

Challenges Facing Women in the Mining, Energy and Construction Sectors of South Africa:

Persisting barriers to equity in the workplace

About the Book

This book captures the findings of one of the most in-depth and extensive researches ever undertaken on women's welfare in the workplace. It focuses especially on the three previously male-dominated sectors of Mining, Energy and Construction. The book chronicles the challenges women continue to face in these sectors, and concludes with policy recommendations on how the barriers women face in the workplace can be mitigated and, ultimately, how they can be overcome.

About SATRI

The Sam Tambani Research Institute (SATRI) is a registered Public Benefit, Non-Profit Company that was founded by the National Union of Mineworkers (NUM) and Mineworkers Investment Trust (MIT) in 2012.

The Institute's major objective is to undertake research and analysis of substantive and primary issues affecting the welfare of workers and workers' communities in general, but especially workers in the mining, construction and energy sectors of Southern Africa. From the research conducted, it aims to produce publications and recommendations that inform policies and interventions related to the welfare of workers' and their communities.

Recognising that interventions aimed at improving workers and workers' communities welfare have become complex and require a great deal of factual information, SATRI gathers and analyses such information through its targeted research agenda, before making policy recommendations.



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Persisting barriers to equity in the workplace



SATRI

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PREFACE

Increasing the number of women active in the formal economy of a country makes both economic and moral sense. Women are an economic asset to a country, but also have the right like everybody else to gainfully engage in the economic activities of a country. With women in South Africa constituting more than 50% of the population, the country's vision of creating an all-inclusive developed society is not possible without women participation in mainstream economic activities of the country.

There are cultural, social, economic, physiological and sometimes psychological barriers to women participation in the formal economy. In some cultures, the main responsibility of a woman is still considered to be that of a nurturer and caretaker of the home. In some cases, women are socialised not to be aggressive in looking for jobs outside their areas of location, especially if they have family responsibilities. In other cases, the configuration of workplaces and the economy in general may not be pro-women workers.

Those tasked with the responsibility of ensuring that the number of women in the formal economy increases have to navigate through these rather complex and intertwined barriers in order to achieve this objective. Focus on barriers, however, diverts attention from the challenges women face in workplace after entry, and how these workplace challenges in turn impact on the barriers to entry. Although some of the challenges that women face in the workplace like sexual harassment and gender discrimination have been documented, how these challenges link with the initial barriers of entry is a less explored area. Experiences of women in employment are shared, both directly and indirectly, and can motivate or demotivate other women in aspiring to join and work within particular sectors of the economy.

Specific to the mining, energy and construction sectors of South Africa, some progress has been made in employing women in these previously male-dominated sectors. This could be attributed to progressive legislation on equity in workplaces and, to some extent, to the changing mind-set on women workers. To maintain the momentum of women employment in these sectors, it is critical to undertake periodical assessments of the challenges being faced by women who have succeeded in getting employment. These assessments will be informative in terms of the effectiveness of interventions that government has put in place to encourage women employment in formal sectors of the economy. The assessments will further provide direction on how to proceed with accelerating socio-economic empowerment of women in South Africa through various interventions.

This research project undertaken by the Sam Tambani Research Institute does this. It provides factual information on challenges still being faced by women in the three sectors despite legislative and other non-legislative interventions made in the last two decades aimed at increasing women participation in the formal economy. I have no doubt that all entities that are mandated and interested in promoting the well-being of women in the country, including government departments and non-government departments, will find this information useful. It is also my hope that this research will prompt discussions on the creation of synergies among different stakeholders in keeping track of the challenges that women continue to face in the workplace. This is an important input to initiatives aimed at increasing and maintaining women participation in the formal economy.

Simphiwe Nanise

COO Mineworkers Investment Trust

EXECUTIVE SUMMARY

The South African government took deliberate steps to encourage women's participation in the economy by gazetting a number of progressive policies and legislation to address the challenges faced by women in the workplace. The extent to which these initiatives have been successful in the mining, energy and the construction sectors of the country has not been systematically tracked and documented. Against this background, this study set out to find the challenges, and ascertain the extent of their existence across the mining, energy, and construction sectors of the South African economy. It was envisaged that the research findings would be useful in guiding future interventions aimed at increasing women participation in the formal economy in the three sectors, and in the national economy at large.

The research study approach was that of a survey. A total of eight independent but inter-related surveys were conducted in eight National Union of Mine Workers' (NUM) regions, namely: Highveld, Eastern Cape, North East, PWV, Matlosana, Free State, Rustenburg and Kimberley. A questionnaire consisting of 36 questions was used in the field work as a tool for collecting data. In total, 2 856 women were interviewed. Responses from the questionnaires were collated and analysed to make conclusions on challenges that women still face in the three sectors.

The study findings revealed that most of the women occupied low level jobs. The majority of women in the three sectors were 'general workers', as opposed to holding managerial and/or professional positions. In some cases, job titles given to women were exaggerated. In terms of education, the majority of women had a matric qualification. This could, in part, explain the low level jobs held but there was still low correlation between position held and the level of education.

Specific to challenges, the main challenge faced by women across the three sectors, irrespective of the region, was lack of career progress. The other two top-ranked challenges after lack of career progress were discrimination in decision making and in remuneration. Women predominantly attributed the challenges they faced to their immediate supervisors and company policies.

There was a high level of awareness of policies to empower and protect women in the workplace, including policies on sexual harassment. However, the awareness had not translated into a reduction in prevalence of challenges that women faced in the workplace. This was a misnomer that required further inquiry.

The study recommends that:

- Employers in the three sectors, working in conjunction with others stakeholders, should develop, implement and monitor an action plan to address gender stereotyping and bias in the workplaces.
- Deliberate steps be taken to facilitate and impart skills needed for women to migrate up the employment level hierarchy. This should be done while at the same time opening up opportunities and positions of higher responsibility for women to hold. Some the challenges that women face are likely to get less and less as they take up more senior positions.
- The implementation of policies on equity in the workplace and against gender discrimination, in the many facets it may take, needs to be fast-tracked and made effective.
- A policy on the protection of victims of sexual harassment and other forms of gender discrimination should be strengthened and publicised among women employees so that when these cases arise, women can speak out without fear.
- Ultimately, assessment of progress made in integrating women in the three sectors and documentation of persisting challenges and barriers should be periodically done so as to guide all stakeholders in taking forward the women emancipation cause.

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LIST OF ACRONYMS AND ABBREVIATIONS

ABET	Adult Basic Education and Training
BBBEE	Broad-Based Black Economic Empowerment
BCEA	Basic Condition of Employment Act
CCMA	Commission for Conciliation, Mediation and Arbitration
EE	Employment Equity
EEA	Employment Equity Act
GPF	Gender Policy Framework
GDP	Gross Domestic Product
MPRDA	Mining Charter and the Petroleum and Resources Development Act
NUM	National Union of Mineworkers
PPE	Personal Protective Equipment
PWV	Pretoria Witwatersrand Vereeniging
SATRI	Sam Tambani Research Institute
WIM	Women in Mining



CHAPTER 1: **INTRODUCTION**

By Martin Kaggwa

1.1 Background

South African women account for more than half of the national population. Promotion of gender equality, advancing human rights, and socio-economic empowerment of women has remained one of the national priority areas, not only for South Africa but the world over. The participation of women in main stream economic activities is important to the socio-economic development of South Africa. They possess unique skills and talents which can be utilised in the labour market to provide families with more economic independence (World Bank, 2009). They ensure a basis for sustainable sources and control of income to the benefit of children or households (UNWOMEN, 2015). More participation of women in the mainstream economy will reduce poverty and unemployment. Productive employment provides access to resources via wages (DW, 2015). An increase in the number of working women in the economy means production capacity will increase, which will lead to an increase in economic growth, and reduction of poverty and unemployment (World Bank, 2009). Thus, an environment that enables women to effectively engage in the labour market is essential to address some of the various economic inequalities that exist between the genders.

Despite the benefits of women's participation in the mainstream economy, women find it difficult to be employed and to utilise their skills, especially in male-dominated industries like mining. Women are economically excluded by the reluctance of employers to hire them. Even those that are working face less favourable working conditions (Malan, 2014) because of industry policies and environments that were created with men in mind as there were previously the only ones who worked in those industries (Martin, 2013).

The South African government took deliberate steps to encourage women's participation in the economy by gazetting a number of progressive policies and legislation to address the challenges faced by women in the workplace. The most notable policies are the Employment Equity Act No. 55 of 1998, which promotes equal employment opportunities and fair treatment to all South African (Rapoo, 2012). The Labour Relations Act No. 66 of 1995 promotes employee participation in decision making and fair treatment in dispute resolution. The Mines Health and Safety Act No. 29 of 1996 provides for protection of the health and safety of employees and other persons in mines, irrespective of gender. The overall aim of the government is to eliminate unfair discrimination of previously disadvantaged groups in the country.

In compliance with the legislation, some employers came up with their own policies and measures to conform to government policies by ensuring that more women are

employed in their companies. They developed employment targets, offer bursaries to women to further their careers, and train, mentor and develop women into leaders (Rapoo, 2012).

The government also established a department for women in the Presidency. The mandate of the Department of Women is to promote women's socio-economic empowerment, development and human rights. Location of the department in the Presidency has been a strategic imperative of transforming the socio-economic status of women (DW, 2015). Some progress has been made in attracting participation of women into the main economy. South Africa has seen a steady rise in the number of women employed in the formal sector (Martin, 2013); and in the second quarter of 2015, they increased by 3.5% compared to the same period in 2014 (Stats SA, 2015). Indeed female employment has grown, with the construction sector employing 25% more women in 2015 compared to 2014. Recent trends have shown that some of the male-dominated industries have shed the number of working women. Sectors under study, in particular mining and energy, have shed 30.2% and 29.9% of working women respectively (Stats SA, 2015).

The gradual increase in the number of working women does not guarantee that the challenges they face are resolved. Women still encounter unique challenges in the workplace, despite the efforts by both government and employers (Rapoo and Napo, 2012). This research analysed data collected from three sectors - mining, energy and construction - to highlight the challenges faced by women in the workplace in South Africa. The aim of this study is to critically assess the transformation issues in the male dominated industries, while also assessing the effectiveness of interventions by the South African government and measures taken by employers in addressing women's challenges in the workplace.

With this in mind, there was a need to establish women-specific challenges/problems in these sectors, recognising that the challenges that women face may significantly differ from those of men. Such women-specific challenges may require different solutions to mitigate them.

1.2 Research Goal

The goal of this research is to establish the challenges of women that still persist in South Africa's mining, construction and energy sectors and ascertain the extent to which these exist across these three sectors. The information collected will be useful in guiding interventions aimed at solving these challenges.

1.3 Research Objectives

- To identify women-specific challenges within these three sectors.
- To document these women-specific challenges.
- To establish the extent to which these women-specific challenges exist across the sectors.
- To gauge which of these challenge are most prevalent and common.
- To come up with recommendations on interventions needed in workplaces in the mining, energy and construction sectors suitable and accommodative to women employees.

1.4 Research Questions

The research attempted to answer the following question in broad terms: What are the specific challenges of women that still persists within the mining, construction and energy sectors face? What is the extent of existence of these challenges? Which are the most common of these challenges?

1.5 Literature and previous studies of challenges facing women in the workplace

The issue of challenges facing women in the workplace has a long history. For many developing countries the challenges are rooted into the patriarchal nature of societies. In patriarchal societies, a variety of belief systems, cultural and religious practices excluded women from participating in the workplace (Hartmann, 2010).

The move to radically push for gender mainstreaming in the workplace gained momentum in the second half of the 21st Century. It was supported by international organisations such as the United Nations, and global feminist movements.

Specific to South Africa, the move to open formal employment for women across all sectors gained momentum after the 1994 democratic transition. The new democratic government introduced laws and legislations to open up and create employment for women in the formal sectors of the economy. Notable among these legislations were the Gender Policy Framework (GPF) of 1994 that was aimed at ensuring that women are integrated into the formal workplace, and the political and cultural aspects of life; the Employment Equity Act 55 of 1998, which was aimed at promoting equality, curb discrimination and ensure fair treatment of all persons in the workplace including women. The Mining Charter (2002), and construction and energy sector charters also set standards and terms for women's involvement in the mining, energy and construction sectors. The Broad-based Black Economic

Empowerment (BBBEE of 2003) included provisions for women's active involvement in mainstream economic activities, and for women to gradually occupy key positions in all sectors. Specific to the mining sector, the Mining Charter and the Mining and Petroleum Resources Development Act 28 of 2002 (MPRDA) introduced mandatory quotas for women participation in the sector.

Despite the global initiatives, government legislations and changing mind-set on the potential of women as formal workers, a number of women-specific challenges still persist in the workplace. From global studies, women-specific challenges still experienced in the workplace include general discrimination (Marthur- Helm, 2011), health and safety (Torres, 2016), sexual harassment (Botha, 2016) and double-duty responsibilities (Botha, 2015). Others challenges also mentioned include depowering and down-grading (Feyerhem and Vick 2005), under-representation (Marthur- Helm, 2011) and inflexible working practices (Worrall, 2012).

Specific to South Africa, studies have identified a number of challenges facing women in the workplace. The study 'Women in Mining in SA' (WIM) of 2014 identified unequal treatment. The study was based on a survey approach with 247 respondents. The focus was on women who are professionals (89%), while (77%) occupied operational posts. The study concluded that although the legislation enforce the mining industry to employ women, it is equally important that women take it as their responsibility to change mind-sets in this industry in addressing exclusion, unequal treatment and lack of support.

Botha & Cronje's study (2014) claimed that absence of mentors, unsupportive supervisors for women in the workplace and misconceptions of the women's ability to perform tasks were the key challenges women faced in South Africa. The other challenges identified by Botha and Cronje (2016) were double-bind, sexual harassment, discrimination, isolation, male-dominated culture as well as long hours of work. The study was based on a survey, with a sample of 156 respondents in platinum, phosphor and copper mines. The sample was comprised of management, and male and female employees working in key mining activities. The study concluded that specific attention should be given to career development and progression of women in key mining activities.

Apart from the WIM study that focused on the mining sector in isolation, no primary research study on challenges facing women in the mining, construction and energy sectors of South Africa has ever been carried out, at least to the knowledge the authors. The available studies on the topic have been based on secondary data. Among these is the study by Sangweni (2015) who reported that discrimination was still a challenge for women in the construction sector. According to Haupt and Madikizela (2010), lack of sufficient knowledge of the industry, lack of successful women, limited career choices and harsh work environments are some of the

challenges experienced by women in the workplace in the construction sector. They argue further that the nature of the construction industry posed a threat for career development of women in the sector. Their study, which used a survey approach, had a sample of 1 435 industry practitioners, 141 first and final year construction students, and 17 professional women from Gauteng and Western Cape provinces.

The study by Moodley in 2012 indicated that women still faced sexual harassment. The study was based on a survey and personal interviews with a sample size of 100 respondents; 40% of the respondents were women contractors and 60% were female consultants in the industry. This was basically a small and none representative study.

Given the fact that challenges facing women in the workplace is a common phenomenon, and given the fact that the South African government has been aggressively pushing for women employment in formal sectors, it was prudent to undertake a more broad primary research to document challenges that still persist in these three sectors (mining, construction and energy). It is envisaged that these findings would be useful in guiding future interventions aimed at increasing the number of women in the workplace and maintaining the momentum for women in formal employment.

