



Women in Mining

NEWSLETTER

APRIL 2026



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International Women's Day Breakfast 2026



International Women's Day Breakfast 2026
Heroes

Minerals Council South Africa commemorated International Women's Day by hosting its annual Women in Mining breakfast on 13 March 2026. The annual industry breakfast provides a platform to share learnings, experiences and insights on how to move beyond compliance-driven equity and inclusion and to fully embed gender equality in organisational cultures.

The joint themes for the day; *"Rights. Justice. Action. For All Women and Girls"* and Give to Gain, reinforced the fact that when we actively invest in women's rights, safety, and leadership, we strengthen not only women, but society as a whole. The focus for this year was clear: dismantling harmful attitudes, advancing economic equality, and confronting the scourge of gender-based violence.

The addresses by the speakers on the day echoed a recommitment to advancing women's rights, safety and equity, underpinned by the Council's refreshed Women in Mining strategy which has so far contributed to increased numbers of women in the sector. Through Minerals Council initiatives, member companies are addressing the issues of women; appropriate personal protective equipment, clothing and facilities, workplace cultures and are driving interventions to address gender-based violence and harassment in the workplace and mining as a whole.

Women representation in the mining sector has risen to 21% in 2025 from 17% in 2022. The sector employs about 470,000 people who earned R200 billion in 2025. In a recent study, the Minerals Council noted that spending on human resources development in the sample group was R4.8 billion in a single year, tying into the 2025 Women in Mining: Education and Development Heroes initiative.

The Minerals Council and its members also marked the day by recognising ten peer-nominated women heroes for their outstanding contribution in the mining

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01

International Women's Day Breakfast 2026



sector. The heroes initiative was launched by the Minerals Council to recognise women doing remarkable work in the mining sector and delivering peer-recognised differences in their fields.

The theme for the 2025 WiM Heroes campaign focussed on women who had made exceptional contributions to the Education and Development of women in mining. Through mentorship, leadership development and skills empowerment, Heroes contributed to the strengthening of the female talent pipeline by developing, championing and advocating for programmes and practices that contribute to the increase of the participation of women, girls and previously marginalised individuals from their mining communities and within their respective organisations. Mr Mustak Ally Head of Skills Development and Human Resources at the Minerals Council, underscored the importance of investing in women in mining education and development by stating, *“When we give, especially in education, training, development, coaching, and mentoring, we gain. We gain skills, confidence, capability, and leadership. We gain transformation, equity, and inclusion.*

And we take real action toward ensuring the rights of all women and girls to decent work in equitable workplaces”.

The ten Women in Mining Education and Development Heroes who were acknowledged and celebrated on the day are :

- **Anne-Marie Naude**
(Talent & Transformation Manager)
– Northam Platinum Mine
- **Bongekile Dumisa**
(Quarry SLP Manager)
– Rossmine Mining
- **Carla Radloff**
(Group Head: Talent & Transformation) – Implats
- **Lorato Oreboleng**
(Underground Manager)
– Sasol Mining
- **Simone Botha**
(Process Overseer Modular Plant)
– Kumba Iron Ore
- **Sylvia Seleka**
(Group Senior Talent Manager)
– Harmony Gold

- **Thabitha Moleke**
(Superintendent Learning Programs)
– Palaborwa Mining Company
- **Thembeke Thobedi**
(Training Manager) – Seriti Resources
- **Shene Prinsloo**
(Talent Manager) – Thungela Resources
- **Dr Urishanie Govender**
(Chief Sustainability Officer)
– Harmony Gold

“In mining, we often applaud the final output, the tonnages, the ounces, the delivery, the numbers. But today, we honour the people who build the pipeline of talented employees behind the targeted performance achievements. These are our women heroes who teach, train, coach, assess, mentor, and open doors, often quietly, consistently, and with extraordinary courage,” said Mr Ally

Minerals Council thanks the member companies for their consistent efforts to drive transformation of the industry and initiatives such as the annual WiM Heroes campaign that highlights the efforts of remarkable women in mining who effect change in their organisations and their immediate communities.

