into the full endowment of human resources available for sustainable development and growth. Everyone has a role to play in advancing gender equality and women's rights and in unlocking equal rights, power and opportunities.

The articles in this edition illustrate how every aspect of the mining value chain can be leveraged as a driver for realised change in the sector. Women's leadership development demonstrates a realised commitment to have more women at the proverbial table, in

decision-making positions, and Gladys Motsumi from Harmony Gold shares her experiences as an alumna of the WiTS Business School Women in Leadership Management Programme. Inclusivity begets innovation, and this is visible in the development of maternity PPE by Kumba Iron Ore. This strongly communicates that they belong as they show up wholly as women to the mining workplace. Having health care services that meet mainstream women's physiological needs is also a step towards ensuring equitable and safe working spaces for all. The WiMSA Career booklet is a powerful tool to be leveraged in increasing young girls exposure to the universe of possible mining careers. The Minerals Council member companies continue their drive to address the scourge of gender-based violence and femicide through their continued support of the Thuthuzela Care Centres, proving that.

**#MiningMatters**



**Mining moves  
forward:  
women reach ave**

**16%-19%**  
**representation**

## Contents

**01**

**For All Women and Girls:  
Equality. Rights. Empowerment:**  
Unlocking Equal Rights, Power and  
Opportunities to Accelerate Action

**02**

**Digging Deep, Rising High:**  
One Woman's Path to  
Leadership in Mining

**03**

**Inclusivity Births Innovation:**  
Kumba Iron Ore Launches  
Maternity PPE FOR Women

**04**

**Women's Health Services  
in the Mining Sector**  
Minerals Council 2024  
WiM Health Study

**05**

**The Mining Industry's  
Continued Support**  
of the Thuthuzela Care Centres

**06**

**Shaping Mining Futures**  
A look at WiMSA's Mining  
Career Booklet

**07**

**Upcoming events**



# 02

## Digging Deep, Rising High: One Woman's Path to Leadership in Mining



### Contents

- 01** | **For All Women and Girls:**  
Equality. Rights. Empowerment:  
Unlocking Equal Rights, Power and  
Opportunities to Accelerate Action
- 02** | **Digging Deep, Rising High:**  
One Woman's Path to  
Leadership in Mining
- 03** | **Inclusivity Births Innovation:**  
Kumba Iron Ore Launches  
Maternity PPE FOR Women
- 04** | **Women's Health Services  
in the Mining Sector**  
Minerals Council 2024  
WiM Health Study
- 05** | **The Mining Industry's  
Continued Support**  
of the Thuthuzela Care Centres
- 06** | **Shaping Mining Futures**  
A look at WiMSA's Mining  
Career Booklet
- 07** | **Upcoming events**



Gladys Motsumi from  
Harmony Gold's Phakisa Mine  
talks about why she joined  
the mining industry and  
her experiences as the first  
woman underground while the  
new shaft was being sunk.

“

**Push until  
your voice  
is heard.**

”

# 02

## Digging Deep, Rising High: One Woman's Path to Leadership in Mining [ continued ]

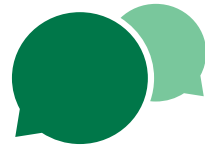


### Contents



#### What attracted me to mining sector?

In 2006, I joined the mining industry, a field which I had never imagined would become not only my profession but my calling. What drew me in was more than just the job, it was the exposure to real-world challenges, the dynamic environment, and the chance to interact with people from all walks of life. As a human resources (HR) Officer, I found my purpose in engaging with employees and learning new systems that directly impact their lives.



#### 19 Years Strong and Still Going

I've been part of the mining sector for 19 years now. What kept me going wasn't just a pay check, it was the investment the company made in me. I was given the opportunity to study further, and the company paid for both my Diploma and Degree in Human Resources Management.

That support opened doors I had never thought possible and deepened my commitment to stay, grow, and give back.



#### The Harsh Reality of Being the First Woman

I still remember it like it was yesterday – being the first female to work at a particular shaft while it was still being sunk. There were mostly contractors and a few mine employees, and no organised labour to protect workers' rights. As a novice and a woman, I had no voice. I was employed as an Onsetter, but was not allowed to perform onsetter duties. Instead, I was sent to the 77th level; the hottest level of the shaft where ore was being pulled. Every day I left that level soaked in sweat. I remember wanting to give up.

One day, I reached a breaking point and went to our HR Leader and told her I was ready to resign. Her words changed my life:

*"Never give up your life because of someone else. Push until your voice is heard."*

**I stayed. I fought. And I'm still here.**



**I stayed. I fought.  
And I'm still here.**

01

**For All Women and Girls:  
Equality. Rights. Empowerment:**  
Unlocking Equal Rights, Power and  
Opportunities to Accelerate Action

02

**Digging Deep, Rising High:**  
One Woman's Path to  
Leadership in Mining

03

**Inclusivity Births Innovation:**  
Kumba Iron Ore Launches  
Maternity PPE FOR Women

04

**Women's Health Services  
in the Mining Sector**  
Minerals Council 2024  
WiM Health Study

05

**The Mining Industry's  
Continued Support**  
of the Thuthuzela Care Centres

06

**Shaping Mining Futures**  
A look at WiMSA's Mining  
Career Booklet

07

**Upcoming events**

# 02

## Digging Deep, Rising High: One Woman's Path to Leadership in Mining [ continued ]



### Contents



#### Why I Chose the Department of Mineral and Petroleum Resources (DMPR) Women in Leadership Programme

I joined the DMPR Women in Leadership Programme at Wits Business School because I believe in growth and representation. This programme aligned perfectly with my career goals-to become not just an HR professional, but a leader who empowers others, especially women in male-dominated spaces. It gave me the tools to lead with confidence and clarity and most importantly to advocate change. The mining industry is not easy especially for women. But with courage, support, and opportunity, it is possible not only to survive but thrive and lead. My journey is living proof that resilience, education, and mentorship can change lives.