The rest of the report is organised as follows:

- In Chapter 2, the methodology used in this research and demographic information of the respondents is presented.
- Chapter 3 focuses on positions held by women in the mining, energy and construction sectors of South Africa.
- In Chapter 4, the specific challenges that women still face in the three sectors are presented in a ranked form.
- Chapter 5 and Chapter 6 focus on the treatment of women in the workplace, with a special focus on sexual harassment and sexual favours.
- In Chapter 7, findings on the effectiveness of policies put in place to empower and protect women in the three sectors are discussed.
- Chapter 8 concludes the study, with recommendations and the way forward for creating a conducive workplace environment for women in the South Africa's mining, energy and construction sectors.



CHAPTER 2: **RESEARCH METHODOLOGY**

By Zolisa Mpange

2.1 Introduction

Essentially the chapter provides the scope of the study, and discusses the limitations of the research project. Central to the chapter is also an explanation of the sampling technique employed, elaboration of the methods of data analysis and interpretation. The chapter ends with a presentation of demographical data analysis of the respondents.

2.2 Scope of the study

This study is set out to investigate the nature of challenges experienced by women employed in South Africa's mining, energy, and construction sectors. A total of eight independent but inter-related surveys were conducted in eight National Union of Mine Workers' (NUM) regions, namely: Highveld, Eastern Cape, North East, PWV, Matlosana, Free State, Rustenburg and Kimberley which are illustrated on (Figure 2.1). A questionnaire consisting of 36 questions was used in the field work as a tool for collecting data. In total, 2 856 women were interviewed (Table 2.1).

Figure 2.1: Geographic Location of Surveyed NUM regions and Branches

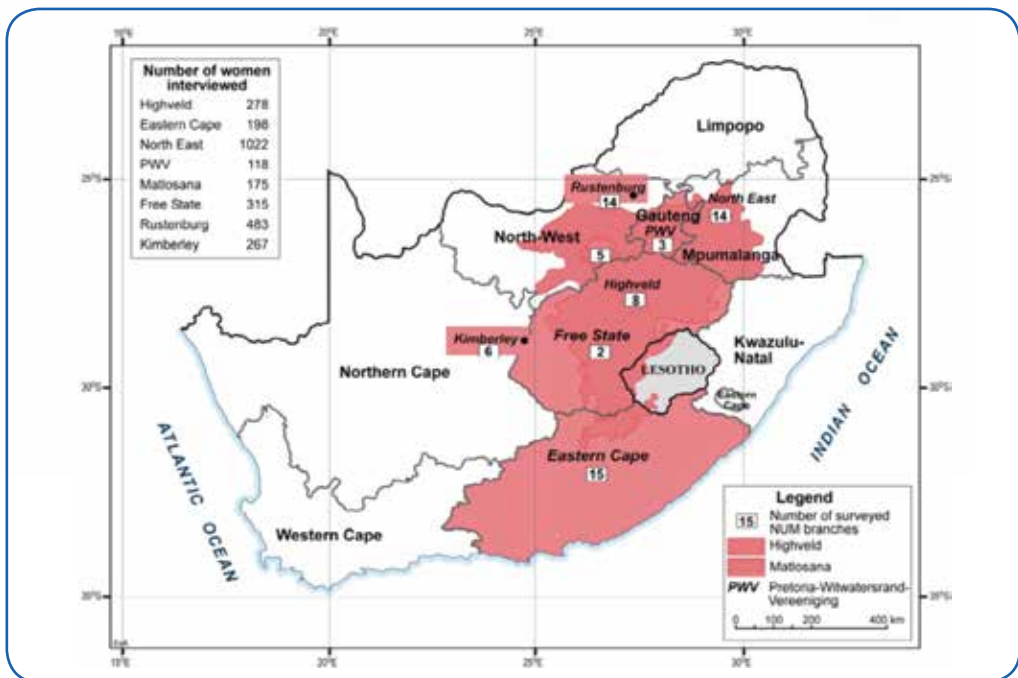
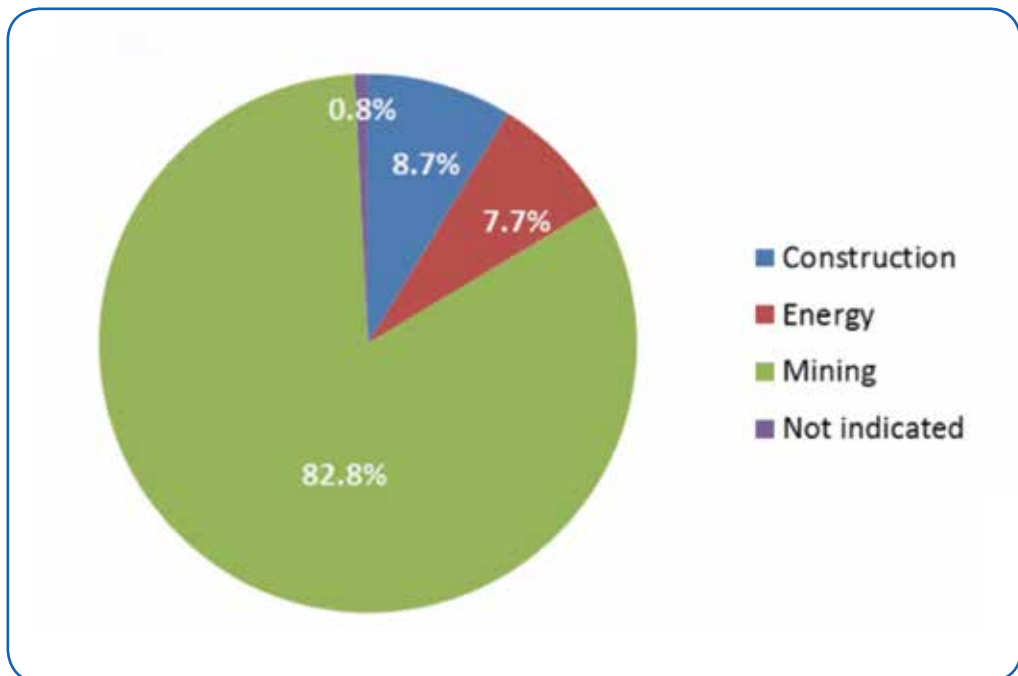


Table 2.1: Total distribution of respondents per NUM region

No	Region	Number of branches	Number of women interviewed
1	Highveld	8	278
2	Eastern Cape	15	198
3	North East	14	1022
4	PWV	3	118
5	Matlosana	5	175
6	Free State	2	315
7	Rustenburg	14	483
8	Kimberley	6	267
Total		67	2 856

Out of the 2 856 women interviewed, the majority of respondents (82.8%) were in the mining sector, followed by 8.7% in the construction sector and 7.7% in the energy sector. Lastly, 0.8% of the respondents did not indicate their sectors (Figure 2.2).

Figure 2.2: Total distribution of respondents per sector

2.3 Sampling technique

The empirical survey required a representative sample of women in these three sectors. Therefore, the study employed a non-probability sampling techniques, namely convenience and purposive sampling. The respondents to questionnaires were selected based on accessibility to the researchers.

The intention of the sampling technique was to select respondents who are representative of the population of women in mining, energy and construction sectors to ensure that the results can be generalised and that inferences can easily be drawn. Purposive sampling was thus chosen given its inherent advantage of easy sample target which in this case were women within the three specific sectors. This was complemented with convenience sampling which provides good qualitative information, with illustrative quotes of rich verbatim comments on specific topics. And to shed further light on the comments, convenience sampling provides detailed demographic profiles of respondents and gives accurate correlations.

2.4 Data analysis and interpretation

Responses from the questionnaires were collated to make sense in accordance with themes so as to make deductions and information appropriate to each theme.

2.4.1 Qualitative data analysis

The data was analysed using thematic analysis, which consists of a description of the main ideas. Qualitative data was grouped together to label ideas that are similar, so that they eventually provide the researcher with wider perspectives.

The research questions constituted the main themes of the research data in this study. The researcher listed the sub-themes by summarising the respondents' answers to the survey questionnaire relating to each main theme. Subsequently, the researcher identified the data relevant to each sub-theme. Afterwards the researcher catalogued all the data that fitted under each sub-theme. Finally, all the sub-themes were put together to summarise the respondents' comprehensive perceptions.

2.4.2 Quantitative data analysis

As part of the initial analysis, an Excel spreadsheet was used and tables were drawn up showing an overview of the responses. These tables were drawn up as a means of visualizing the results. The intention of this analysis was to produce graphs that summarised the information. Data frequencies were graphically represented and frequency distribution tables were also produced, to make the interpretation easy and comprehensible.

The descriptive data analysis above was followed by correlation analysis method adopted to spot the relationship between positions held by women against level of education, time spent with company, skills development courses as well as being a member of a trade union. This was done using the data analysis feature in Microsoft Excel. Responses given had to be coded in a numeric form since the software used only reads numeric data. The conclusion was drawn from Pearson coefficient and the P-value.

2.5 Limitation of the study

The limitation to the study lies in the sampling process. The study employed a convenience but purposeful sampling technique. Convenience sampling is a non-probability sampling technique where respondents are selected because of their accessibility to the researcher. This sampling method was employed because it was not easy to gain access to some mining, energy and construction companies visited, although permission of access was granted before visits. As a result, the researchers chose to stand at main entrances or change rooms where it was easy to disseminate questionnaires to many women that passed by to take part in the research.

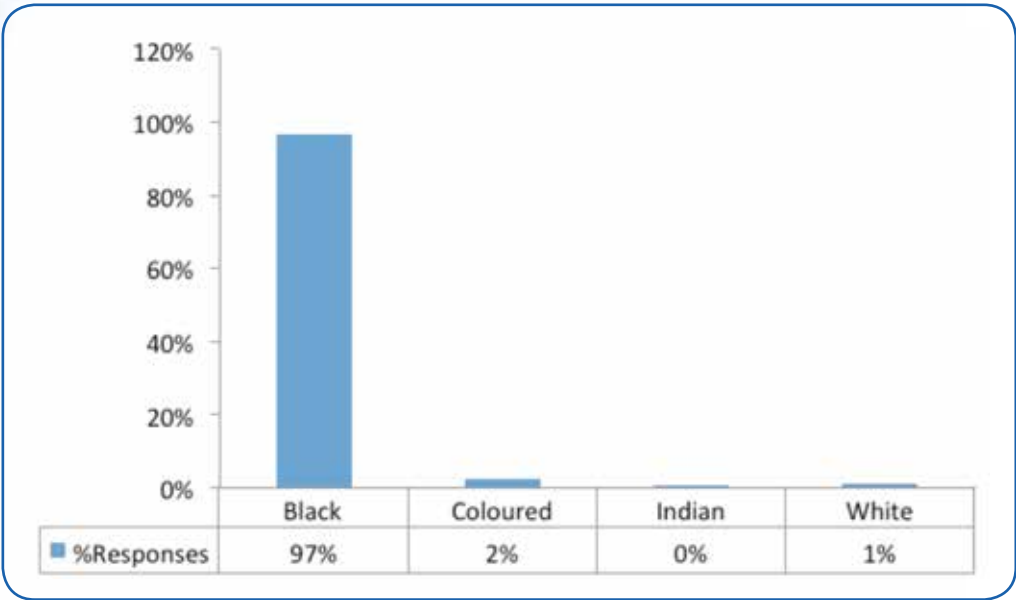
Convenience sampling introduces an element of bias in the results. The researcher might not know how well a convenience sample will represent the population regarding the challenges facing the women under research in the specific case of this research. This means that there might be important data that could have been left out during the data collection process. This could however be mitigated, in part, by increasing the number of respondents interviewed. In recognition of this limitation, efforts were made to interview as many women as possible.

2.6 Demographics of the respondents

2.6.1 Race profile of respondents

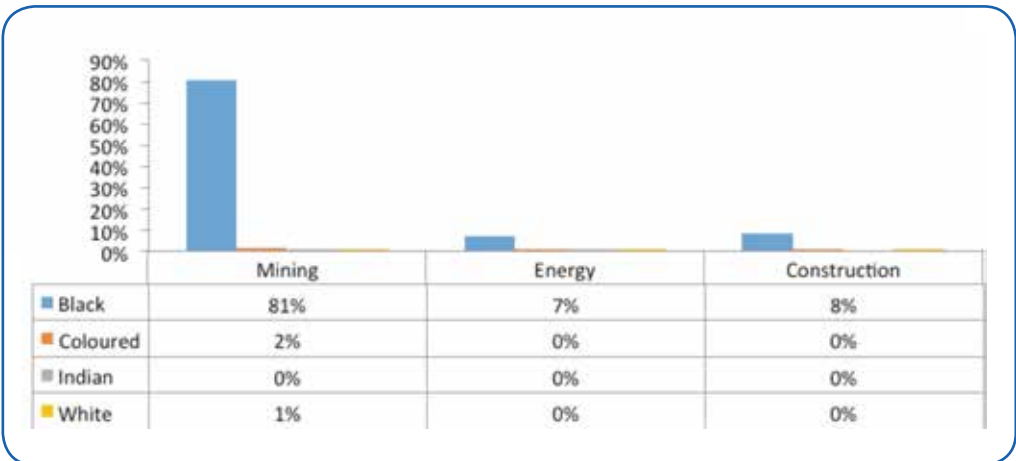
The majority of respondents were black (96.7%). The number of coloured, Indian and white respondents was minimal (Figure 2.2).

Figure 2.3: Race profile of respondents



Amongst black respondents, 80.78% were in the mining sector, 7.37% in the energy sector and 8.48% in the construction sector. Again, the number of coloured, Indian and white respondents was minimal across the three sectors. Moreover, there were no Indian respondents in the construction sector (Figure 2.3).

