

“Across the world, violence against women and girls remains one of the most serious human rights violations, both a cause and consequence of gender inequality and discrimination. Its continued presence is one of the clearest markers of societies out of balance; the rise of voices that condemn it as unacceptable is a signal for hope of change, and an entry point for work to prevent it.”

Phumzile Mlambo-Ngcuka, United Nations Under-Secretary-General and Executive Director of UN Women



WOMEN IN MINING

Mining has traditionally been, and largely remains, a male-dominated profession.

Over the last 15 years there has been a concerted effort to increase the participation of women in the industry and the number of women working in mining has increased considerably – from roughly

11,400 in 2002 to 56,691 in 2019.



Progress has been made to the extent that women now comprise 12% of the industry's entire labour force. However, the increase in female participation has not necessarily translated to a significant improvement in the behaviour and attitude towards female miners. In fact, abuse, harassment and intimidation by male colleagues remains a challenge that many women confront on a daily basis, at work as well as at home.

Source: Minerals Council South Africa



GBV AND THE LAW

With the National Sexual Offenders Register and the Domestic Violence Act already in place, the government is currently looking at amending the Criminal and Related Matters act to introduce stricter penalties and bail conditions for people who are accused of committing a sexual offence.

But acts of GBV are rarely reported or discussed openly, so the extent of the problem is not fully understood and there is a lack of common understanding among both men and women of what is not acceptable behaviour.

South Africa's Department of Social Development defines abuse as:

“An attempt to control the behaviour of another person. It is a misuse of power which uses the bonds of intimacy, trust and dependency to make the victim vulnerable.”

STOP GENDER BASED VIOLENCE against women

“No individual, regardless of gender, should tolerate abuse.”



CONTACTS AND LINKS

Harmony Reality Wellness Hotline
080 11 22 55 0

GBV Command Centre
0800 428 428
or ***120*7867**

Domestic Violence Helpline
0800 150 150

Childline
0800 055 555

SAPS Emergency Services
08600 10111

The following is listed as acts of violence:



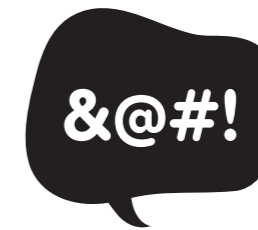
Physical abuse

this includes pushing, shoving, slapping, kicking, punching, hitting, spitting, pinching, pulling hair, choking, throwing things, hitting victims with an object, and using or threatening to use a weapon.



Sexual abuse

this is forced, unwanted sex, demanding the partner wear more (or less) provocative clothing; forced sex in any form.



Verbal abuse

this involves the use of language (criticise, name-calling, put-downs, threatening, blaming), which harms others emotionally.



Financial abuse

this deprives women of any control of money and the freedom to work, so they remain financially dependent on their partners.



Emotional/mental abuse

this includes attempts to control by using emotions to embarrass, shame, blame or manipulate, as well as threats to cause damage or harm.



STAND AGAINST GENDER-BASED VIOLENCE (GBV)



SA AMONG THE WORLD'S WORST

South Africa has among the highest rates of GBV in the world:

Half of all women in the workplace are sexually harassed

One in three women will be sexually attacked

Two in five women are beaten by their partners

One in 15 is murdered by their partner



MUST GBV STOP?

GBV is an obstacle for the achievement of justice for women and girls; it poses a serious threat to democracy and public health and is a barrier to achieving sustainable development, economic growth and social wellbeing. It comes with an economic cost – the World Bank says that in some countries, violence against women is estimated to cost countries more than double what they spend on education.

WHAT YOU CAN DO?

STOP turning away

Take a STAND

SUPPORT each other

SPOT the SIGNS of abuse

SUSTAIN behaviour change

Break the SILENCE

Create a SAFE SPACE



HARMONY'S
COMMITMENT

“Gender-based violence and harassment have never had a place in Harmony. We take a strong stand against gender-based violence’ against any form of employee harassment, discrimination, prejudice and abuse.”



Harmony CEO Peter Steenkamp



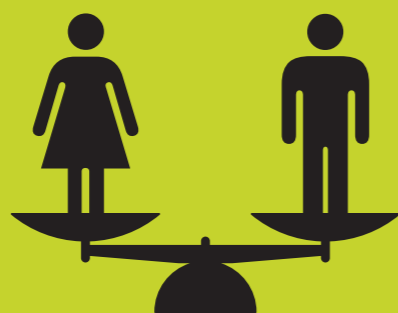
SALUTING WOMEN IN MINING

Harmony agrees that the abuse of women in South Africa is not just a mining industry imperative; it is a national imperative and the time has come for all of us to back the call to end GBV globally.

In South Africa, 17% of Harmony’s workforce are women; 19% of management positions are filled by women. Women thus make up a significant part of our workforce, and it is crucial we play a role in protecting them in our organisation and beyond.

HARMONY™
STAND AGAINST

GENDER-BASED VIOLENCE (GBV)



We all have a responsibility to ensure that women are treated equally, fairly and with dignity and respect.

OUR PLEDGE

To complement our ongoing efforts to ensure women feel safer at work and at home, Harmony has pledged its support to the Minerals Council South Africa’s initiative aimed at stopping the abuse of women in our mining communities and our country.

A member of the Council, Harmony embraces its 10-step response:

- 1** Commit to making the workplace safer for women, free from violence, intimidation and harassment
- 2** Involve women in developing policies that make them feel safe
- 3** Train men and women to understand what behaviour is not acceptable
- 4** Tell men they will be called out on their poor behaviour and face penalties, including suspension, job loss or criminal prosecution
- 5** Empower women not to accept abuse and harassment, and to provide a trustworthy mechanism for reporting incidents and supporting reporters
- 6** Commit to act swiftly and sensitively in resolving reported incidents
- 7** Reward behaviour that contributes to a safer working environment for women
- 8** Build issues of violence/harassment against women into company risk management
- 9** Adapt infrastructure and how work is carried out to make the environment safer for women
- 10** Report honestly on the state of women’s safety just as on safety and health

REMEMBER THE THREE

Rs

We encourage everyone to:

- recognise abuse;
- refuse to tolerate abusive behaviour; and
- report any act of sexual harassment



RECOGNISE

Men and women should recognise and be alert to abuse and acts of violation in the workplace, in public and in private. Victims of abuse do not always have physical injuries; some may seem fearful of a partner or colleague; they may become withdrawn, speak less and avoid specific situations, or they can become uncharacteristically dependent, always wanting a friend by their side.



REFUSE

No individual, regardless of gender, should tolerate abuse. Women have been empowered and can exercise their right to live and work in an environment that is free of abuse. Men must understand what constitutes unacceptable behaviour and its consequences. They should help entrench respectful behaviour by educating others and supporting women in society.



REPORT

We recognise that it takes courage to speak out, but we appeal to those who have been affected or know someone who might need help, to come forward, in total confidence. Abusive or unjust behaviour can be reported to authorities, faith-based organisations and within Harmony to our human resources team, a shift supervisor or via the anonymous platforms established to support Harmonites.



Nico van Blerk / Shutterstock.com

“Gender-based violence is an affront to our shared humanity. The unrelenting murder (and abuse) of women – for no reason other than that they are women – is steadily corroding the soul of our nation.

“Ultimately, the success of our fight to end gender-based violence will require the involvement and support of our entire society. If we are serious about ending these crimes, we cannot remain silent any longer.”

President Cyril Ramaphosa