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02

Rights. Justice. Action. For All Women and Girls



2026 is a momentous year as it marks the dual celebration of 2 significant anniversaries globally and locally in the continued fight to achieve equitable and just societies. Internationally, the Commission on the Status of Women (CSW), celebrates its 70th sitting in 2026. This is a body which is responsible for documenting the reality of the lives of women and girls throughout the world, and shapes global standards on gender equality and the empowerment of women and girls. This year also marks the 30th anniversary of the signing of the South African constitution, containing the Bill of Rights, a supreme law establishing a democratic state based on human dignity, equality, and freedom. The fundamental rights protected include the freedom of trade, occupation and profession, fair labour practices and a just equal society amongst others. These historical moments provide the backdrop within which we collectively consider the extent to which the rights of girls and women to economic and social justice, enshrined in the UN human rights declaration and protected in the South African Bill of rights are lived realities.

In articulating the 2026 International Women's Day Theme – Rights. Action. Justice. For All Women and Girls, The UN soberly reflects that globally, women and girls enjoy only 64 per cent of the legal rights of men, and this year's observation comes at a time justice systems are under strain and women's lived realities indicate a lack of full legal protections.

The South African constitution has been recognised as one of the most progressive constitutions internationally, and Ruth Bader Ginsburg, former United States Supreme Court justice, is known to have praised it for dealing with modern challenges. However, despite the robust and recognised legal and policy frameworks embedded in the South African socio-economic landscape, gaps between law and practice persist, to the detriment of the marginalised in society, ultimately impeding society's sustainable development. Patriarchal masculinities continue to shape how laws, and justice systems are designed, implemented and experienced.

Women, Business and the Law, a World Bank Group flagship advancing gender equality through global benchmarking that measures how laws, regulations, and policies shape women's economic opportunities and private sector development across 190 revealed the following gaps in their 2026 study on South Africa:

South Africa has
gaps between
law and practice,
particularly in
enforcement of
laws and policy
frameworks.

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Rights. Justice. Action. For All Women and Girls



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Score Range: 0 – 100

Legal Frameworks ⓘ

Supportive Frameworks ⓘ

Enforcement Perceptions ⓘ



Safety ⓘ



Mobility ⓘ



Work ⓘ



Pay ⓘ



Marriage ⓘ



Parenthood ⓘ



Childcare ⓘ



Entrepreneurship ⓘ



Assets ⓘ



Pension ⓘ

02

Rights. Justice. Action. For All Women and Girls



Safety

Legal frameworks	(37.50)	Gaps exist in addressing child marriage, sexual harassment, and femicide.
Supportive frameworks	(62.50)	
Enforcement perceptions	(18.75)	



Work

Legal frameworks	(75.00)	Laws prohibit gender-based discrimination, but flexible work arrangements are not supported.
Supportive frameworks	(75.00)	
Enforcement perceptions	(56.25)	



Pay

Legal frameworks	(100.00)	Strong laws and policies address equal pay, pay transparency, and gender-sensitive occupational safety.
Supportive frameworks	(100.00)	
Enforcement perceptions	(78.13)	



Parenthood

Legal frameworks	(92.75)	Paid maternity leave is available, but paternity leave and support for unpaid care work are limited.
Supportive frameworks	(25.00)	
Enforcement perceptions	(69.19)	



Entrepreneurship

Legal frameworks	(75.00)	Women can undertake entrepreneurial activities, access credit, and benefit from government-led programs, but gender quotas for corporate boards are absent.
Supportive frameworks	(95.00)	
Enforcement perceptions	(68.75)	

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02

Rights. Justice. Action. For All Women and Girls



The analysis reflected in the study provide a macro-view that is replicated locally at sector level and especially in rural and peri-urban communities. Closing the gaps requires a multi-faceted approach, including, policy development and continuous reviews, enforcement improvements, and public awareness campaigns. Collaboration remains a key lever to drive change, with a concerted focus on actions that:

Increase awareness and education on domestic and gender-based violence laws, rights and responsibilities.	Strengthened systems that reduce impunity where safety violations occur.	Increased support for shelters and psychological services.
Enhance enforcement of anti-discrimination laws in recruitment and employment.	Improve enforcement of equal pay legislation and pay transparency measures.	Expand gender-sensitive occupational safety and health policies to more sectors.
Increase the promotion of women and girls working in STEM fields.	Encourage fathers to take paternity leave.	Publish sex-disaggregated data on unpaid care work.
Support the promotion of women into leadership roles.	Support female entrepreneurs, including training and access to funding and development networks.	Increase public awareness campaigns to educate women about their rights and available resources.