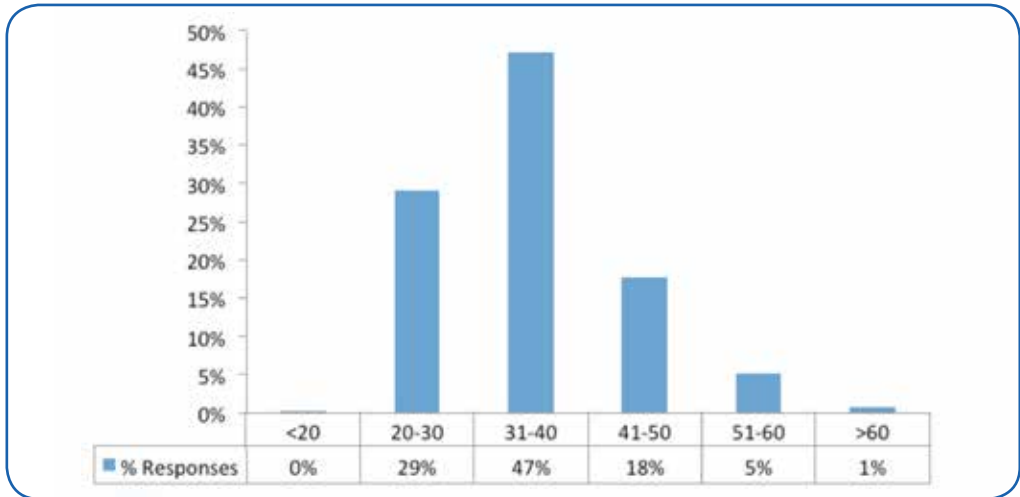
Figure 2.4: Race profile of respondents per sector



2.6.2 Age profile of respondents

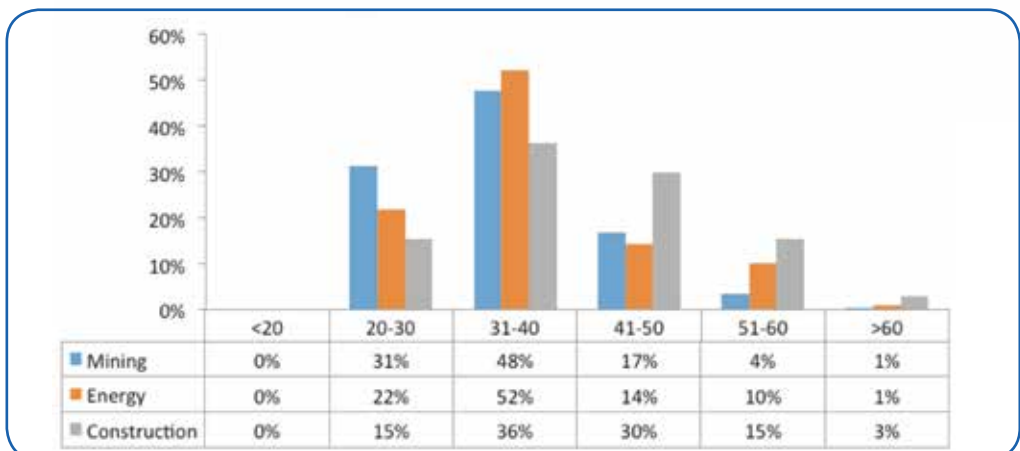
With regards to the age profile of respondents, the majority of respondents were in the 31 to 40 age group (47.1%); while the smallest group was under the age of 20 years (0.1%) (Figure 2.4). This finding can be interpreted to mean that responses given were dominated by young to middle-aged women.

Figure 2.5: The age profile of respondents



Similarly, the majority of respondents across the three sectors were aged between 31 to 40 years (52.3%) in the energy sector, 47.6% in the mining sector and 36.45% in the construction sector. However, there were no respondents under the age of 20 years in the construction and energy sectors (Figure 2.5).

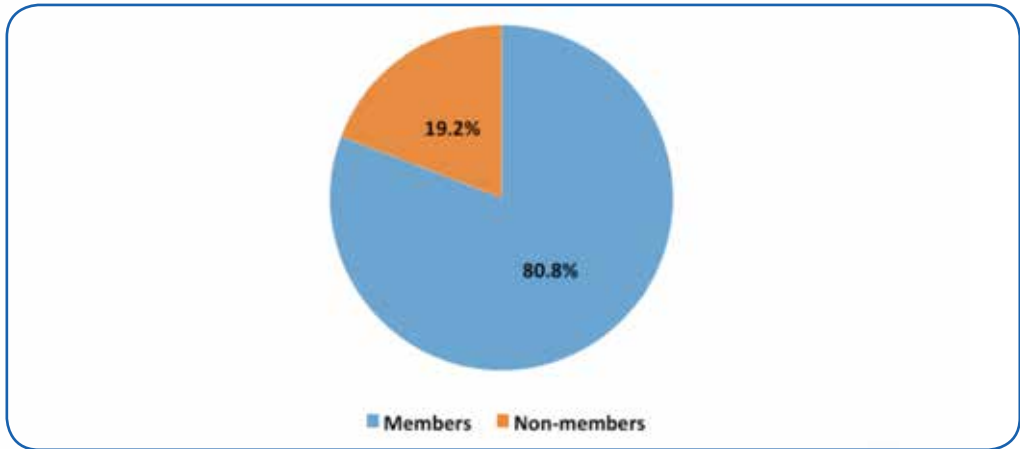
Figure 26: Race profile of respondents per sector



2.6.3 Trade Union affiliation

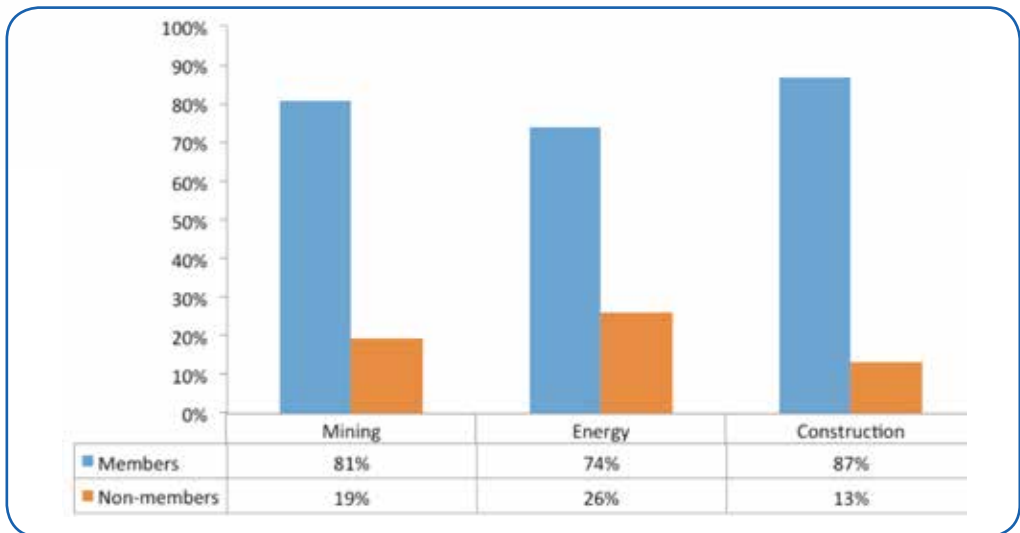
The majority of respondents were unionised, that is 80.8% were members of a trade union while 19.2% were not members of a trade union (Figure 2.6). How unions respond to these non-union members will be decisive in determining their level of influence within the three sectors.

Figure 2.7: Distribution of union membership



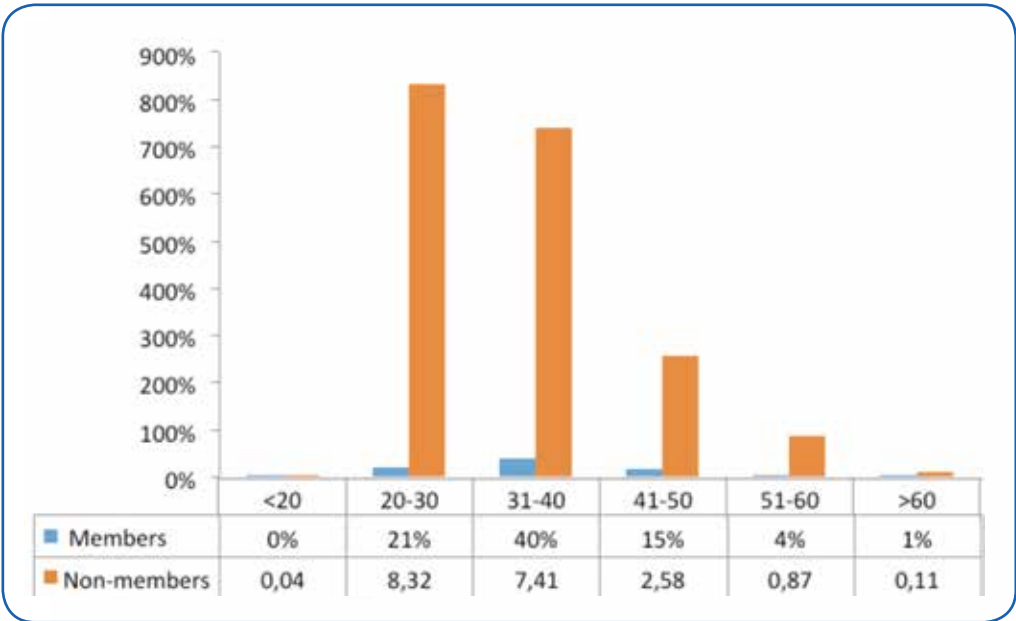
This finding means that the majority of respondents in all the three sectors were unionised: 86.9% in the construction sector, 80.6% in the mining sector and 73.9% in the energy sector. However, the energy sector had the highest percentage of respondents that were not unionised, at 26.1% (Figure 2.7).

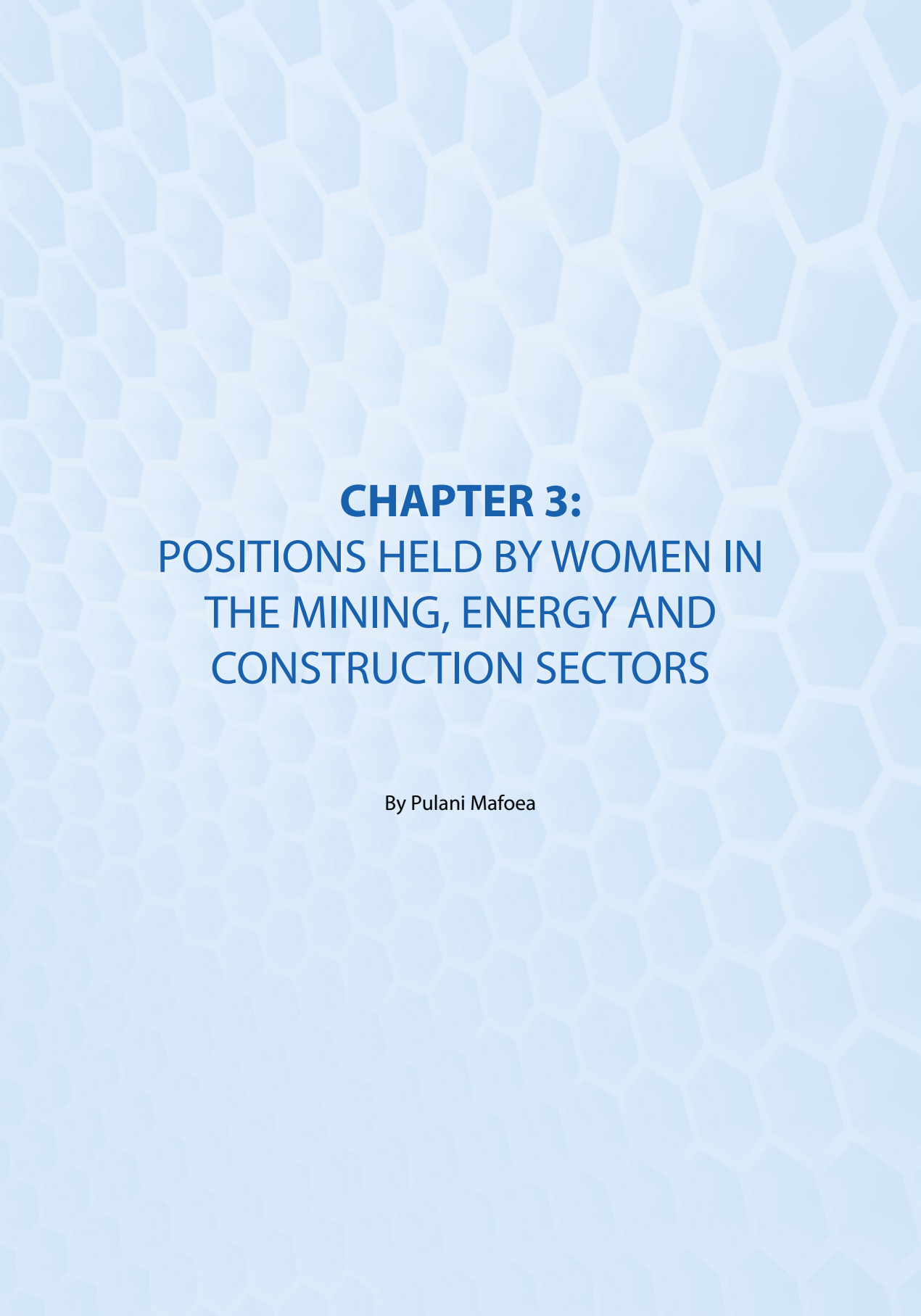
Figure 2.8: Distribution of union membership per sector



The majority of respondents that were unionised were in the 31 to 40 age category (39.79%). The majority of non-unionised respondents were in the 20 to 30 age category (8.32%). In other words, less women in the age category of 20 to 30 were unionised, compared to the 31 to 40 age category. This finding could have implications for future recruitment strategy of women to join unions (Figure 2.8).

Figure 2.9: Proportion of union membership across age groups





CHAPTER 3:
POSITIONS HELD BY WOMEN IN
THE MINING, ENERGY AND
CONSTRUCTION SECTORS

By Pulani Mafoea

3.1 Introduction

This chapter presents findings on the workplace position held by women in the mining, energy and the construction sectors of South Africa. This was done in order to establish the extent to which gender equity has been achieved in these three sectors. The information would also be useful in establishing whether there is equity in woman participation across these sectors. Tackling gender equity and equality in a sustainable manner could entail transforming positions, as a necessary complement to efforts to close the gap of gender imbalance. Regardless of progress made, the male-dominated culture still continues to exist through imbedded, concealed, and understated forms of preconceptions in the workplace. These preconceptions play a key role in the types and levels of positions women hold.

The first section focuses on positions held by women in the three sectors as an indicator of the level of benefit and influence of women employees in the workplace. Section Two presents and discusses the relationship between the position held by women in the workplace and: a) level of education b) period of employment c) skills level as determined by the number of courses attended, and d) union membership. This is done through a correlation analysis. Each of the relationships established is informative in terms of revealing what influences the positions held by women in the three sectors. In so doing, potential areas of interventions to promote women to get better positions in the three sectors are revealed.

The chapter then analyses how women are positioned in terms of belonging to a trade union and the designation of work. In particular, the chapter looks at the incidence of empowerment of women in these sectors, as well as the skills, sectoral and occupational composition of jobs held by women. In so doing, it aims to untangle some of the challenges and inconsistencies facing women in these sectors today, at a time when it is now recognised that though women have special needs, they also have the same rights as men.

3.2 Positions that women hold in the workplace

The Mining Charter aims to rectify previous inequalities in the mining sector and so specifically provides for the inclusion of women in core mining activities. One of the most visible impacts of this transformative policy is the noticeable higher number of women in mining. The 2004 Mining Charter set a 10% target of women representation in mining. Furthermore, it required companies to promote employment equity by ensuring diversity as well as participation of historically disadvantaged South Africans at all levels of decision making and core occupational categories in the mining industry.

Since then, gender and employment equity have been an ongoing issue throughout the South African labour market. The South African government and trade unions at large have constantly emphasised the importance of these two targets as necessary conditions to attain sustained long-term growth and cohesion in the mining industry. Indeed, particular emphasis has been placed on demographic representation particularly in so far as women are concerned. Incorporating women in male-dominated industries such as mining and construction calls for a thorough understanding of the challenges that women face in these sectors.

Whilst the number of women is noticeable in these sectors, the analysis of the type of positions they have indicates that there still exists some inequality in terms of positions held. This research found that a majority of women in the three sectors work as 'general workers', as opposed to managerial and/or professional positions (Figure 3.1).

For this research, the general workers category includes assistant back washer, bagging attendant, belt cleaner, brick rapper, cashier, cash-washer, casual, change house attendant, cleaner, cleaning shafts (engineering assistant), clerical etc. These are positions that have nothing to do with mining, construction or energy. An analysis of composition of positions confirms that the majority (39.3%) of the women interviewed are in low-status jobs and, subsequently, lowest paying jobs. This is indeed a representation of global trends in which women are over-represented in cleaning, secretarial and support positions as compared to managerial and professional positions.