#### How My Perspective on Leadership Has Evolved Since Completing the Programme

Since completing the DMPR Women in Leadership Programme at Wits Business School, my understanding of leadership in the mining industry has transformed profoundly. Before, I viewed leadership mainly as a position of authority, managing teams, enforcing rules, and meeting targets. But the programme opened my eyes to a more holistic and people-centred approach.

I've come to realise that effective leadership is not about control – it's about influence, empathy, and impact. In a complex and often harsh environment like mining, leaders must not only drive performance but also



be advocates for inclusivity, mental wellness, safety, and empowerment. As a woman in a male-dominated sector, I now see the importance of being visible and vocal, not just for myself but for those who feel unheard. The programme equipped me with tools to lead with confidence, emotional intelligence, and strategic vision. It also deepened my appreciation for collaboration, mentorship, and building a culture where everyone feels valued, regardless of rank or gender.

Most importantly, I now understand that real leadership means creating space for others to rise, just as others once created space for me.

01

**For All Women and Girls: Equality. Rights. Empowerment:**  
Unlocking Equal Rights, Power and Opportunities to Accelerate Action

02

**Digging Deep, Rising High:**  
One Woman's Path to Leadership in Mining

03

**Inclusivity Births Innovation:**  
Kumba Iron Ore Launches Maternity PPE FOR Women

04

**Women's Health Services in the Mining Sector**  
Minerals Council 2024 WiM Health Study

05

**The Mining Industry's Continued Support**  
of the Thuthuzela Care Centres

06

**Shaping Mining Futures**  
A look at WiMSA's Mining Career Booklet

07

**Upcoming events**



# 03

## Inclusivity Births Innovation: Kumba Iron Ore Launches Maternity PPE FOR Women



### Contents

01

**For All Women and Girls:  
Equality. Rights. Empowerment:**  
Unlocking Equal Rights, Power and  
Opportunities to Accelerate Action

02

**Digging Deep, Rising High:**  
One Woman's Path to  
Leadership in Mining

03

**Inclusivity Births Innovation:**  
Kumba Iron Ore Launches  
Maternity PPE FOR Women

04

**Women's Health Services  
in the Mining Sector**  
Minerals Council 2024  
WiM Health Study

05

**The Mining Industry's  
Continued Support**  
of the Thuthuzela Care Centres

06

**Shaping Mining Futures**  
A look at WiMSA's Mining  
Career Booklet

07

**Upcoming events**



**Kumba Iron Ore recently launched their Maternity Personal Protective Equipment (PPE) and Hampers. Minerals Council WiM spoke to members of Kumba Iron Ore about this momentous occasion and to understand the significance of this endeavour for women working in the mining sector.**

### **What was the impetus for provision of maternity PPE?**

The idea was born out of the gender diversity aspect of Kumba's Inclusion and Diversity commitment, which, through our Women in Mining (WiM) work, responds to our Anglo American

Purpose: **To re-imagine mining to improve people's lives.**

We aim to nurture an environment where everyone belongs because when people belong, they bring their whole selves to work.

While expecting mothers at Kumba are far removed from hazardous areas of the business, we felt there simply wasn't appropriate maternity apparel (specifically PPE: maternity two-tone Velcro shirts and maternity jeans) specially designed, and which are safety-compliant for expecting mothers.

At Kumba, we recognise that motherhood is a vital part of the journey of our workforce.

In mining, pregnant women and in some cases lactating women are deployed to different roles for their safety and the safety of the unborn and lactating child.

### **Why was it important to extend to develop Maternity PPE beyond the already stipulated legislative requirements detailed in the Guidelines for the MCOP for the selection and provision of PPE for Women (2023)?**

As a starting point, it is always important to ensure one is compliant with all stipulated legislative requirements, however, at Kumba we endeavour to go beyond the base requirements. We believe in empowerment through inclusion, a fundamental approach in our business. This means supporting women to thrive in a workplace that fosters care, respect and dignity.

Pranil Ramchander, our Executive Head of Corporate Affairs at Kumba and our Women in Mining (WiM) Sponsor, speaking about our Maternity PPE advises, *"WiM serves as a catalyst group that advocates for women at Kumba, to progress women's inclusion and empowerment agenda, thus accelerating an inclusive environment."*

# 03

## Inclusivity Births Innovation: Kumba Iron Ore Launches Maternity PPE FOR Women [ continued ]



## Contents

01

**For All Women and Girls:  
Equality. Rights. Empowerment:**  
Unlocking Equal Rights, Power and  
Opportunities to Accelerate Action

02

**Digging Deep, Rising High:**  
One Woman's Path to  
Leadership in Mining

03

**Inclusivity Births Innovation:**  
Kumba Iron Ore Launches  
Maternity PPE FOR Women

04

**Women's Health Services  
in the Mining Sector**  
Minerals Council 2024  
WiM Health Study

05

**The Mining Industry's  
Continued Support**  
of the Thuthuzela Care Centres

06

**Shaping Mining Futures**  
A look at WiMSA's Mining  
Career Booklet

07

**Upcoming events**

Hence, maternity integration becomes standard because we value that motherhood is a vital and supported part of our workforce's journey. If we show support, not just through our policies but through the everyday experiences of their environment at work, our employees will feel included, and this positively benefits the culture of our organisation.