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Casting an Eye on Mining Indaba – The Young Professionals Programme



But the most important question of the day remained clear:

What do young professionals in mining actually want?



Mining Indaba 2026
Young Professionals Programme (YPP)

At Mining Indaba 2026, the future of the mining industry took centre stage during the Young Professionals Programme (YPP) Day hosted by Minerals Council South Africa in partnership with Hyve Group and University of the Witwatersrand. Held on the final day (Thursday) of the conference, the initiative welcomed nearly 1,000 aspiring and early-career professionals the largest turnout in the programme's history.

Designed as a free platform for youth across the mining value chain, the day offered practical insights into entering and thriving in the industry, from technical careers to sustainability leadership.

The programme unpacked critical topics shaping the future of mining: the sector's sustainability agenda, its contribution to economic growth, and the profound impact mining continues to have on communities and human development. Young industry

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03

Casting an Eye on Mining Indaba – The Young Professionals Programme



 **Mining Indaba 2026**
Young Professionals Programme (YPP)



Africa's
young
professionals
are ready for
mining, and
they want the
industry to
meet them
halfway.

voices including Lindokuhle Zwane, Katleho Maeko, Khanani Ramoshaba and Andre Lourens captivated the audience with bold perspectives on mining's future, alongside seasoned leaders such as Nolitha Fakude, Chairperson of Anglo American in South Africa, and Mike Teke, CEO of Seriti Resources.

But the most important question of the day remained clear: *what do young professionals in mining actually want?*

Conversations that continued across platforms like LinkedIn and TikTok revealed a powerful message. Interest in mining careers is not the problem access to opportunities is. Many young professionals say recruitment processes are often unclear, with limited visibility on where opportunities are advertised and how to navigate entry into the sector.

Another strong sentiment was the prevalence of contract and fixed-term employment, which many feel creates job insecurity,

unhealthy competition and exclusion from employee benefits and protection. For a generation seeking to build sustainable careers, stability matters. As several attendees expressed, empowerment begins with employment security. Others challenged the industry to rethink how it communicates its impact. Mining, they said, should not be something young people *“stumble into by luck.”* Instead, the sector should intentionally attract talent by telling its story better showcasing its innovations, purpose and career possibilities beyond conference halls.

In the words of Mzila Mthenjane, CEO of the Minerals Council South Africa:

“Africa has no reason to weep for her youth are not waiting in hope; they are creating it.”

If the energy at YPP Day was anything to go by, the message is clear: Africa's young professionals are ready for mining, and they want the industry to meet them halfway.

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GBVH: A Zero Harm Imperative for Mining



For many Women in Mining (WIM), the idea that Gender-Based Violence and Harassment (GBVH) should be treated as a health, safety, and sustainability matter is a no brainer but it raises the question: what does this actually mean in practice and has the industry made progress?

Minerals Council South Africa has taken a clear position that GBVH is not only a workplace dignity issue but a critical safety concern that must form part of the industry's Zero Harm agenda by curating a 365-day GBVH Programme under its revised WIM strategy which advocates for mining companies embedding prevention and response measures directly into operational culture. While this aligns with the global framework established by the International Labour Organization through ILO Convention C190, translating this commitment into measurable industry practice remains a work in progress.

Currently, GBVH is not tracked within traditional mining safety indicators

such as fatalities or injuries. While the industry safety milestones for WIM include commitments to reduce GBVH incidents, the concept of "reduction" presents a challenge when reporting inconsistencies and limited industry-specific data make it difficult to determine the true prevalence of GBVH in mining environments.

Viewing GBVH through the health, safety, and sustainability lens clarifies why it belongs within the Zero Harm framework. Abuse and violence are closely linked to mental health challenges such as stress, anxiety, and trauma, which can compromise focus and wellbeing in high-risk environments such as mining. Preventing GBVH therefore requires not only policies but intentional workplace safeguards, from improved underground illumination, surveillance in blind-spot areas to secure, gender-sensitive facilities and access controls.

Beyond safety, GBVH also impacts the sustainability of the mining workforce. If women perceive mining environments as unsafe or unsupportive, the industry risks undermining its efforts to attract,

retain, and advance diverse talent.

Integrating GBVH reporting into broader safety milestones would strengthen accountability, improve data accuracy, and reinforce the industry's zero tolerance stance. Ultimately, positioning GBVH within the Zero Harm agenda signals an important shift recognising that safe, inclusive workplaces are fundamental to the future of mining.