Figure 3.1: Positions/occupations of women in the three sectors

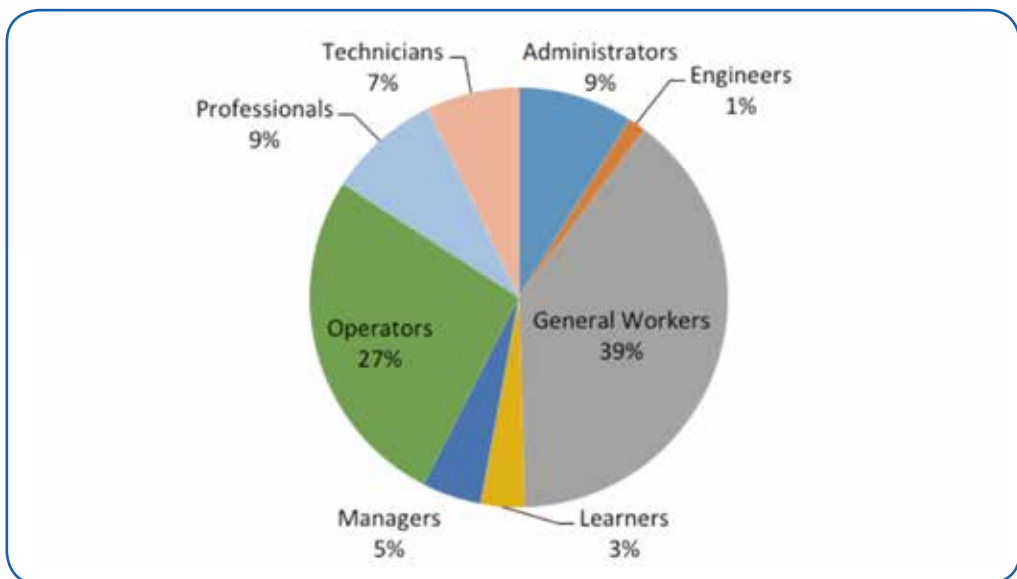
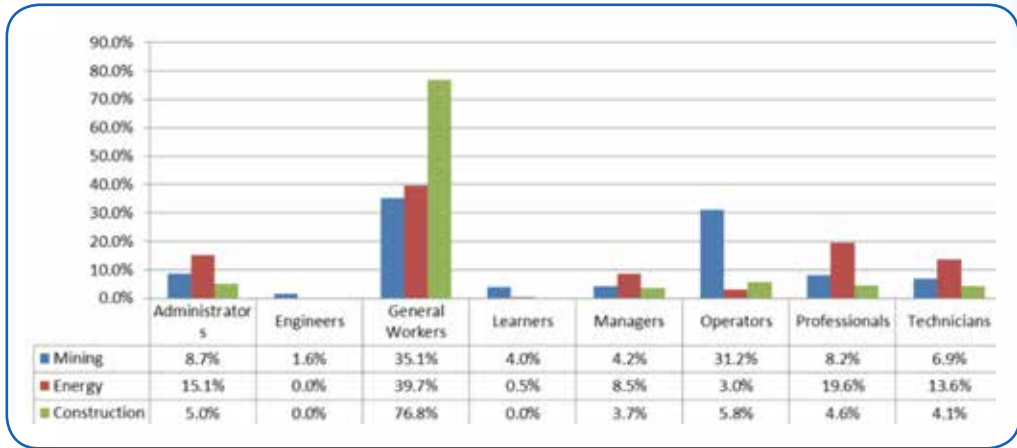


Figure 3.2: Positions/occupations per sectors

In the construction industry, 76.8% of the women interviewed were in the category of general workers, as opposed to 3.7% in management positions, 4.6% in professional positions and 5.8% at the operational level. In the mining industry, the research found that there are significant amounts of women working as general workers (35.1%); in the energy sector the figure stands at 39.7%.

What the research revealed is that notwithstanding some advances - such as the increase in female employment - women continue to face significant hurdles in entering the labour market and getting higher ranking jobs. The low ranking jobs they get come with unequal access to opportunities. This limits their progress, weighs on their social status and ultimately restricts their personal development.

Another observation is that due to the fact that these low ranking positions are not at the core of mining, construction or energy, they are considered less important. Some women interviewed reported that men are given higher ranking jobs as opposed to women. According to them, management prefer men over women because of their strength and ability to work harder and longer; and so men occupy positions such as operators which are directly linked to the core business. This pattern is common in situations where women move into male-dominated occupations: separations around which types of jobs are best for women are made. These distinctions are linked to gender stereotyping and continually act as a barrier to women fulfilling their potential in the labour market.

The research also discovered that there is substantial amount of women (31.2%) with job titles as operators in the mining sector, as opposed to 3% and 5.8% in the energy and construction sectors respectively (Figure 3.2). The initial assumption would be that the mining industry seems to be making inroads as far as empowering women to do actual mining is concerned. However, a thorough analysis of the actual job that

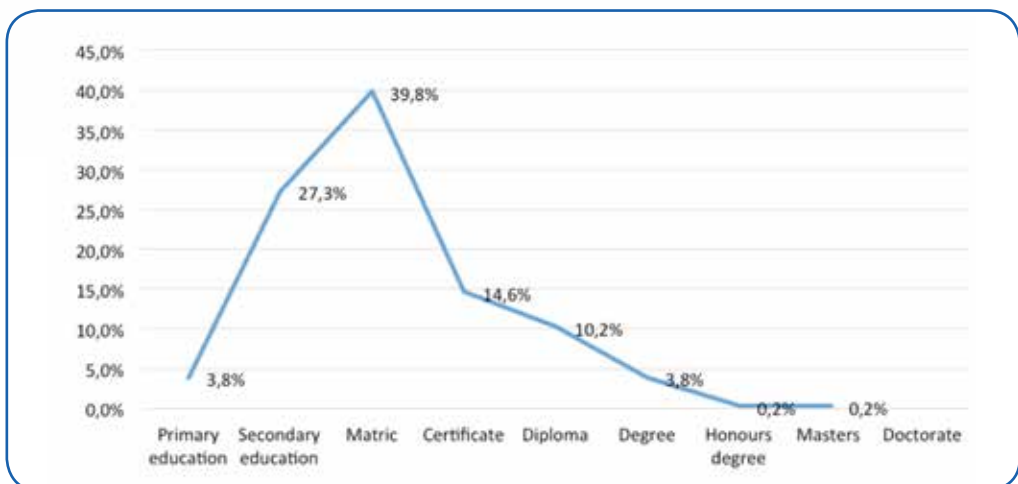
these 'operators' do reveals that under the operator's category most of these women do not actually do the operator's work. For instance, many women who reported their positions to be either crusher, winch or belt operators, in their own admission, explained that when underground these positions simply do not apply. They assumed assistant and support positions to men who do these jobs. Surprisingly, the women say their supervisors are aware of this.

The women biggest challenge in this regard is the heaviness and weight of machines and mine equipment, which makes it difficult for them to operate them; but they also report that men prefer to do the work so as to speed up the production process. And so positions are characterised 'feminine' and 'masculine' based on the skills that the jobs entail, but also based on the working culture. Perhaps another way to explain it is that even in these times of gender equality, it could be argued that the companies and management observe a traditional view of gender division of roles, and prefer male employees; but also that many women find underground work too 'masculine' and too physically demanding.

3.3 Positions and level of education

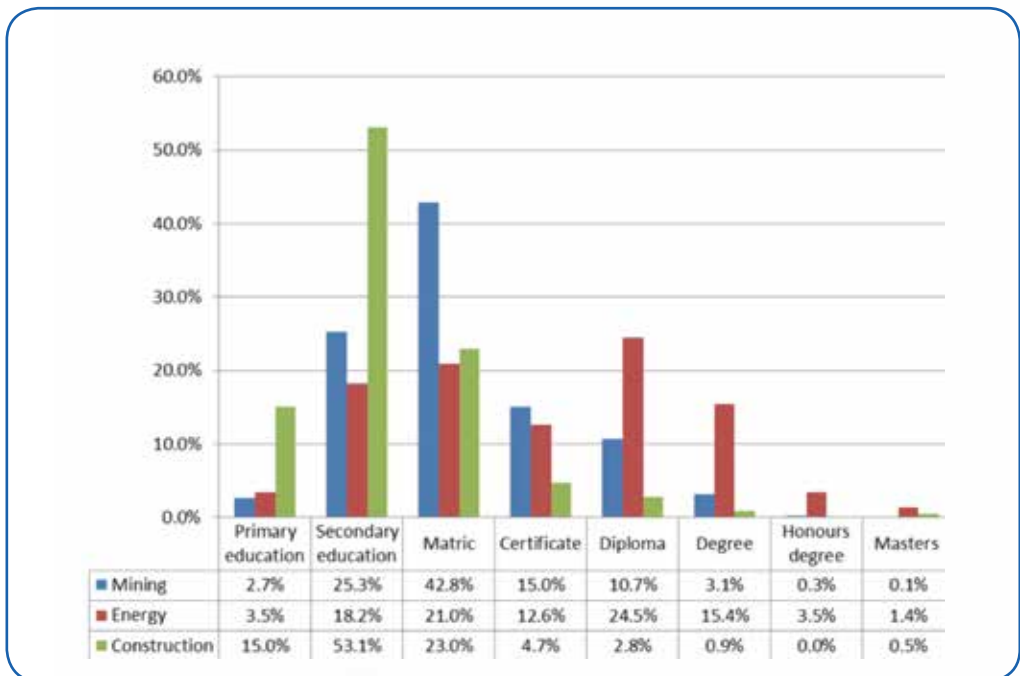
In terms of the type of jobs that women have, the issue of level of education is critical. So, in discussing the positions that women hold in the three sectors, it is also important to recognise that there is generally a low level of education in these sectors. Only 4.2% of the respondents had a university degree (honours and masters included). In addition, at least 25.2% had obtained either a certificate or diploma. The majority of women (70.9%) in these sectors have matric, secondary and primary education as their highest qualification.

Figure 3.3: Level of education in the 3 sectors



It is, however, important to note that the level of education in the energy sector is much higher compared to the other two sectors. Figure 3.4 below shows that at least 57.4% of the women interviewed in energy had above-matric as the highest level of education. In the mining industry, only 28.8% women had matric and above qualifications; construction is at 26.7%. Of the three sectors, the energy sector seems to have a significantly high number of women who have a diploma or generally higher education qualifications. This could explain why there are significantly more women in professional and management positions (Figure 3.2) in the energy sector compared to the other two.

Figure 3.4: Level of education per sector



In the construction sector, the level of education is very low, with about 68% women in possession of primary and secondary education as highest qualification. This findings are not surprising, as many women join the construction sector because of desperation, poverty and unemployment. Just like mining, construction is traditionally viewed as a male field, as it can be extremely labour intensive.

Usually, the level of education and qualification play a significant role in the type and level of work one does. The assumption is that people with higher levels of education will likely have better jobs. As a result, there should be a positive linear relationship between education and position held in the workplace. As demonstrated in Table 3.1 below, the research found that the correlation between the position and the level of

education was very low although positive. At 0.2165, the Pearson coefficient means that although education can influence the position held by women in these sectors, the influence is very minimal. This means that generally women with higher levels of education are likely to have better jobs but if a person has got a higher qualification, it does not necessarily guarantee that they will move to a better position. In other words, getting a higher qualification does not necessarily mean a person will get a higher ranking job. As demonstrated in Figure 3.2, a significant number of women in the energy sector hold both higher qualifications and higher positions, thus resulting in a positive Pearson coefficient between these two variables. However, it is very low because unlike in the mining and construction sectors, as Figure 3.1 and Figure 3.3 show, qualifications do not make a difference.

This can also be explained by the correlation analysis between position held and the attendance of skills development courses attended, which indicate a Pearson coefficient of 0.1282. This means that there is a weak but positive relationship between position held by the women in the workplace and the attendance of skills development courses.

Table 3.1: Relationship between position and other variables

	Level of education	Skills Development Courses attended	Job Experience	Trade Union Membership
Position held	0.2165	1282	0.0736	0.0539
P-Value	1.18E-31	6.08E-12	8.24E-5	0.003969

3.4 Position and job experience

Women have not been in these male-dominated industries' for a long time. As such, they have limited mining experience, and that has often been cited when explaining the low ranking positions they occupy. Indeed, there is a relationship between work experience and the positions held. Unexpectedly, the research found that in these three sectors the relationship between work experience and the level of position is very small. As per Table 3.1 above the Pearson coefficient indicates a low positive value of 0.0736. This is unexpected because normally the more time one spends working for a company or in an industry, the more one gains experience necessary for upward mobility. However, the research discovered that the majority of these women have been working for the same company for more than 10 years as cleaners, clerks, assistants and so on. Some have gone for skills development training but have not moved to higher ranking jobs even though they have long service periods. This may warrant further investigation to ascertain the potential to move to higher positions i.e. in line with qualifications capacity and ability. As indicated in the Figure 3.5 below, 45.6% of the respondents have been in the industry for between 1 to 5 years, whilst 35.3% have been working in the industry for 6 to 10 years.

Years of experience vary across the sectors. Findings indicate (Table 3.2) that of the 2 314 women interviewed in the mining sector, 1 052 have been working mining for a period of between 1 to 5 years and a significant 844 have mining experience of between 6 to 10 years. However, the majority of the women reported that it is common to be employed in the mining, energy or construction sectors for more than 10 years and still hold the same position.