By providing comprehensive support for mothers, through pregnancy, childbirth, and the postnatal journey, we are ensuring their well-being at every stage.

In simple terms, people perform at their best when they feel a sense of belonging, security and acceptance. They feel safe and secure

**Please provide an overview of the process followed in policy development, sourcing, designing and production of the maternity PPE and hampers.**

The Kumba WiM committee, led by Kutlwano Takadi, drove truly a collaborative effort with a single clear objective: The project was a combined

labour of love with joint efforts from the individuals and teams across the business to ensure the various priorities were adequately addressed while keeping the core ambition and impact at the heart of the project. This ensured the project outcome would be sustainable, meeting multiple strategic ambitions while ensuring people stayed at the heart of the impact.

**What risks were identified that led to this approach by the organisation?**

It was not a safety risk at all that raised this (as mentioned earlier, expectant mothers are removed and redeployed to areas of the business which don't pose a hazard) but rather an identification gap born from our gender equality ambitions over the years – as we know, women have taken great strides in the areas of mining over the last 20 years, and while the strive for equality has driven the initial initiatives, inclusion ensures we recognise uniquely woman-related workplace journeys; and this has brought us towards initiatives such as the maternity PPE apparel, ensuring the inclusivity of a women's journey, end-to-end.

**Are the Maternity PPE and the hampers available at all Kumba operations or was this a site initiative?**

This is a company-wide campaign which included:

- Fit for form protective maternity apparel
- Maternity hampers containing all the essentials for early childcare
- Lactation rooms which are safe, hygienic spaces for breastfeeding mothers, available to use upon returning from maternity leave

**How are the WiM objectives and ideals integrated into the overall company operational strategies?**

The Kumba Iron Ore WiM resides within the Inclusion and Diversity function and serves as a roadmap to drive and advance the business's journey towards a diverse and inclusive workplace, where every employee can bring their whole selves to work and where they can reach their full potential.



# 03

## Inclusivity Births Innovation: Kumba Iron Ore Launches Maternity PPE FOR Women [ continued ]



### Contents

Our purpose of our WiM strategy is to accelerate inclusion and diversity through enhancing experiences and opportunities for women.

**In your words, please describe how this initiative impacts on the company's diversity and inclusion strategy?**

Our WiM strategy enables us to drive real inclusion and accelerate addressing everyday mining industry challenges women in the workplace face, such as standard PPE fitting, which is ill-suited for pregnancy.

#### Opportunities Created:

This initiative also reinforces the belief that pregnancy is respected, not just accommodated within our work environment, building a culture of care, visibility and support, moving us steadily towards a structured and meaningful experience of inclusion

**What has been the reception of women working at the mines to the availability of maternity PPE and the hampers? What has been the response from the men working in the organisation to this initiative?**

Overall, the initiative has received positive support from both women and men across our workforce, and our aim now is to continue on this journey to ensure its sustainability for future Kumba employees. This programme has boosted morale and employee retention, driving talent attraction.



- 01** | **For All Women and Girls: Equality. Rights. Empowerment:**  
Unlocking Equal Rights, Power and Opportunities to Accelerate Action
- 02** | **Digging Deep, Rising High:**  
One Woman's Path to Leadership in Mining
- 03** | **Inclusivity Births Innovation:**  
Kumba Iron Ore Launches Maternity PPE FOR Women
- 04** | **Women's Health Services in the Mining Sector**  
Minerals Council 2024 WiM Health Study
- 05** | **The Mining Industry's Continued Support**  
of the Thuthuzela Care Centres
- 06** | **Shaping Mining Futures**  
A look at WiMSA's Mining Career Booklet
- 07** | **Upcoming events**

# 04

## Women's Health Services in the Mining Sector

Minerals Council 2024 WiM Health Study



## Contents

- 01** | **For All Women and Girls: Equality. Rights. Empowerment:**  
Unlocking Equal Rights, Power and Opportunities to Accelerate Action
- 02** | **Digging Deep, Rising High:**  
One Woman's Path to Leadership in Mining
- 03** | **Inclusivity Births Innovation:**  
Kumba Iron Ore Launches Maternity PPE FOR Women
- 04** | **Women's Health Services in the Mining Sector**  
Minerals Council 2024 WiM Health Study
- 05** | **The Mining Industry's Continued Support**  
of the Thuthuzela Care Centres
- 06** | **Shaping Mining Futures**  
A look at WiMSA's Mining Career Booklet
- 07** | **Upcoming events**

*Dr Nothando Moyo, Deputy Head of Health at Minerals Council South Africa, discusses women's health and the provision of health services in the mining sector.*

Greater inclusion in the mining sector requires a concerted effort by the industry to develop specific strategies to support the integration of women into mining.

It is also imperative to change the industry's gender narrative by mainstreaming the physiological needs of women working in mining and thus tailoring the health and safety measures to accommodate all working in the sector. The Minerals Council CEO's Zero Harm Forum has identified women's health as a critical focus area. Dr Nothando Moyo, Deputy Head of Health at Minerals Council, sheds light on the recently 2024 study titled "Developing a strategy for women's health services in the mining sector".