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05

Closing the Gap on TB — Health Facts, Masoyise Campaign



TEST FOR TB ON
**WORLD
TB DAY!**
24 March is World TB Day.

By testing for TB, you can protect yourself
and those around you.

March is recognised globally as TB Awareness Month, with World TB Day observed on 24 March. This period serves as a powerful reminder of the importance of early detection, prevention, and treatment of TB. For the mining industry where the risk of TB is significantly higher due to dust exposures, this month carries even greater significance.

Even with great advancements, TB continues to be the top infectious cause of death worldwide, with more than 1.5 million deaths every year.

Preventable and curable, TB also known as Tuberculosis, is commonly found in the lungs and is an airborne disease that spreads when people with cough, sneeze or spit. TB can affect any part of your body, including the brain, abdomen, heart, spine and lymph nodes.

Symptoms of active TB depend on where in the body the TB germs are growing. When the lungs are affected, a person may experience:



A persistent cough lasting more than three weeks



Chest pain



Weakness or fatigue



Coughing up blood or phlegm



Weight loss



Fever or chills



Loss of appetite

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Closing the Gap on TB — Health Facts, Masoyise Campaign

People with weakened immune systems whether due to certain medications or underlying health conditions such as HIV and diabetes are at much higher risk of developing active TB if they become infected. It is crucial that they receive treatment for inactive TB to prevent it from progressing to active disease. The most important way one can prevent the spread of TB is to take all medicines exactly as directed by the health care provider. It is crucial to attend all clinic appointments.

A healthcare provider may recommend starting treatment, especially if you have HIV/AIDS or other conditions that increase the risk of developing active TB. Most treatments for latent TB last three to four months. Active TB disease typically requires a longer treatment course, which may run for four, six, or nine months. A TB specialist will determine the most appropriate combination of medicines for your situation. During treatment, you will have regular follow up appointments to monitor your progress and check for any side effects.

Industry Efforts: There have been huge strides in tackling the fight against TB. The Masoyise Health Programme has launched a focused TB and HIV Action Campaign across the mining industry from January to December 2026, supporting the National Department of Health's national drives to Close the Gap for HIV treatment and End TB across South Africa.

The aim is to increase testing, support treatment adherence, provide education and destigmatise diseases through collaboration with government agencies, non-governmental organisations (NGOs), the private sector and international partners. Minerals Council members are encouraged to screen and link to treatment, all employees that were not screened in the past year, with a focus on office employees.



“The vision is clear, a mining industry that protects and maximizes the health and wellbeing of its employees”



RICHARD STEWARD
Chairperson of Masoyise
Steering Committee and CEO
of Sibanye Stillwater.



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06

Did You Know — What Women Need to Know about Cervical Cancer

The cervix is located above the vagina and below the womb (uterus), forming the “neck of the womb.”

Cervical cancer:

Develops when abnormal cells in the cervix begin to grow uncontrollably, usually starting in the transformation zone. From there, the cancer can spread to nearby areas such as the vagina, or to other parts of the body, including the lymph nodes, lungs, or liver.

Anyone with a
cervix can get
cervical cancer.

Women, transgender
men and people with
an intersex variation.

What causes it:

Almost all cases of cervical cancer are caused by an infection with the human papillomavirus (HPV). HPV is the name for a group of viruses. Infection with

HPV is common. It affects the surface of different areas of the body, such as the cervix, vagina and skin. Some types of HPV cause cancer, while others can cause common warts on the hands and feet.

Risk factors include:

Multiple sexual partners, early sexual debut, smoking, having a weakened immune system, HIV infection and using oral contraceptives (the pill) for a long time.

Symptoms:

Unusual bleeding or discharge.

Treatment:

The treatment recommended by your doctors will depend on the stage of the cancer; your age and general health; and whether you would like to have children in the future.

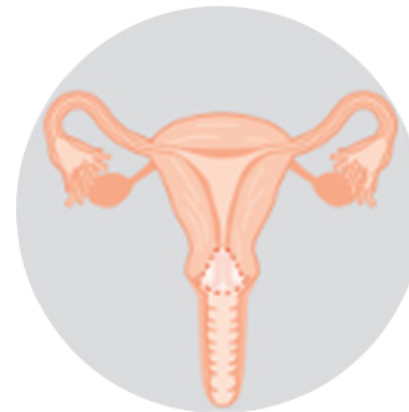
Prevention of cervical cancer:

Cancer of the cervix is preventable.