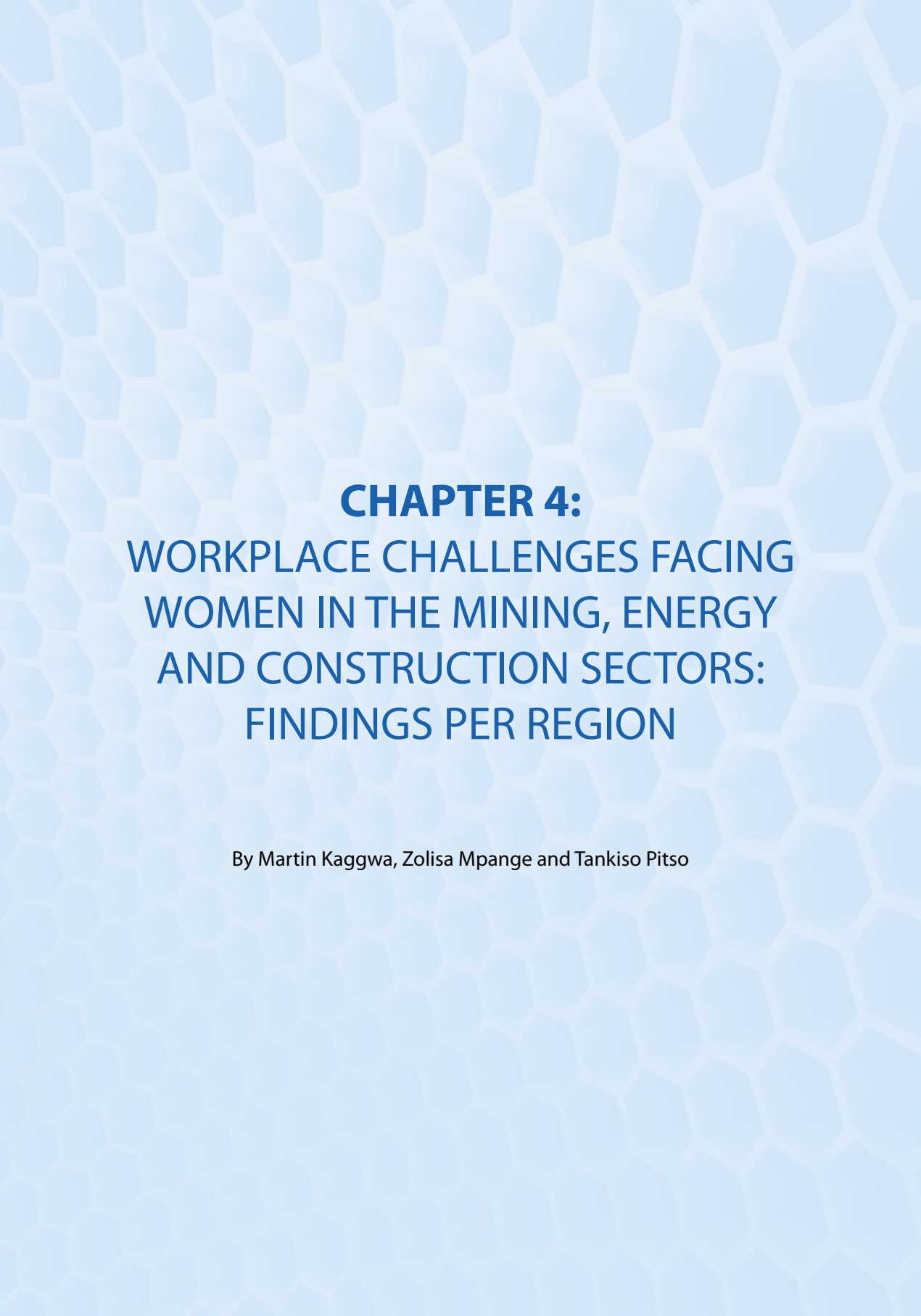
Table 3.2: Number of years worked in the industry

Years	Mining	Energy	Construction
(<1)	205	9	17
(1-5)	1052	87	124
(6-10)	844	80	50
(11-15)	160	17	30
(16-20)	25	9	1
(21-25)	14	9	10
(26-30)	10	2	4
(31-35)	3	1	7
(36-40)	1	1	
	2314	215	243

The research also found little correlation between position and trade union membership. Even though the trade union variable seems to be the lowest at 0.0539, it could be explained that only the leadership of the union in the workplace would see significant change in terms of their jobs, and not ordinary members.

3.5 Conclusion

Despite the potential of women in the mining, construction and energy sectors, this chapter has demonstrated that there are serious challenges hindering women's advancement in these sectors. Using the selected variables of positions women have in the three sectors, this chapter observed that women in these sectors are still at a substantial social and economic disadvantage. The chapter observed that there is a significant gender divide in positions - with women mostly limited to the roles traditionally assigned to their gender. All these factors, separately and together, directly or indirectly promote social and economic dependency of women on their male partners.



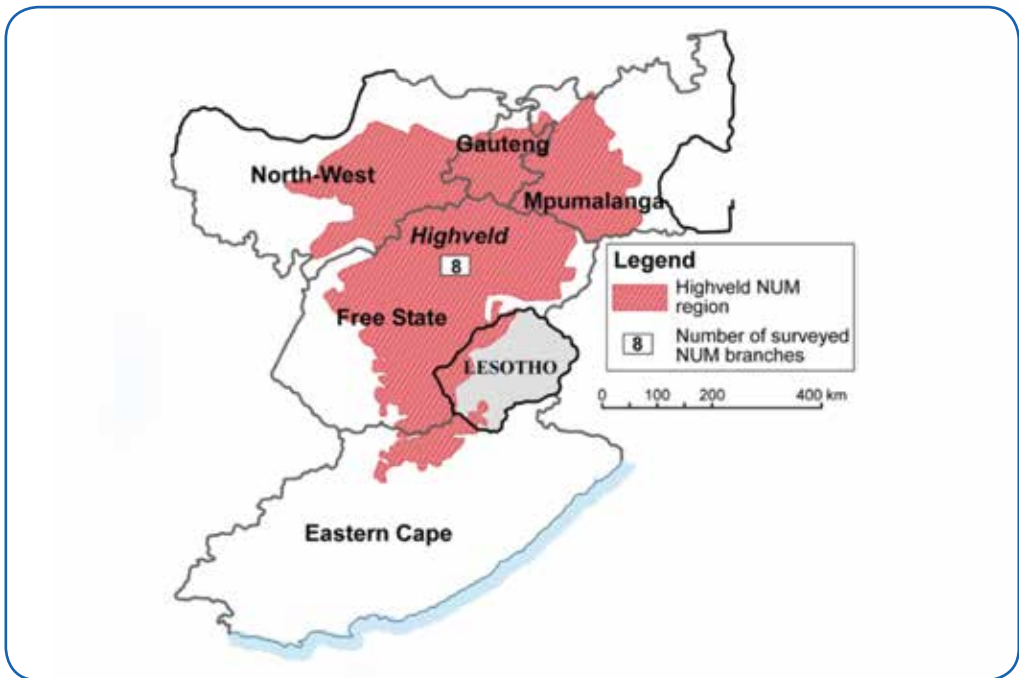
CHAPTER 4:
WORKPLACE CHALLENGES FACING
WOMEN IN THE MINING, ENERGY
AND CONSTRUCTION SECTORS:
FINDINGS PER REGION

By Martin Kaggwa, Zolisa Mpange and Tankiso Pitso

4.1 Findings from the Highveld Region

The Highveld Region generally cuts across many provinces of South Africa as illustrated on the map on 4.1. However most of the NUM branches of the region are situated in Mpumalanga Province. Its main economic sectors are mining, energy and agriculture. The mining industry is dominated by coal mines. The region produces more than 80% of South Africa's coal and it is home to eleven coal fired power stations (Brand South Africa, 2015). The research results that follow are specific to women employed in the region's mining and energy sectors only.

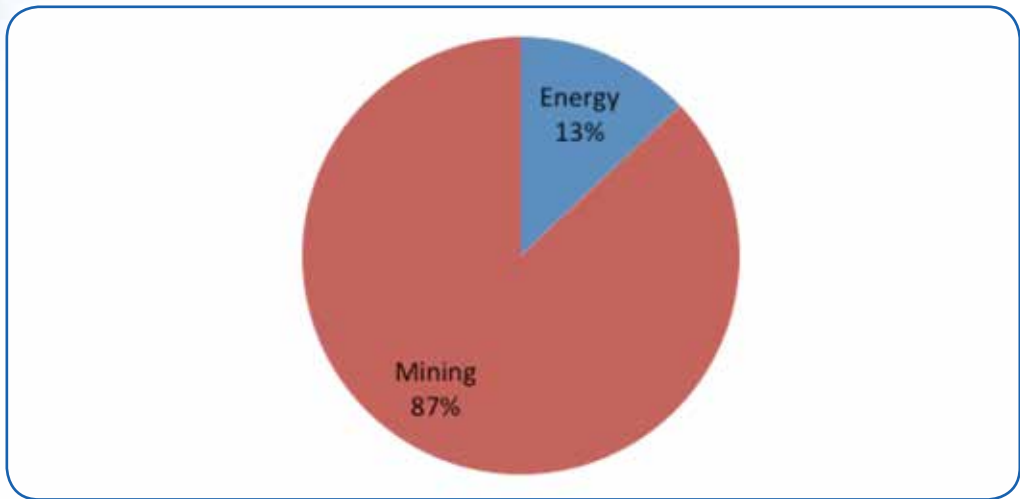
Figure 4.1: Geographic Spread of the Highveld Region



4.1.1 Sector and demographic profile of respondents

The women interviewed in the Highveld's energy and mining sectors were 278 in total. There were 276 women that indicated their sectors. The majority of the women interviewed (87%) were from the mining sector. The remaining 13% were from the energy sector (Figure 4.2).

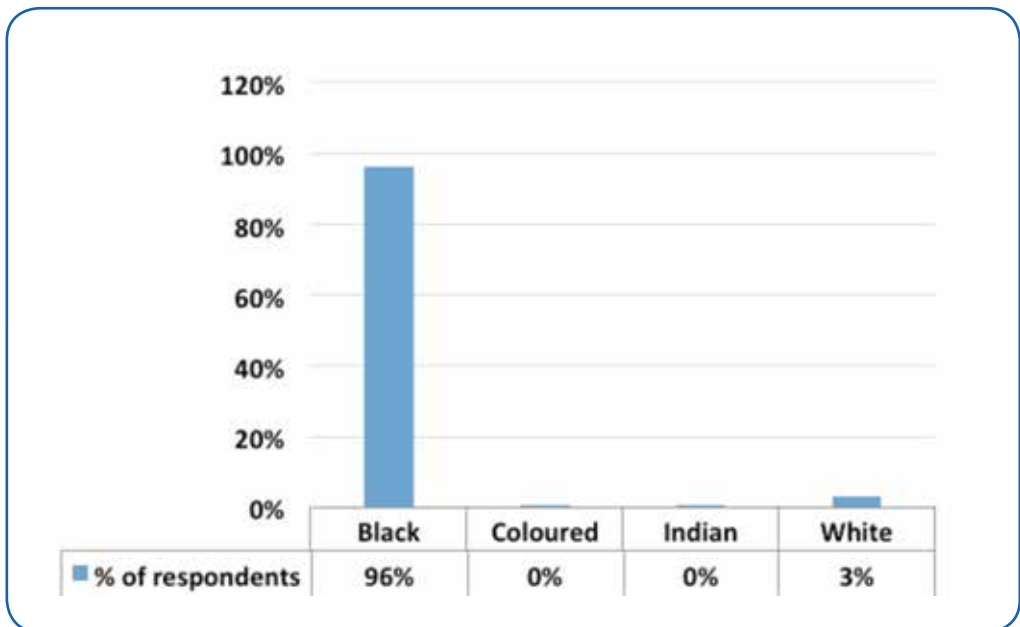
Figure 4.2: Distribution of respondents by sector



4.1.2 Racial distribution of women of respondents

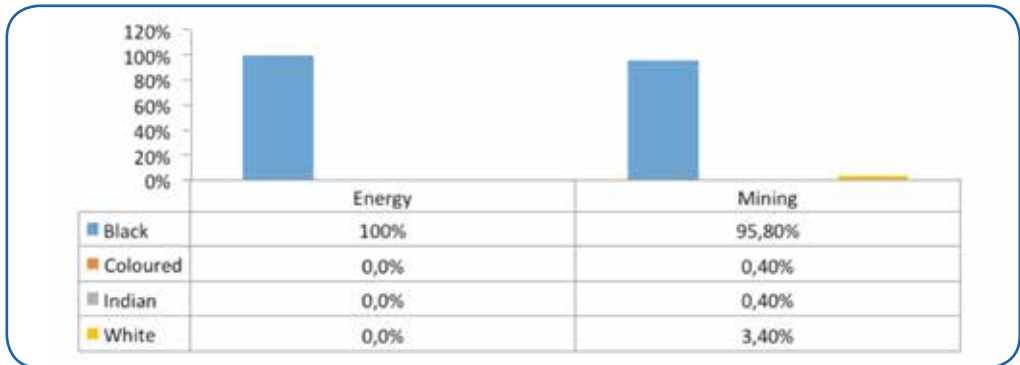
The majority of the women interviewed were black, followed by whites. Black and white respondents constituted 96.4% and 3% of the total interviewees, respectively. The remaining 1% was split between coloured and Indians (Figure 4.3).

Figure 4.3: Distribution of respondents by race



In terms of racial distribution of respondents across the two sectors, all the women interviewed in the energy sector were black. In the mining sector, 95.8% of interviewees were black, followed by whites who were 3.4%. The Coloured and Indian constituted approximately 1% of the interviewees (Figure 4.4).

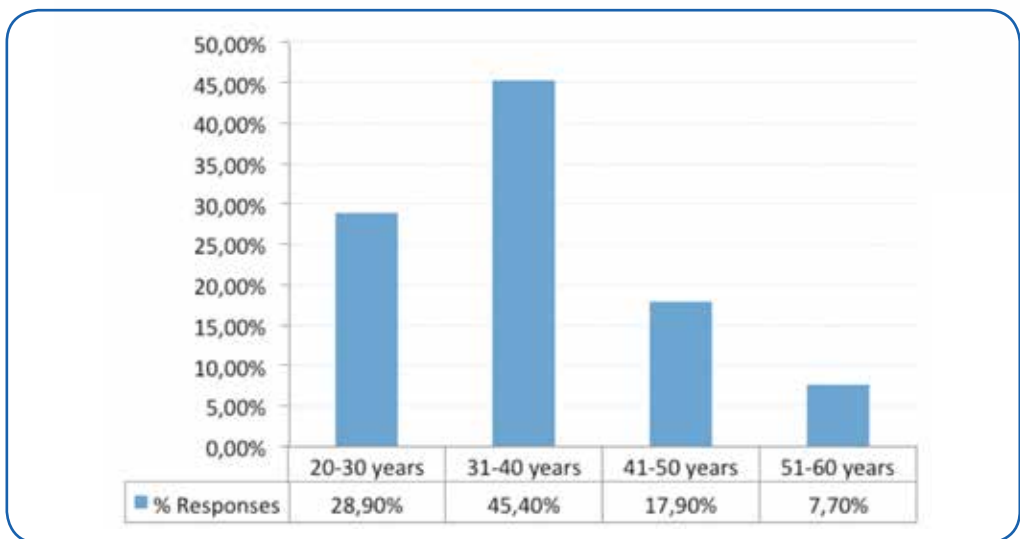
Figure 4.4: Racial distribution of the interviewed women of Highveld Region per sector



4.1.3 Age distribution of respondents

The majority of the women respondents were between the ages of 31 to 40 years. Some 45.4% of respondents were in the 31 to 40 years age category, 28.9% were in the 20 to 30 years age category, and almost 18% belonged to the 41 to 50 years age category. The older generation of above 50 years of age constituted only 7.7% of the respondents (Figure 4.5).

Figure 4.5: The distribution of respondents by age



4.1.4 Workplace Challenges faced by Women in the Highveld Region

The five top challenges faced by women in the workplace in the Highveld region were: lack of career advancement, discrimination in decision making, discrimination in remuneration, general abuse and work load. Family issues, lack of male support, health cover, personal issues and maternity benefits were also identified.

Lack of career advancement was identified by 64% of the respondents, while discrimination in decision making and discrimination in remuneration were pointed out by 42% and 38%, respectively.

Table 4.1: Challenges facing women in the workplace in the Highveld Region

Types of Challenges	Percentage of Respondents
Lack of career advancement	64%
Discrimination: Decision making	42%
Discrimination: Remuneration	38%
Abuse	31%
Work Load	31%
Family issues	27%
Lack of support from male colleagues	27%
Health cover	27%
Personal issues	22%
Maternity Benefits	20%
Other	10%

The following section provides more details on each of the challenge identified by the women interviewed.

4.1.4.1 Career advancement within the workplace

Career advancement in the workplace was recognised as being pivotal in empowering women and in transforming post-apartheid workplaces in South Africa. As such the government, under the Mining Charter, prescribed that companies should spend no less than 5% of their annual payroll on human resource development, focussing especially on previously disadvantaged South Africans including women. Such expenditure would ensure that women get training and relevant workplace experience that in turn would advance their careers.