# 04

## Women's Health Services in the Mining Sector

Minerals Council 2024 WiM Health Study

[ continued ]

## Contents



**It has been legal of for women to work underground in South African mines since 1996 legislative changes. Has the sluggish inclusion of women into the sector been impacted by the different physiological make-up of women vs men?**

A



Yes, **physiological differences** have been acknowledged as one of the contributing factors influencing the pace and nature of women's integration into mining roles. According to the Survey of Women's Health Services in Mining, several physiological factors affect women's physical work capacity in mining environments:



**Muscle mass and cardiovascular capacity:** These influence strength and endurance, which are critical in physically demanding roles.



**Obesity prevalence:** Higher rates among female miners have been linked to increased risks of musculoskeletal injuries and heat-related illnesses.



**Thermoregulation:** Women generally have less efficient heat dissipation, making them more vulnerable to heat stress, especially in underground environments.



**Medication effects:** Hormonal contraceptives, for example, can impair thermoregulation. These factors don't imply incapacity but highlight the need for tailored occupational health and safety measures.



Beyond **physiology**, **cultural perceptions** and **structural barriers** have also played a significant role. It is important to note that mining has historically been viewed as a masculine domain. Women were often relegated to administrative roles due to assumptions about physical limitations. However, the Mining Charter's 10–13% female employment quota (now exceeded) and the Minerals Council's strategic review of its Women in Mining (WiM) programme reflect a shift toward more inclusive practices.

01

**For All Women and Girls: Equality. Rights. Empowerment:**  
Unlocking Equal Rights, Power and Opportunities to Accelerate Action

02

**Digging Deep, Rising High:**  
One Woman's Path to Leadership in Mining

03

**Inclusivity Births Innovation:**  
Kumba Iron Ore Launches Maternity PPE FOR Women

04

**Women's Health Services in the Mining Sector**  
Minerals Council 2024 WiM Health Study

05

**The Mining Industry's Continued Support**  
of the Thuthuzela Care Centres

06

**Shaping Mining Futures**  
A look at WiMSA's Mining Career Booklet

07

**Upcoming events**



# 04

## Women's Health Services in the Mining Sector

Minerals Council 2024 WiM Health Study

[ continued ]

## Contents

Q



**In 2024, the Minerals Council Health department commissioned a study into women's Health in the mining sector, what was the catalyst for this study?**

A



The catalyst for the 2024 study commissioned by the Minerals Council Health Department into women's health in the mining sector was a critical gap identified during a CEO Zero Harm Forum. This forum highlighted two major concerns:



**Lack of coordination in addressing the health needs of women in mining.**



**Absence of comprehensive statistical data on the industry's progress in advancing women's health.**

These concerns underscored the need for a detailed survey to assess how health services for women were being delivered, monitored, and evaluated across the sector. The study, conducted in August and September 2024, aimed to gather actionable insights and develop an industry-wide guideline to standardise best practices and ensure optimal health support for women in mining. This initiative aligns with broader strategic goals outlined in the 24 April 2024 - Minerals Council IAR 2023, which emphasised improving diversity and inclusion in the mining sector and engaging with the Department of Employment and Labour to advance transformation.



01

**For All Women and Girls: Equality. Rights. Empowerment:**  
Unlocking Equal Rights, Power and Opportunities to Accelerate Action

02

**Digging Deep, Rising High:**  
One Woman's Path to Leadership in Mining

03

**Inclusivity Births Innovation:**  
Kumba Iron Ore Launches Maternity PPE FOR Women

04

**Women's Health Services in the Mining Sector**  
Minerals Council 2024 WiM Health Study

05

**The Mining Industry's Continued Support**  
of the Thuthuzela Care Centres

06

**Shaping Mining Futures**  
A look at WiMSA's Mining Career Booklet

07

**Upcoming events**

# 04

## Women's Health Services in the Mining Sector

Minerals Council 2024 WiM Health Study

[ continued ]

## Contents



What are the key focus areas of this study?

## A

### Key Focus Areas of the 2024 Women Needs Analysis Study



#### Mainstreaming Women's Physiological Needs

The study emphasises integrating women-specific health considerations—such as thermoregulation, musculoskeletal strain, and reproductive health—into occupational health and safety frameworks.



#### Gender-Based Violence and Harassment (GBVH)

It supports the implementation of the MHSC's 2024 GBVH guidelines, aiming to eliminate harassment, improve reporting mechanisms, and raise awareness of support structures.



#### Workplace Infrastructure and Design

The study assesses the adequacy of facilities like ablution blocks, PPE, and lactation rooms to ensure they are inclusive, safe, and supportive of women's needs.



#### Data Collection and Monitoring

A key goal is to establish a baseline of gender-disaggregated health data and develop standardised tools for tracking and reporting women's health outcomes.



#### Strategic Advocacy and Policy Alignment

The study aligns with national and international gender equity frameworks and supports the Minerals Council's Women in Mining (WiM) transformation agenda.



#### Capacity Building and Academic Pipeline

It promotes partnerships with institutions like the MQA to support women entering the mining sector through education and training.