A single dose of HPV vaccine in girls aged 9 years and older, before they are sexually active, is the best form of prevention and is offered in all public schools in South Africa.

Regular screening through Pap smears and other cervical tests help prevent cervical cancer or detect it early when it is easiest to treat and screening is suggested as follows:

- In the public sector women 30 years and older should have a PAP smear every 10 years.
- In the private sector women from 25 years or earlier if sexually active can have a PAP smear every 3 years.
- For HIV positive women PAP smear should be done once diagnosed with HIV and every 3 years thereafter (or yearly if screening is positive/abnormal).



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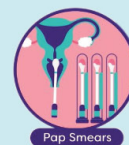
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Did You Know — What Women Need to Know about Cervical Cancer



NO FEAR Pap Smear Guide When and How



Not yet sexually active (9 to 26 yrs old)	I'm sexually active – I am experiencing NO symptoms	I'm sexually active – I am experiencing ABNORMAL symptoms	I'm sexually active – Pap smear results show NO pre-cancerous or cancerous cells	I'm sexually active – Pap smear results DO show PRE-cancerous cells	I'm sexually active - Pap smear results DO show CANCEROUS cells	I have been diagnosed as HIV positive
Repeated HPV infections raises the risk for cervical cancer  Vaccination Give permission for your daughter to receive the HPV Vaccination at school through DOH. Educate your daughter around lowering risk for cervical cancer, sexual risk / behaviour and cervical cancer myths.	An annual Pap smear is the best course of action Early detection saves lives... Start having Pap smears from the age of 21 years onwards. Routine cervical screening is not required for women under the age of 18 years, even if they are sexually active. Public Health Clinics offer women a FREE Pap Smear at the age of 30, 40 and 50. All low risk women who are found to have an abnormality during routine screening should subsequently be screened at three year intervals until the screen result is negative. When the result is negative, the woman can return to the 10 year schedule. Women should have a Pap smear at least every 3 years, although it is best to go for a Pap smear once per year. Go for an annual (once per year) Pap smear at a CANSA Care Centre or choose an annual Pap smear Clinical Breast Exam combo at a CANSA Care Centre. Alternatively see your healthcare provider.	Early detection saves lives, and treatment is possible in early stages of cancer – DON'T DELAY getting abnormal symptoms checked out. Go to a CANSA Care Centre, local government clinic or your healthcare provider for a Pap smear. Abnormal Symptoms may include: » abnormal bleeding between menstrual periods » menstrual periods becoming heavier and longer » continuous vaginal discharge » vaginal bleeding or pain during intercourse » vaginal bleeding after menopause » increased urinary frequency	Continue with annual (once per year) Pap smear at CANSA Care Centre, or healthcare provider. Women should have a Pap smear at least every 3 years, although it is best to go for a Pap smear once per year. Public Health Clinics offer FREE Pap Smear when you are at the age of 30, 40 and 50.	Pap smear shows pre-cancerous (not yet cancerous cells) have been detected. Do NOT skip the follow up colposcopy / biopsy to investigate this further. If you skip the appointment you may be putting your life at risk... The colposcopy / biopsy confirms the presence of pre-cancerous cells. Management of pre-cancerous cells is undertaken. Do NOT skip or delay these appointments.	Do NOT skip the follow up colposcopy / biopsy to investigate this further. If you skip the appointment you may be putting your life at risk... The colposcopy / biopsy confirms the presence of cancerous cells Cancer treatment is recommended. Cervical cancer is highly treatable in the early stages. Treatment should NOT be skipped or delayed. If detected timeously cervical cancer is NOT a death sentence. After cancer treatment continue with annual (once per year) Pap smears at local government clinic/ CANSA Care Centres.	Women with HIV infection also have a higher risk of developing cervical cancer. You must go to your local government clinic, CANSA Care Centre or healthcare provider for a Pap smear. If the Pap smear is NEGATIVE, return for a Pap smear in 3 years' time. For women living with HIV routine screening will start from 25 yrs. If the Pap smear is POSITIVE return annually (once per year) for a Pap smear. If the woman has passed the age of 50 and has had 3 consecutive negative routine HPV screenings no further screenings is required. You will be referred for the appropriate management / treatment by healthcare professionals. Do NOT skip or delay these appointments / treatment.

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