The study found that in both the mining and energy sectors of the Highveld Region, most of the women employees were not being given opportunities to advance their careers in the workplace. The most common sentiments expressed regarding career

advancement was stagnation in their work position, even for some few women who had a chance to go for some form of training. Some of the common statements women made in this regard included:

"I've been working same position for years without opportunities to grow."

"There is no training, development and promotion in this place."

Another recurring aspect that the women, particularly black women, pointed out was that they were not given priority. Sometimes the women were completely ignored in favour of white employees when it came to promotions in the workplace, irrespective of their abilities. One woman expressed this view:

"Opportunities aren't provided and if available given to white, uneducated employees."

In addition, the study found elements of gender discrimination in some of the companies. It was expressed that career development and training favoured men over women. Certain positions or appointments were not offered to women because of their gender status. Some of statements women made in this regard included:

"Women are not being considered for certain positions."

"Majority of higher positions are given to males."

"Most development programmes are for men."

Age discrimination was also identified as a career development barrier for some women that had worked longer periods of time for the companies. It was mentioned that career development opportunities were mostly for young women. The women indicated that:

"More opportunities are given to the younger generation."

"Old staffs aren't given opportunities to grow in their positions."

Some women pointed out that sometimes there was no correlation between positions held, qualification and career progress, which to some extent discouraged some of them from aggressively seeking training. Some of statements made in this regard included:

"Appointment isn't based on qualifications."

"Women get entry level positions even with qualifications."

"People with no qualifications are hired over people with qualifications."

In other instances, women found the processes of getting training very cumbersome and discretionary, which discouraged some of them from career development through training. One woman expressed this view:

"There are too many processes to go through before attending a course, it depends who you are."

4.1.4.2 Work load and flexibility

It was found that there were inconsistencies in job allocation in the two sectors. Some of the women felt that job descriptions and specifications were not clearly outlined. This led to unequal distribution of duties between workers. In this regard, some women said:

"Duties aren't clearly allocated or discussed, making one do more than they should."

"Work is not equally shared even if people shared same positions."

It also emerged that women employees had difficulties to access and utilise leave days. The verbatim statements by the women reveal a conflict between careers and domestic roles, where career was deemed to be more important than domestic roles. Some of the statements made in this regard were:

"Leave is at times refused even when you're tired."

"If supervisor doesn't get along with employees, he will refuse to sign family responsibility form even if she (employee) has days. (This) makes it difficult to take care of ill child."

"Working shifts doesn't allow me to spend time with my child and care for the elderly."

4.1.4.3 Women health in the workplace

Working in the energy and mining sectors can sometimes be dangerous due to the use of plant machinery and equipment. Anyone working in such conditions, including women, need to be provided with some form of protection by the employers, as per the requirements of the Occupational Health and Safety Act No. 181 of 1993.

The study found that lack of medical aid was one of the issues that women encountered at the workplace. Some women indicated that they were not medically covered despite the hazardous working environment. One of women expressed this view:

"Am working in a smoky environment but no medical aid cover is available."

Another issue pointed in terms of health and safety was inadequate personal protection equipment for women. Some women felt that there was still lack of personal protection equipment for women at the workplace. One of the women expressed this view:

"As a woman you're fragile and easily get infected by diseases which is why proper protective equipment and wear is needed."

Some women felt, ironically, that there was a positive relationship between workplace injuries and job losses. They contended that getting injured at work increased one's risk of losing one's job. One of the women cited that:

"One worker got injured while on duty and later on, she got fired."

Sanitary issues were also identified as part of the challenges woman still faced at the workplace. Some women said that there was lack of clean facilities, which potentially affected their general health. One woman pointed out that:

"Toilets not clean and affect our health, even the offices are not kept clean all the time."

Another healthy issue identified was the limited exit doors for enclosed areas at the workplace. Some women felt that there was a risk of injuries due to the limited number of exit doors available at their workplaces. One of sentiments expressed in this regard was:

"We only use one door so we are afraid if it happens that there is fire. There won't be alternative exits. We have been reporting the issue and there has been no change."

Some women said that sick leave was not easily accessible despite the health condition of the applicant or employee. One respondent mentioned that:

"There was a time when I was very sick, but was refused to take a leave, I'm HIV positive. I was only taken serious when I could not walk, and that when I was given day off."

4.1.4.4 Discrimination in remuneration

Discrimination in terms of remuneration was found to exist in the two sectors. There were cases of women employees being compensated differently to men despite being at the same level, performing the same duties. One of the women expressed the view that:

"Working same jobs but different pay exists and experience is not considered (in determining remuneration)."

Another challenge relating to compensation was race. It was said that one race group, particularly whites, was favoured over than the others. One respondent stated that:

"Racial differences in pay and favouritism exist in my workplace."

Lack of compensation improvement over a long period of time was also identified. Some women felt that their wages and salaries had stagnated for a long period. Some of the statements made by women in this regard were:

"I have been earning the same salary without an increase. Being a single parent it's hard."

"Been working for the planning office for the past 4 years and when I asked for a (pay) raise I'm declined."

A few women indicated that overtime work was not being compensated. Moreover, the remuneration received by the women was too low, to the extent many could not afford their basic needs.

4.1.4.5 Verbal-Abuse

Verbal abuse was yet another challenge that women in the Highveld region reported. Apart from the emotional trauma it caused them, women said it also made them feel vulnerable. Some of the verbatim statements women made are:

"It's very challenging when you are being insulted by your colleagues for example, being called slut or bitch."

"Verbal abuse makes you feel inferior as a woman."

4.1.4.6 Sexual favours

Regarding sexual favours it was said that some women were offered management positions and suitable work environment in exchange for sexual favour. Regarding sexual favours, one respondent said:

"One of my fellow colleague was promised promotion and better working condition in exchange of sexual favour. Beside this case, I feel that many cases of this kind occurs but are unreported."

Some women, particularly in lower positions, faced sexual harassment mainly from those in higher positions. Threats of losing their job were used to sexually abuse women and in stopping them from reporting such incidences. Some of the statements made in confirmation of the sexual abuse in the workplace were:

"Sexual favours exists and managers threaten women employees to fire them if they talk."

"Not all cases (of sexual favours and abuse) are reported because most of the people involved are supervisors."

It also came to the fore that sexual harassment cases were not being addressed adequately by the authorities. Some of common statements made in this regard were:

"They ignore the reports and make victims feel they shouldn't have reported it."

"Supervisors ignore them especially if done by white people."

"There are no policies implemented even though we raise sexual harassment as an issue, nothing is done about it."

4.1.4.7 Discrimination in decision making

Women employed in the two sectors are part of the companies' workforce. Ideally, they should have the same rights as their male colleagues in all respects. The women reported, though, that they felt undermined when it came to decision making. They were not given the opportunity to offer ideas, which lead to some of them losing interest. In confirming this discrimination, the women said:

"Men tend to ignore and reject suggestions from me."

"Males don't respect females. They never take women's concerns even when there are problems."

"Afraid to speak your views because of being undermined."

4.1.4.8 Maternity Benefits

One of a woman's roles is to bear children. At some point in time a woman may require to utilise maternity benefits. Although the benefits largely existed, some respondents pointed out that heavy work was not being suspended even during pregnancy, before the maternity period. One woman said: *"As a machine operator heavy work is done even if you're pregnant."*

4.1.4.9 Family demands

Women often have more domestic responsibilities than men. These may include raising children and looking after the elderly, among others. Hence working women need to balance between their domestic roles and their careers demands. Lack of appreciation and general support to balance the two was identified as a challenge.

Women were often over-stretched in undertaking these two sometimes conflicting responsibilities. In the long term, it did affect their effectiveness at work and at home. One respondent lamented that: *“Even if you are tired from day work one still had to do house chores.”*

4.1.5 Causes of women’s challenges in the Highveld Region

The study also wanted to find out to what the women attributed the challenges that they faced. In this regard management/supervisors, followed by work demands, were identified as the major causes of women’s challenges in the workplace in the region. The percentage of respondents that attributed the challenges they faced at work to management and work demands were 57% and 21%, respectively (Table 4.2). Male colleagues, company policies and personal family matters were also identified as causes of challenges that women faced, though to a lesser degree.

Table 4.2: Causes of workplace challenges faced by women in the Highveld region

Cause of Challenges	Percentage of respondents
Manager/Supervisor	57%
Work demands	21%
Male colleagues	21%
Company policies	20%
Family	10%
Other	8%
Spouse	4%

Some of the women identified management as the cause of the challenges they faced. They felt that management behaviour had undertones of racial discrimination, nepotism and patriarchal tendencies. Some of the common statements women made in this regard included:

“Favouritism and patriarchy by management behaviour.”

“Black women have to explain themselves then want personal development and applications are declined.”

“Nepotism and people with connections have better opportunities than others.”

Regarding male colleagues, women who identified this as a course of challenges they faced in the workplace said that they did not receive moral support, but were rather discouraged by their male counterparts.

Women's domestic role of bearing and raising children also emerged as one of the causes of the challenges faced by women at the workplace. One woman expressed this view:

"Pregnancy & the company not provide development opportunities cause of having to raise your children."

Discussion with the respondents revealed other causes that had not been included in the questionnaire. These were: a) access to right information, b) general perception of women at the workplace, c) low self-esteem, and d) lack of right qualifications.

Women indicated that lack of information about available opportunities was hindering their career progress. The perception that women are not efficient and reliable employees was further limiting their career progress. In this regard, they mentioned that:

"The assumption that women's absenteeism is due to their high rate of pregnancy."

"They think that women got no powers to decide."

"Companies trying to keep women by not training, because they think if they do they will leave."

It also emerged that women's low self-esteem was also a catalyst to women's lack of career development. It was said that:

"Women aren't putting themselves out there."

"Lack of self-esteem and not taking hold of opportunities"

Lack of qualification was also identified as one of the causes of challenges faced. One respondent said that there was:

"Difficult for the company to develop women if they don't have a qualification"

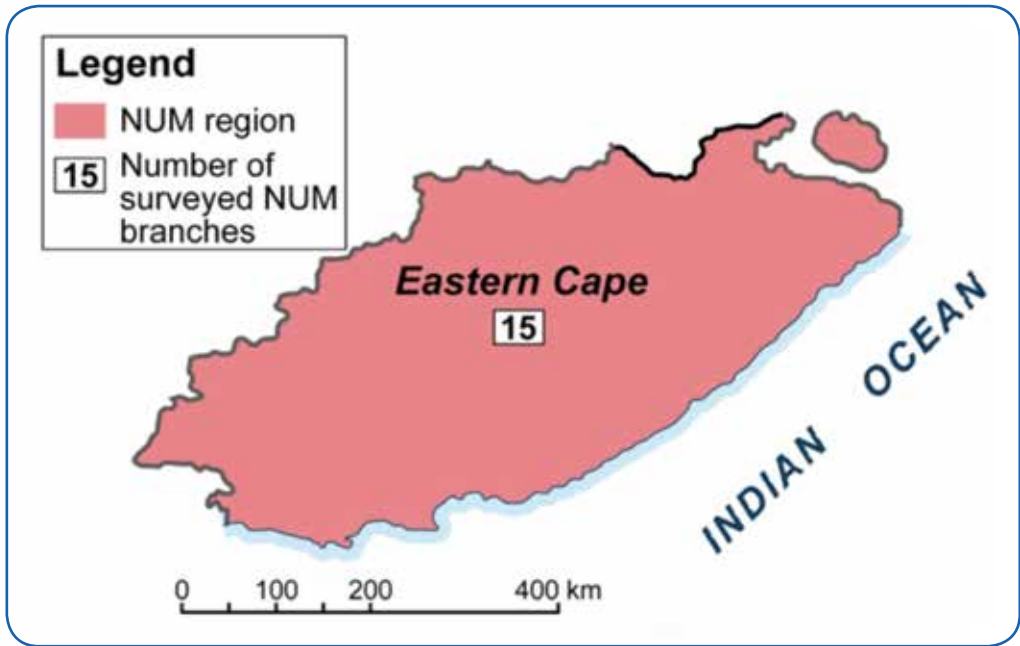
"Afraid to take the lead over men"

In all, women in the Highveld Region still face a number of workplace challenges. The main one cited was lack of career progress. The women attributed this and other problems mainly to the management and supervisors. Any intervention aimed at creating a better working environment for women in this region should include, among others, aspects that enable career progress of women.

4.2 Findings from the Eastern Cape Region

The Eastern Cape is a region of great natural beauty, and its main feature is its beautiful coastline. Figure 4.6 illustrates the Eastern Cape region. The majority of people in the region are black people. Xhosa is the most spoken language (85.8%), followed by Afrikaans (10.6%) and English (5.6%) (Brand South Africa, 2015).

Figure 4.6: Geographic Spread of the Eastern Cape Region

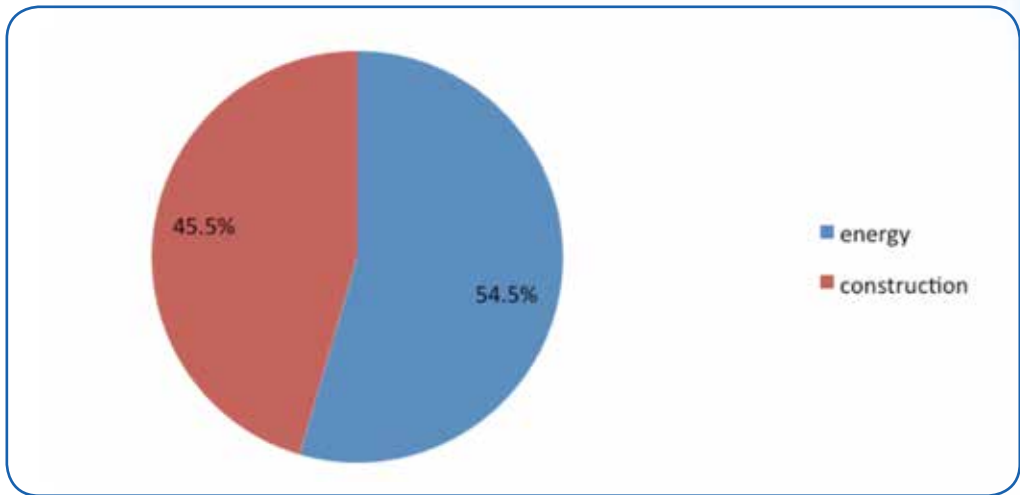


According to Stranden (2014) there has been much improvement in the Eastern Cape's energy supply that in turn significantly boosted the provincial economy. The region has also seen growth in the construction sector, which has subsequently boosted employment in that sector (Odendaal, 2014). The research results discussion that follows is based on responses of women employed in the Eastern Cape Region's energy and construction sectors only.