01

**For All Women and Girls: Equality. Rights. Empowerment:**  
Unlocking Equal Rights, Power and Opportunities to Accelerate Action

02

**Digging Deep, Rising High:**  
One Woman's Path to Leadership in Mining

03

**Inclusivity Births Innovation:**  
Kumba Iron Ore Launches Maternity PPE FOR Women

04

**Women's Health Services in the Mining Sector**  
Minerals Council 2024 WiM Health Study

05

**The Mining Industry's Continued Support**  
of the Thuthuzela Care Centres

06

**Shaping Mining Futures**  
A look at WiMSA's Mining Career Booklet

07

**Upcoming events**

# 04

## Women's Health Services in the Mining Sector

Minerals Council 2024 WiM Health Study

[ continued ]

## Contents



**Why is it important to have a gendered outlook into health and safety of the mining workforce?**



A gendered outlook in the health and safety of the mining workforce is essential for creating inclusive, equitable, and high-performing environments. Historically, occupational health frameworks have been designed around male physiology, overlooking critical aspects of women's health such as thermoregulation, reproductive health, and musculoskeletal strain. By integrating these considerations, the industry can enhance safety, reduce absenteeism, and improve productivity.



**Is gendered health and safety data available in the sector?  
What are some of the limiting factors to gathering gendered health data?**



Gendered health and safety data in the mining sector is gradually becoming more visible, but it remains limited and inconsistent. While some reports—such as the Mine Health & Safety Inspectorate's quarterly reports—have begun disaggregating data by gender, the sector still lacks a standardised, sector-wide approach to collecting and analysing this information. Key barriers include fragmented reporting systems, the absence of uniform gender-specific indicators, underreporting due to stigma (especially around issues like gender-based violence and reproductive health), and limited capacity in smaller operations to implement gender-sensitive monitoring frameworks. Cultural resistance and a lack of prioritisation further hinder progress, despite growing recognition of the importance of gendered data for effective health and safety planning.

01

**For All Women and Girls:  
Equality. Rights. Empowerment:**  
Unlocking Equal Rights, Power and  
Opportunities to Accelerate Action

02

**Digging Deep, Rising High:**  
One Woman's Path to  
Leadership in Mining

03

**Inclusivity Births Innovation:**  
Kumba Iron Ore Launches  
Maternity PPE FOR Women

04

**Women's Health Services  
in the Mining Sector**  
Minerals Council 2024  
WiM Health Study

05

**The Mining Industry's  
Continued Support**  
of the Thuthuzela Care Centres

06

**Shaping Mining Futures**  
A look at WiMSA's Mining  
Career Booklet

07

**Upcoming events**



# 04

## Women's Health Services in the Mining Sector

Minerals Council 2024 WiM Health Study

[ continued ]

## Contents



**What are some of the key considerations and health concerns for women entering the mining sector? Critical topics or risk factors which need to be mitigated more closely?**

Women entering the mining sector face a range of health concerns and risk factors that require targeted attention to ensure their safety, dignity, and long-term retention. Key considerations include reproductive and maternal health, with limited access to services for menstrual care, pregnancy, and postnatal support in many operations. Mental health is another critical area, as women often experience stress and isolation in male-dominated environments, compounded by stigma around seeking help. Gender-based violence and harassment (GBVH) remain pervasive risks, particularly in underground settings, necessitating robust reporting systems and safe infrastructure. Additionally, inadequate PPE and sanitation facilities, higher prevalence of chronic diseases like hypertension and obesity, and ergonomic risks due to physically demanding tasks all contribute to a heightened vulnerability. These challenges are further exacerbated by gaps in gender-disaggregated health data, which limit the sector's ability to design responsive intervention.



**How can the industry collectively address the issues identified in the study? What interventions are necessary?**

To collectively address the issues identified in the 2024 Women's Health Needs Analysis study, the mining industry must implement a coordinated, gender-responsive strategy that spans policy, infrastructure, data, and workplace culture. Key interventions include institutionalising gender-specific health assessments and integrating them into routine occupational health protocols, supported by robust, gender-disaggregated data systems for monitoring and planning. Infrastructure must be redesigned to include gender-appropriate PPE, private sanitation, and lactation facilities. Addressing gender-based violence and harassment requires partnerships with support organisations, safe reporting mechanisms, and visible leadership commitment.



01

**For All Women and Girls:  
Equality. Rights. Empowerment:**  
Unlocking Equal Rights, Power and  
Opportunities to Accelerate Action

02

**Digging Deep, Rising High:**  
One Woman's Path to  
Leadership in Mining

03

**Inclusivity Births Innovation:**  
Kumba Iron Ore Launches  
Maternity PPE FOR Women

04

**Women's Health Services  
in the Mining Sector**  
Minerals Council 2024  
WiM Health Study

05

**The Mining Industry's  
Continued Support**  
of the Thuthuzela Care Centres

06

**Shaping Mining Futures**  
A look at WiMSA's Mining  
Career Booklet

07

**Upcoming events**

# 04

## Women's Health Services in the Mining Sector

Minerals Council 2024 WiM Health Study

[ continued ]

Q



**How are the insights obtained from the study being advanced to improve the provision of health services for women in mining?**

A



Following the 2024 Women's Health Needs Analysis study, the mining industry has taken decisive steps to transform how health services are delivered to women in the sector. Insights from the study have been embedded into the broader Masoyise Health Programme-Strategy 2025-2030 which now priorities genderresponsive health planning, including the integration of reproductive health, mental wellness, and chronic disease management into routine occupational health protocols. The circulars drafted for the Minerals Council Health Policy Committee, discussing of the Women's Health Needs Analysis study has guided the development of inclusive service models, while operational KPIs outlined in the Special Projects status June 2024 Health\_Masoyise HP are being aligned to improve PPE compliance, workplace safety, and support for working mothers. Advocacy efforts, as detailed in the Health Special Projects status – Advocacy for Occupational Health – 15 October 2024, are also underway to ensure alignment with national and international diversity frameworks.