4.2.1 The demographic profile of respondents

There were 198 women that were interviewed in the two sectors. Respondents from the energy sector constituted 54.5%, while 45.5% were from the construction sector (Figure 4.7)

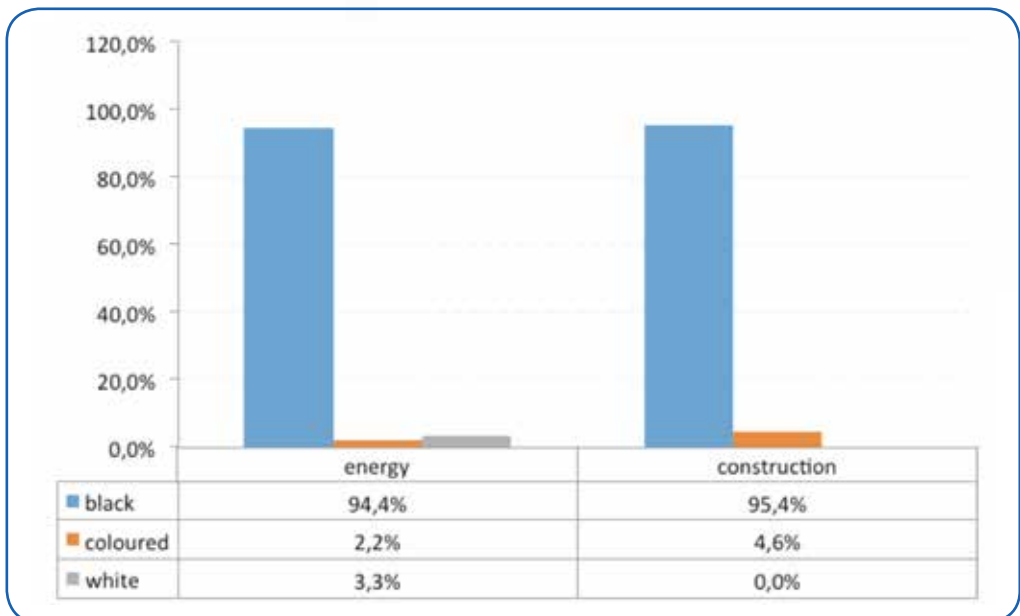
Figure 4.7: Distribution of respondents by sector



4.2.2 Distribution of respondents by race

The majority of respondents across the two sectors were black. In the energy sector, 94.4% of all respondents were black, followed by whites, at 3.3% and then by coloured at 2.2%. In the construction sector, black interviewees were 95.4% of the total interviewees, followed by whites at 4.6% (Figure 4.8).

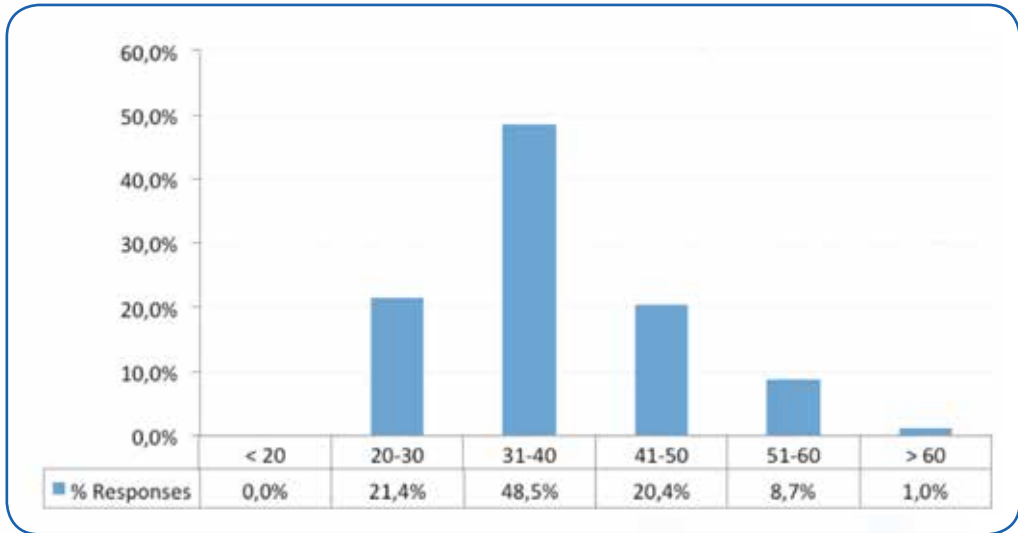
Figure 4.8: Distribution of respondents by race and sector



4.2.3 The distribution of respondents by age group

Most of the respondents, that is 48.5%, were in the 31-40 years age group. Respondents in the 21-30 and 41-50 age groups constituted 21.4% and 20.4% of respondents respectively. Women workers above 51 years of age were less than 10% (Figure 4.9).

Figure 4.9: Distribution of respondents by age



4.2.4 Workplace challenges faced by women in the Eastern Cape Region

Lack of career progress, maternity benefits and discrimination in decision making were the three most mentioned workplace challenges faced by the women of the Eastern Cape Region. About 60% of the respondents mentioned the general lack of career progress, 44% indicated maternity benefits and 39% highlighted discrimination in decision making (Table 4.3). The other challenges also mentioned were discrimination in remuneration (37%), health cover (37%), work load (32%) and general abuse (30%).

Table 4.3: Challenges facing women in the workplace in the Eastern Cape Region

Types of Challenges	Percentage of respondents identifying the challenge
Lack of career advancement	60%
Maternity Benefits	44%
Discrimination: Decision making	39%
Discrimination: Remuneration	37%

Health cover	37%
Work Load	32%
Abuse	30%
Lack of support from male colleagues	28%
Other	23%
Family issues	19%
Personal issues	15%

The following section expounds on each of the challenges mentioned by the women respondents in the Eastern Cape Region.

4.2.4.1 Career advancement within the workplace

A number of women indicated that they were not given opportunities to develop their careers. Others mentioned that qualifications did not matter when it came to career progression. Even those with prerequisite qualifications stagnated in their positions. Some of the comments women made in regard to lack of career progress were:

"We don't have a chance to develop ourselves and it's hard to develop yourself."

"It's been 10 years working here but I don't get an opportunity to advance."

"We have qualifications and still no growth."

"They teach you about the job but they don't appoint you to higher positions."

"There are posts where we know before any recruitment starts that this person is going to get even if he or she does not have suitable qualifications."

For some women who wanted to upskill themselves outside the confines of the employer, they mentioned that they could not easily get their study leave approved.

Racial and gender discrimination in terms of work positions was also pointed out. Managerial positions were dominated by white males. In the words one women:

"All high positions are given to men or white people."

Lack of internal progress for those that entered the job market with lower qualifications was also identified as a challenge. Women felt that senior appointments were biased towards BSC degrees, which limited opportunities for those with national diplomas and with experience only. One respondent elaborated:

"My concern is my career path. Coming from a Technikon with a National Diploma, you get minimal recognition. The business hires BSC Engineers to senior positions and expects us to keep on training them and they become our seniors in a year or two."

4.2.4.2 Nature of work and work load

Respondents, especially in the construction sector, mentioned that the nature of work they did was very demanding to their bodies. For example, women were required to lift heavy items like steel bars. Two respondents said:

"We carry heavy things."

"My arms are painful from carrying steel."

"Even if you are in pain the supervisors don't care they want you working."

4.2.4.3 Health in the workplace

Some of the women respondents, especially those in the construction sector, pointed out that they work in a dusty environment and that the dust pollution was affecting them. This situation was exacerbated by lack of personal protection equipment. Some of the comments made by women in this regard were:

"Unsafe working conditions with no safety cloths are causing us to be unable to work properly and safety is jeopardised."

"I'm asthmatic and the problem here is that we work with chemicals (thinners), we don't have masks and gloves to protect us. I get frequent attacks because of that and there is no medical aid."

On sight health facilities that were not working was also sighted as a health challenge. One woman pointed out that there is no first aid kit at the work site, and the purported clinic at the sight did not provide medicine.

The sharing of toilet facilities with men was also identified as a challenge. One respondent candidly put it:

"No separated toilets for women; no safety in the field we are exposed to dangers such as rape when working alone in the field as a woman."

It was also pointed out that getting sick leave was a challenge. In the few cases where the leave was approved without hassle, women were not paid during the sick leave period. One woman said:

"Sometimes when I'm in pain or sick I have to keep it in because the principle here is that no work, no pay."

Lack of medical aid cover for all was also highlighted. Some of the women had to use their money to pay for medical bills because they had no medical cover.

4.2.4.4 Work compensation

Some of the women felt that the amount of work done was not fully compensated by the wages they received, and workers were compensated differently despite doing the same duties. Some of the comments made by women in this regards were:

"There is lot of work but lower wages."

"We do the same job why must they pay differently."

"I work 8 hours a day during the week and 4 hours on Saturday but they don't pay us for the Saturday hours."

"We are being under paid."

"Our wages are too low to cover our day to day expenses."

It was also mentioned that a number of women were not part of the provident fund scheme at their workplace, hence had little to rely on in case of retrenchment.

4.2.4.5 Abuse – Sexual

Sexual harassment was identified as an existing challenge. One woman narrated her experience:

"My foreman take pictures of me when I climb the Bakkie continuously. He says I'm too fat."

Despite having in place the channels and processes to address sexual harassment at the workplace, sexual harassment cases were often concealed and unreported. One respondent said:

"They bribe us not to disclose any information related to sexual harassment."

4.2.4.6 Discrimination in terms of decision making

Women felt that they were being side-lined when it came to providing input in decisions at the workplace. A respondent said:

"Any decision carries weight when being said by males even if a female said if fast."

Discrimination in decision making was, in part, responsible for self-esteem issues of women in the workplace.

4.2.4.7 Benefits – Maternity

Women reported that the employers did not refuse them their maternity leave but some were not paid during this leave period. Because of this, some women delayed taking their maternity leave and some had to report back to work soon after.

4.2.4.8 Lack of support from male colleagues

Lack of support from male colleagues was another challenge that women identified. Some of common statements women made in this regard included:

"They don't assist in the field."

"Feels like since you are a woman, men take you for granted, and they don't take you seriously, they don't support you."

"Because every time you to have to prove yourself that you can do the work."

4.2.5 Causes of women's challenges in the Eastern Cape Region

Women in the Eastern Cape Region attributed the challenges they face in the workplace to managers\supervisors, company policies and work load. About 46% of the respondents mentioned managers or supervisors as the cause of challenges; 41% and 22%, respectively, of the respondents indicated that company policies and work demands were the source of the challenges (Table 4.4). Male colleagues and family matters were also mentioned as causes but by a few respondents.

Table 4.4: Causes of workplace challenges faced by women in the Eastern Cape Region

Cause of Challenges	Percentage of responses
Manager/Supervisor	46%
Company policies	41%
Work demands\load	22%
Male colleagues	15%
Family	6%
Other	5%
Spouse	1%

In explaining the issue of managers being the main cause of the challenges faced by women, a point was made that managers seemed to prefer working with men to working with women. Hence, promotions and good positions in the workplace were dominated by men.

In terms of company policies, the women said that management had a lot of discretionary powers which it abused sometimes. One woman expressed this view:

"Managers' discretion has led to favouritism, as a result, the majority of men are in better positions than women."

Explaining the aspect of the work environment, it was said that the work environment was not conducive to women. One respondent mentioned that:

“Working in the male-dominated environment, everything is designed for men only.”

Some women felt that the work load they were given at work was too much given the other responsibilities they carried as mothers. One respondent indicated that sometimes the employer accused women of getting tired easily at work without taking into account that women had many responsibilities at our home. Another respondent just bluntly put it:

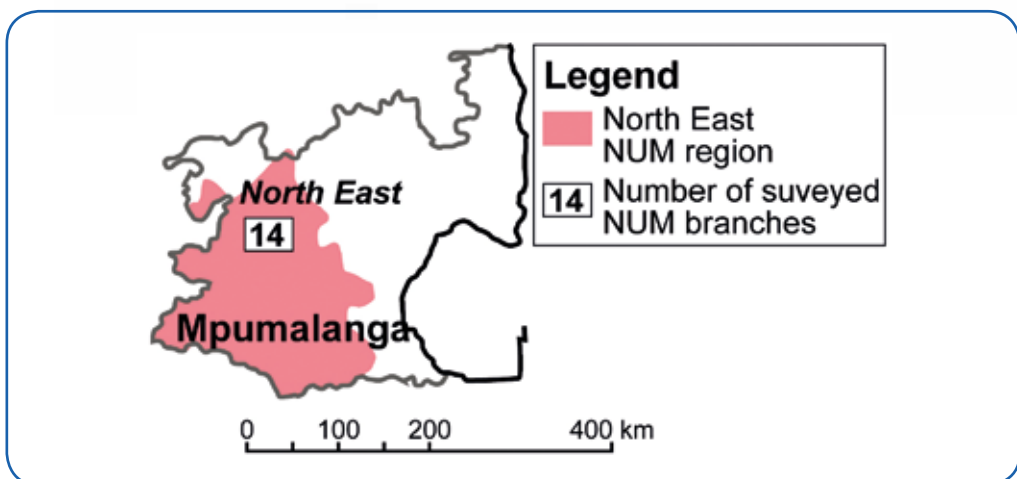
“We are oppressed by being given too much work.”

Regarding their male counterparts, women indicated that men, in general, were not supportive of women and in most cases their actions and attitude undermined women.

4.3 Findings from the North-East Region

The North-East Region covers both Mpumalanga and Limpopo provinces. Figure 4.9 illustrates the geographic spread of the region. Mpumalanga Province has the oldest gold-mining town in South Africa. Mpumalanga Province is known for being rich in coal reserves. The province produces 80% of the country’s coal (Brand South Africa, 2015). Limpopo Province, on the other hand, is rich in natural beauty, culture and wildlife. The province is also known for its mining industry, which includes the mining of platinum, iron ore, diamonds, copper, silicon and mica (Brand South Africa, 2015).

Figure 4.10: Map showing North Eastern Region



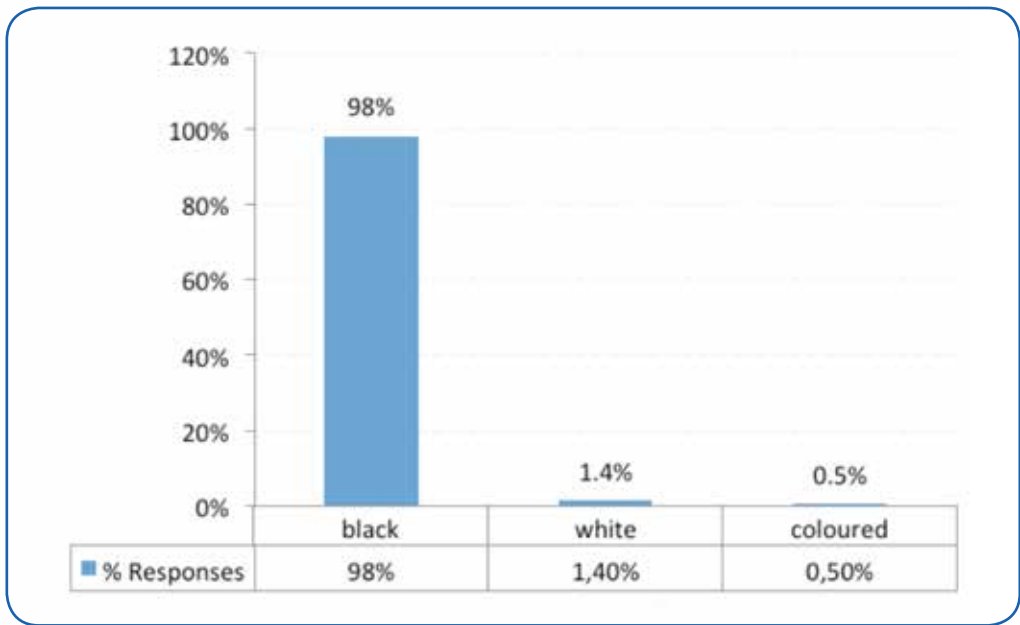
4.3.1 The demographic profile of respondents

A total of 1 022 women in the mining and construction sectors in the North-East Region were interviewed. The majority of respondents were from the mining sector (97%), and the rest (3%) were from the construction sector.