## Contents

01

**For All Women and Girls:  
Equality. Rights. Empowerment:**  
Unlocking Equal Rights, Power and  
Opportunities to Accelerate Action

02

**Digging Deep, Rising High:**  
One Woman's Path to  
Leadership in Mining

03

**Inclusivity Births Innovation:**  
Kumba Iron Ore Launches  
Maternity PPE FOR Women

04

**Women's Health Services  
in the Mining Sector**  
Minerals Council 2024  
WiM Health Study

05

**The Mining Industry's  
Continued Support**  
of the Thuthuzela Care Centres

06

**Shaping Mining Futures**  
A look at WiMSA's Mining  
Career Booklet

07

**Upcoming events**



# 05

## The Mining Industry's Continued Support of the Thuthuzela Care Centres



### Contents

- 01** | **For All Women and Girls: Equality. Rights. Empowerment:**  
Unlocking Equal Rights, Power and Opportunities to Accelerate Action
- 02** | **Digging Deep, Rising High:**  
One Woman's Path to Leadership in Mining
- 03** | **Inclusivity Births Innovation:**  
Kumba Iron Ore Launches Maternity PPE FOR Women
- 04** | **Women's Health Services in the Mining Sector**  
Minerals Council 2024 WiM Health Study
- 05** | **The Mining Industry's Continued Support**  
of the Thuthuzela Care Centres
- 06** | **Shaping Mining Futures**  
A look at WiMSA's Mining Career Booklet
- 07** | **Upcoming events**



On 10 June 2025, Harmony Gold hosted a visibility awareness event at the Central University of Technology (CUT) in Welkom. The event brought together over 120 stakeholders across government, civil society, and the mining industry to unveil the signage signalling the Thuthuzela Care Centre on the premises of the Bongani Hospital in Welkom.

Harmony Gold pledged R3 million towards the support of the Thuthuzela Care Centres (TCC) when the National Partnership was launched in 2022. Of the R3 million pledged, R1 million has been committed to the purchase of new signage to be installed at all 66 TCCs across South Africa. The R1 million committed to signage is significant as amplifying the visibility of the TCC's is crucial to survivors accessing help. An attendee of the visibility event exclaimed, *"Visibility is not a luxury, it's a right,"*, emphasising that the visibility of the centres provides a first step to justice. Attendees at the event were addressed by members



# 05

## The Mining Industry's Continued Support of the Thuthuzela Care Centres [ continued ]



### Contents

- 01** | **For All Women and Girls: Equality. Rights. Empowerment:**  
Unlocking Equal Rights, Power and Opportunities to Accelerate Action
- 02** | **Digging Deep, Rising High:**  
One Woman's Path to Leadership in Mining
- 03** | **Inclusivity Births Innovation:**  
Kumba Iron Ore Launches Maternity PPE FOR Women
- 04** | **Women's Health Services in the Mining Sector**  
Minerals Council 2024 WiM Health Study
- 05** | **The Mining Industry's Continued Support**  
of the Thuthuzela Care Centres
- 06** | **Shaping Mining Futures**  
A look at WiMSA's Mining Career Booklet
- 07** | **Upcoming events**



of the local community, government and student representatives on the issues contributing to GBV in the local community and the academic institution.

Minerals Council member company, Northam Platinum, responded to the need in their local community by addressing the operational needs of the Mokopane TCC in Limpopo. Following a roadshow hosted by the Minerals Council in 2024 to raise awareness

of the needs of centres in the region among member companies, Northam Platinum hosted an event on 26 June 2025, during which operational supplies and equipment were formally handed over to the Mokopane centre. The items handed over included furniture for the centre's waiting area, door locks, a mobile sound system, groceries, baby diapers, dignity packs, and more. Guided by the NPA's needs assessment, the donation ensures that even small



**pledged by  
Harmony Gold  
to support  
Thuthuzela Care  
Centres (TCCs)**

# 05

## The Mining Industry's Continued Support of the Thuthuzela Care Centres [ continued ]



### Contents

improvements like a working lock, a clean space, a chair to sit on; contribute to restoring dignity and building a trusted space for survivors of GBV.

Mokopane TCC currently operates from an ageing park home structure facing severe safety challenges, from cracked flooring to occasional flooding. Stakeholders at the handover event, including provincial departments and law enforcement, echoed the need for a new, permanent TCC. Encouragingly, Northam Platinum has already begun stakeholder engagement with the NPA, with a commitment to fund the construction of a new TCC as part of their Social and Labour Plan (SLP) projects.

Together, these two events illustrate how visibility, operational resourcing, and infrastructure development go hand in hand in improving survivor access and building trust in the GBVF prevention and response system. When the mining industry moves beyond compliance and embraces collaborative responsibility, survivors are no longer left in the shadows — they are supported, believed, and seen.



- 01** | **For All Women and Girls: Equality. Rights. Empowerment:**  
Unlocking Equal Rights, Power and Opportunities to Accelerate Action
- 02** | **Digging Deep, Rising High:**  
One Woman's Path to Leadership in Mining
- 03** | **Inclusivity Births Innovation:**  
Kumba Iron Ore Launches Maternity PPE FOR Women
- 04** | **Women's Health Services in the Mining Sector**  
Minerals Council 2024 WiM Health Study
- 05** | **The Mining Industry's Continued Support**  
of the Thuthuzela Care Centres
- 06** | **Shaping Mining Futures**  
A look at WiMSA's Mining Career Booklet
- 07** | **Upcoming events**



# 06

## Shaping Mining Futures A look at WiMSA's Mining Career Booklet



## Contents

- 01** | **For All Women and Girls: Equality. Rights. Empowerment:**  
Unlocking Equal Rights, Power and Opportunities to Accelerate Action
- 02** | **Digging Deep, Rising High:**  
One Woman's Path to Leadership in Mining
- 03** | **Inclusivity Births Innovation:**  
Kumba Iron Ore Launches Maternity PPE FOR Women
- 04** | **Women's Health Services in the Mining Sector**  
Minerals Council 2024 WiM Health Study
- 05** | **The Mining Industry's Continued Support**  
of the Thuthuzela Care Centres
- 06** | **Shaping Mining Futures**  
A look at WiMSA's Mining Career Booklet
- 07** | **Upcoming events**

Empowering young girls to forge meaningful and fulfilling careers in mining starts with encouraging them to study science, technology engineering or maths, and then opening their eyes to the range of jobs in the sector that are not just drilling, blasting and hauling rocks, says Raksha Naidoo from WiMSA



**Inspiring girls to pursue mining careers.**



# 06

## Shaping Mining Futures A look at WiMSA's Mining Career Booklet [ continued ]

### Contents

**In 2023, the first Women in Mining South Africa (WiMSA) Career booklet was published to inspire predominantly female learners to pursue careers in mining by highlighting some of the possible careers available in the sector. What has the response to the booklet been?**

It has been extremely positive! We have shared these books at various Career Fairs, Open Days and we have circulated to schools. Students were very curious about mining, and this opened lots of conversations about the role of women in our industry. Most young girls did know of the various mining career opportunities – and that it was available as an option to them.

**There are those who still hold the perception that female learners are not interested in mining as it is a physically demanding and unglamorous sector. Does this perception hold true when you engage learners at the various schools across the country where this booklet has been distributed?**

Initially yes – until they learn that there are so many other careers that one can pursue – not just the conventional Mining Engineer or Geologist. These learnings really sparked curiosity in these young girls.

**The booklet is diverse in its profiling of different careers in mining, providing insights into careers beyond mining production-related job functions. Is there an appetite from learners to pursue non-ming production-related careers with the intention to seek employment at mines? If so, what has been the reasoning behind this interest?**

Yes, there is an interest to learn more. We try to arrange speakers who occupy varying roles within the mining sector to join our Career Fairs. As the young girls meet these individuals and learn about those roles they get excited. A lot of young girls and young students in general tend to feel intimidated about the types of subjects they must study or that they must attend university. Today, more options are available and the range of Science, Technology, Engineering and Mathematics (STEM) options now varies as well, making it feel more attainable for a greater number of students.

01

**For All Women and Girls: Equality. Rights. Empowerment:**  
Unlocking Equal Rights, Power and Opportunities to Accelerate Action

02

**Digging Deep, Rising High:**  
One Woman's Path to Leadership in Mining

03

**Inclusivity Births Innovation:**  
Kumba Iron Ore Launches Maternity PPE FOR Women

04

**Women's Health Services in the Mining Sector**  
Minerals Council 2024 WiM Health Study

05

**The Mining Industry's Continued Support**  
of the Thuthuzela Care Centres

06

**Shaping Mining Futures**  
A look at WiMSA's Mining Career Booklet

07

**Upcoming events**

# 06

## Shaping Mining Futures A look at WiMSA's Mining Career Booklet [ continued ]

### Contents

- 01** | **For All Women and Girls: Equality. Rights. Empowerment:**  
Unlocking Equal Rights, Power and Opportunities to Accelerate Action
- 02** | **Digging Deep, Rising High:**  
One Woman's Path to Leadership in Mining
- 03** | **Inclusivity Births Innovation:**  
Kumba Iron Ore Launches Maternity PPE FOR Women
- 04** | **Women's Health Services in the Mining Sector**  
Minerals Council 2024 WiM Health Study
- 05** | **The Mining Industry's Continued Support**  
of the Thuthuzela Care Centres
- 06** | **Shaping Mining Futures**  
A look at WiMSA's Mining Career Booklet
- 07** | **Upcoming events**



**How has WiMSA utilised this booklet to facilitate increased representation of women in the sector? Is the booklet readily available to schools and institutions of higher learning?**

The booklet is readily available and can be downloaded off the WiMSA website.

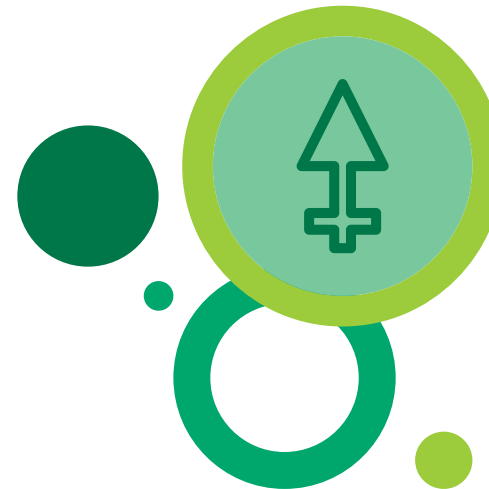
**DOWNLOAD**

<https://www.wimsa.org.za/career-booklet>

We make sure printed copies are circulated at Career Fairs and Open Days.

**At the publication of this booklet, two major mining and mining-related companies had provided support for the booklet. Has there been an increase in support and sponsorship from mines since then? What kind of continued support would benefit WiMSA in this endeavour?**

Sadly, there has not been increased sponsorship since then. Donations toward this booklet would be used to develop and release a second edition, to update it and include more careers. And funding so we can print more copies would enable us to go into more communities and schools that need this information to help uplift the young girls in those communities.



**How can the industry collectively amplify the building a robust pipeline of women to enter, stay and grow in the mining sector?**

Invest in talent! Create more bursaries and scholarships at school level and promote STEM studies in young girls. Nurture the talent by investing in tertiary education and even grant internships and learnerships for young girls to gain experience. And once women are employed, mining companies must create real development programmes, find sponsors and mentors for women, and create a true pipeline of opportunities for women to follow.

# 06

## Shaping Mining Futures A look at WiMSA's Mining Career Booklet [ continued ]

## Contents



**The Just Energy Transition and the increasing demand for critical minerals provide an opportunity for gender mainstreaming in the skilling and re-skilling of women and previously marginalised groups. How can the industry leverage a booklet such as the one published in 2023 to ensure that learners are positioned to provide the diverse human capital necessary to ensure a sustainable mining sector?**

More than anything, our Career Booklet sparks curiosity about the mining sector. It shows young girls what and how many the different career opportunities there are, how they can achieve this, and what working in that role would be like. Our booklet teaches young girls that anything is possible and supports the development of the sector and highlights the exciting possibilities in studying STEM subjects.

**What are some of the challenges that new entrants into the industry continue to face in mining which negatively impact them at work on the mines?**

Lack of support, lack of mentorship and a lack of understanding of what opportunities truly exist. Bias, discrimination and gender-based violence continue to challenge women in the sector. It requires the full focus and support of mining leadership to implement zero tolerance policies of these actions in order to change this.



**Is there an opportunity for partnerships with education authorities and the sector as a whole to accelerate the transformation of the industry? From your experience, what are these areas which have not been sufficiently explored to further the pace of transformation.**

Yes please!!! Expanding the list of careers, more showcasing of the industry at Career Fairs and Open Days, and more bursary opportunities at tertiary level. Partnerships with education authorities are necessary to bridge the gap between tertiary studies and entering jobs in the mining industry – and with industry playing a role in ensuring that graduates are truly ready for stepping into the mining industry and ready to take on the responsibilities of the working world.

- 01** | **For All Women and Girls: Equality. Rights. Empowerment:**  
Unlocking Equal Rights, Power and Opportunities to Accelerate Action
- 02** | **Digging Deep, Rising High:**  
One Woman's Path to Leadership in Mining
- 03** | **Inclusivity Births Innovation:**  
Kumba Iron Ore Launches Maternity PPE FOR Women
- 04** | **Women's Health Services in the Mining Sector**  
Minerals Council 2024 WiM Health Study
- 05** | **The Mining Industry's Continued Support**  
of the Thuthuzela Care Centres
- 06** | **Shaping Mining Futures**  
A look at WiMSA's Mining Career Booklet
- 07** | **Upcoming events**



## THUTHUZELA CARE CENTRES (TCCS)

### DAY OF LEARNING 2025



31

JULY 2025  
WEDNESDAY8:30  
TO 12:00JOB  
SHIMANKANA  
HOSPITAL HALL  
RUSTENBURG72 BOSCH STREET, RUSTENBURG, 0299  
RUSTENBURG NORTH WEST, ZA

## THEME

Bringing Stakeholders Together to Improve the  
GBVF Prevention and Response Value Chain:  
**An Opportunity to Do Things Differently.**

## MASOYISE

Health Programme



09

SEPTEMBER  
2025  
TUESDAY14:00  
TO 15:30EMPERORS  
PALACE

THIS SESSION WILL BE HELD WITHIN THE  
**12TH SA AIDS CONFERENCE**  
STARTING ON THE 08-11 SEPTEMBER 2025.



Masoyise HP is planning to host a Satellite session  
to expand understanding of the

**South African Mining Industry's  
health program,**

improve stakeholder engagement and  
introduce the program to other sectors.

## Contents

01

**For All Women and Girls:**  
Equality. Rights. Empowerment:  
Unlocking Equal Rights, Power and  
Opportunities to Accelerate Action

02

**Digging Deep, Rising High:**  
One Woman's Path to  
Leadership in Mining

03

**Inclusivity Births Innovation:**  
Kumba Iron Ore Launches  
Maternity PPE FOR Women

04

**Women's Health Services  
in the Mining Sector**  
Minerals Council 2024  
WiM Health Study

05

**The Mining Industry's  
Continued Support**  
of the Thuthuzela Care Centres

06

**Shaping Mining Futures**  
A look at WiMSA's Mining  
Career Booklet

07

**Upcoming events**

# Contents

- 01** | **For All Women and Girls:  
Equality. Rights. Empowerment:**  
Unlocking Equal Rights, Power and  
Opportunities to Accelerate Action
- 02** | **Digging Deep, Rising High:**  
One Woman's Path to  
Leadership in Mining
- 03** | **Inclusivity Births Innovation:**  
Kumba Iron Ore Launches  
Maternity PPE FOR Women
- 04** | **Women's Health Services  
in the Mining Sector**  
Minerals Council 2024  
WiM Health Study
- 05** | **The Mining Industry's  
Continued Support**  
of the Thuthuzela Care Centres
- 06** | **Shaping Mining Futures**  
A look at WiMSA's Mining  
Career Booklet
- 07** | **Upcoming events**