4.3.2 Racial distribution of women of North-East Region

The racial distribution of respondents, as illustrated in Figure 4.8, depicts blacks as dominating and coloureds as the least in the region. A total of 98% of respondents were black, followed by whites with 1.4% of respondents; and the least were the coloureds, with 0.5% (Figure 4.11).

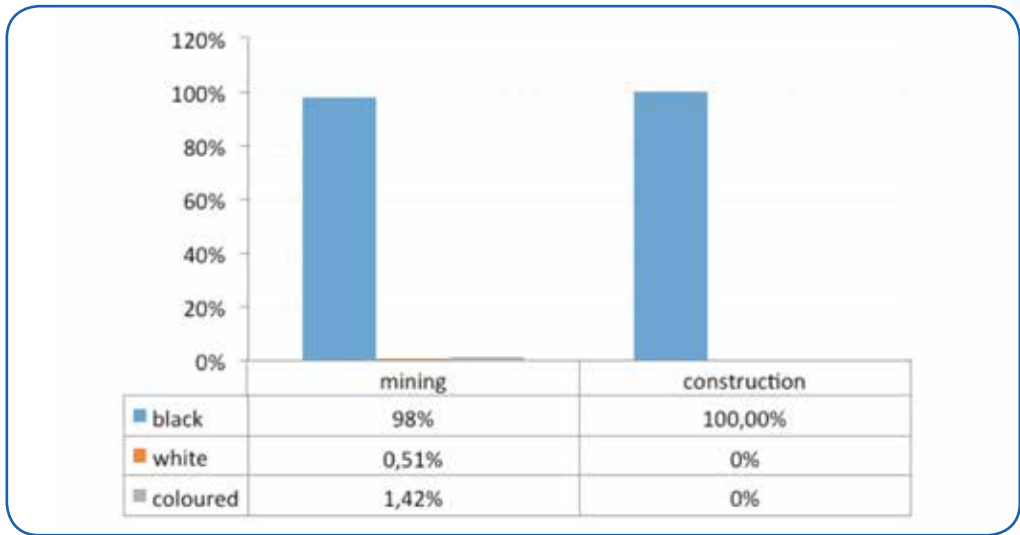
Figure 4.11: Racial distribution of interviewed women of North-East region



4.3.3 Racial distribution of respondents in the North-East Region per sector

The majority of respondents across the two sectors were black. For the mining sector, 98% of all respondents were black, with the white and coloured constituting less than 2%. For the construction sector, all the respondents were black (Figure 4.12).

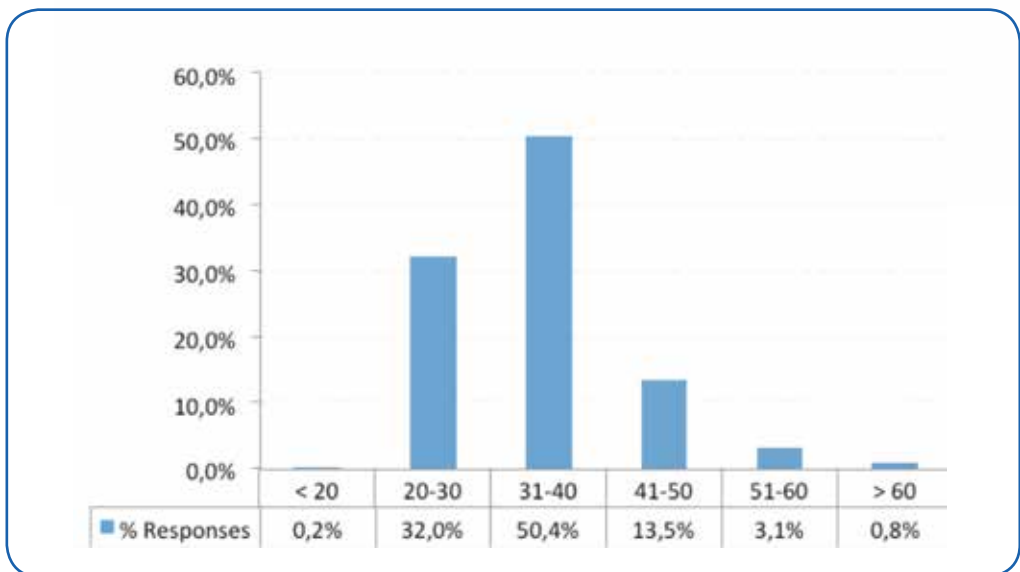
Figure 4.12: Racial distribution of the interviewed women of North-East Region by sector



4.3.4 The distribution of respondents by age

Most of the women interviewed in the region were aged between 31 to 40 years. This age group constituted 50.4% of all interviewees. The second highest age group was the 21 to 30 years age group (32.2%), followed by the 41 to 50 age group (3.1%) and finally the below 20 years and above 60 years age groups, which were less than 1% each (Figure 4.13)

Figure 4.13: The distribution of women across age groups



4.3.5 Workplace Challenges faced by Women in the North East Region

4.3.5.1 Career advancement within the workplace

In the North East Region the main challenges identified by the women in the workplace were lack of career progress, followed by maternity benefits and discrimination in both decision making and remuneration. About 60% of all respondents indicated that lack of career advancement was a key challenge that they face in their work environment. Maternity benefits was mentioned by 44% of respondents, while discrimination in decision making and remuneration were mentioned by 39% and 37% of all the respondents, respectively. Health cover, work load and general abuse were identified by 37%, 32% and 30% of respondents, respectively (Table 4.5). Lack of male colleagues support, family and person issues were also indicated but by lesser women.

Table 4.5: Challenges facing women in the workplace in the North East Region

Workplace Challenge	% of respondents that indicated the challenge
Lack of career advancement	60%
Maternity Benefits	44%
Discrimination: Decision making	39%
Discrimination: Remuneration	37%
Health cover	37%
Work Load	32%
Abuse	30%
Lack of support from male colleagues	28%
Other	23%
Family issues	19%
Personal issues	15%

In expounding on the issue of lack of career development, women indicated that they were not being considered for appointment in higher positions. Whenever an opportunity for progression or appointment to a higher position arose, men were considered first. Hence the women remained stagnated in the same positions, irrespective of qualifications. Some of the statements women made in this regard were:

"Have had no promotion yet I have been in the company for many years."

"We have qualifications but we don't get recognised."

"Women don't get supervisor role, they are overlooked by management."

"I came at the same time with a male colleague. He qualified after me but he is now in a higher position and I'm not being considered because I'm a woman."

Apart from gender discrimination, some women attributed their lack of career development to nepotism, tribalism and favouritism. It was felt that only people who had connections to senior management were promoted to high positions. White women and men were the main beneficiaries of this favouritism at the cost of black women. Two respondents said that:

"They (management) don't advertise posts, they only hire their own person, most of the time male."

"Tribalism and discrimination in terms of colour exists. White women are given advanced positions than black women."

Another career limiting issue mentioned by women in the North East Region was bias in offering training opportunities. It was mentioned that training opportunities seemed to be created for specific people, with some people attending one training after another. One women reported that:

"I have been working as a cleaner for 19 years but I've never attended any of the courses."

Another mentioned that:

"The company is always developing the same people. It doesn't recognise others."

There was a common sentiment among women that management did not trust them enough to appoint them in positions of high responsibility and allow them to progress, in contrast to their male counterparts. Some of the statements made in this regards were:

"Development and growth opportunities are only available to men."

"There is lack of confidence from the employer towards female employees."

"All team leaders are male. They must appoint women as team supervisors to give them confidence at their workplace."

It was raised that women who were initially employed on contract were more likely to work under contract for a long period of time than men.

4.3.5.2 Benefits – Maternity

A number of women in the North East Region indicated that they did not receive maternity benefits. Some were forced to take uncompensated maternity leave, depriving them of the much needed income. In their own words, some of the statements women made were:

“When you go to maternity leave you are only paid when you come back from maternity as a top up. Our voices as women are not heard.”

“They would tell you to go home when they see that you pregnant, and won't pay you when on leave.”

Some women reported the employer loaned them money, which money was deducted from their normal pay when they returned back from maternity leave. One respondent said, verbatim:

“When going to maternity leave they loan us and they deduct it from our wages once we come back.”

Even in cases where maternity leave was paid, some of the employers did not pay for the full four month period. Regarding this aspect, the women said:

“Three months of maternity leave is paid but four months is unpaid leave.”

“We only paid for three months, 75% of your salary and the last month you don't get paid.”

“Maternity leave is only three months paid; I think it should be increased.”

Some women raised concerns pertaining to the duration of maternity period. They said that leave was short, meaning that some of the employers were not conforming to the legislated four months paid maternity leave. It was mentioned that:

“We are not given enough time after giving birth.”

“The time we spend on maternity leave is short.”

Cases of where the employer dismisses women because of getting pregnant were also mentioned. One women narrated that when she got pregnant the employer dismissed her and she was only re-hired after giving birth but this time as a contractor.

Women also highlighted that in the period preceding the maternity leave, heavier duties were not suspended. One respondent mentioned that pregnant women continued to pack the stock while their condition did not allow them.

4.3.5.3 **Work load and flexibility**

Regarding work load and flexibility, women indicated that in allocating them work, no consideration was made of the appropriate load. Moreover, flexibility at the workplace to enable women to deal with their family matters was not considered. One women lamented that she did not have enough time for kids.

The work load allocated to women was both physically and psychologically draining. The work load was heavy and was not accompanied by commensurate compensation. Some of statements made by women were:

"The work load is clearly taking a lot of strength in us and it leads to knocking off late, which results in tiredness."

"We work hard but the salary we are getting is too little compared to the amount of work we do."

"They don't want to hire enough people."

"Too much work and we are forced to do it."

Job description and specifications were not strictly followed. Some women mentioned that they were made to work outside their job description. In their own words, they said:

"Some of the work I do is not part of my work."

"Women are required to perform duties that are outside their job description and are fairly assessed fairly."

4.3.5.4 **Women health in the workplace**

Women the North East Region said that they lacked protective workplace wear, which in turn compromised their health. Some of the employers did not provide Personal Protective Equipment (PPE). Some of the statements made by the women were:

"They don't provide PPE."

"We use dust musk for three days when it is supposed to be changed every day."

"We don't have enough/ full PPE."

"We use our hands without gloves, no shield glasses."

"We don't have dust masks."

"No PPE, you take 7 years without boots."

The principle of 'no work no pay' even when one was sick was another health related challenge that women highlighted. Because women were not being paid during sick leave, they were reluctant to apply for it until their health had drastically deteriorated.

Lack of appropriate health infrastructure, sanitary facilities and equipment were also identified as key challenges in the workplace. The poor conditions of toilet facilities, the combining of dining with smoking areas and location of toilet facilities in risky areas were especially mentioned.

Lack of medical aid cover and health protection in the workplace were also identified as challenges. A number of women revealed that they had accumulated large medical bills which could not be met by the employers. Other statements made were:

"I don't have medical aid; if I'm injured no one will pay my hospital bills."

"If we get injured at work they don't take us to hospital, it's our own story."

"I am not covered or protected at work because I have not signed the contract yet."

"Don't have medical aid, because have not signed the contract."

4.3.5.5 Work compensation

Respondents in the North East Region reported existence of discrimination in terms remuneration. Workers with the same experience and qualification doing the same job received different pay. Women especially were on the lower side of remuneration. Some of the verbatim statements made by women are:

"We are working the same job but other are paid higher than us."

"We have the same qualifications and on same level but our salaries differ."

There was also a general feeling that women were being underpaid for the work they did. It was often cited that the salaries received were too low and insufficient to meet the daily needs of the woman worker.

The slow pace at which women salaries increased was also pointed out. Some women felt that their salaries were increasing at a lower rate than their male counterparts. One woman mentioned an incident in which she received a salary increase of just R14.

Some women indicated that they did not receive overtime pay as stipulated in the Basic Conditions of Employment Act. In addition, the women reported that their employment contracts were clear when it came to the issue of remuneration. One woman said:

"I don't understand why money is deducted from salaries, they never explained the contract."

A sentiment was also expressed that white employees tended to be remunerated better.

4.3.5.6 Abuse - Verbal

Verbal abuse of women was prevalent in the region. The perpetrators were mainly supervisors. One woman suggested that supervisors needed anger management courses and people management skills because they lacked apathy.

Women thought that lack of union protection for contract employees was exacerbating the verbal abuse at the workplace. One contract woman employee did say:

"We are unfairly treated because we are not protected by unions. Our contract company does not allow us to be under a union."

4.3.5.7 Discrimination in terms of decision making

It emerged that women were being excluded in decision making. In their words, women said:

"We don't make decisions."

"We do not have a say in the working conditions."

"They don't take us in consideration when making decisions."

"Only management have a say, we just get orders from them."

A number of women felt undervalued and unappreciated. Some of the comments women made in this regard were:

"They don't believe in us they undermine us because we are women. They think since we are women we cannot contribute anything important."

"The company does not take us serious, we are undermined."

4.3.5.8 Lack of support from male colleagues

Regarding lack of support from male colleagues the women said men were not supportive sometimes. One woman said that whenever she struggled with work and asked for male colleague support, they would respond that '*we are paid the same*'. It was also pointed out that communication problems did often exist with their male colleagues.

4.3.5.9 Family demands

A few women indicated that they were struggling to get a balance between their work and family responsibilities. This problem was more prevalent among women who were also the head of their households.

4.3.6 Causes of women's challenges in the North East Region

Women in the North East Region attributed most of the challenges they faced, as highlighted in the previous section, to supervisors (46%), company policies (41%) and work load (22%). Male colleagues and family issues were also mentioned but by very few respondents (Table 4.6).

Table 4.6: Causes of workplace challenges faced by women in the North East Region

Cause of Challenges	Percentage of responses
Manager/Supervisor	46%
Company policies	41%
Work demands	22%
Male colleagues	15%
Family	6%
Other	5%
Spouse	1%

In explaining the reason why they considered supervisors as the main cause of the challenge they faced at work, women said that:

"Male supervisors undermine us; they say we are not fit for the job."

"There are biases by male management in thinking women are less capable."

"Supervisors are all male; they don't train women."

"It is difficult to get support from management as a woman."

"Management does not want to offer us better positions."

In explaining company policies as a cause of challenges faced in the workplace, the women said the policies tended to be biased towards the development of male employees and perpetuated a patriarchal working environment.

The amount of work done by the women was also identified as a cause of the challenges women faced, especially regarding career progress. One woman expressed this view:

"Due to the work load, I don't have time to attend courses."

The issue of male colleagues as perpetrators of women's challenges was explained in the context of their discouraging attitude. Some statements women made in this regard included:

"We are discouraged by male colleagues."

"Women are not yet welcomed by the male colleagues and management; they are stubborn to accept women in the industry."

"I think in our industry tend to think that women are more fragile compared to men."

Among the other causes of workplace challenges were lack of correct information, high rate of pregnancy, and lack of qualifications. Regarding lack of qualifications, some women said:

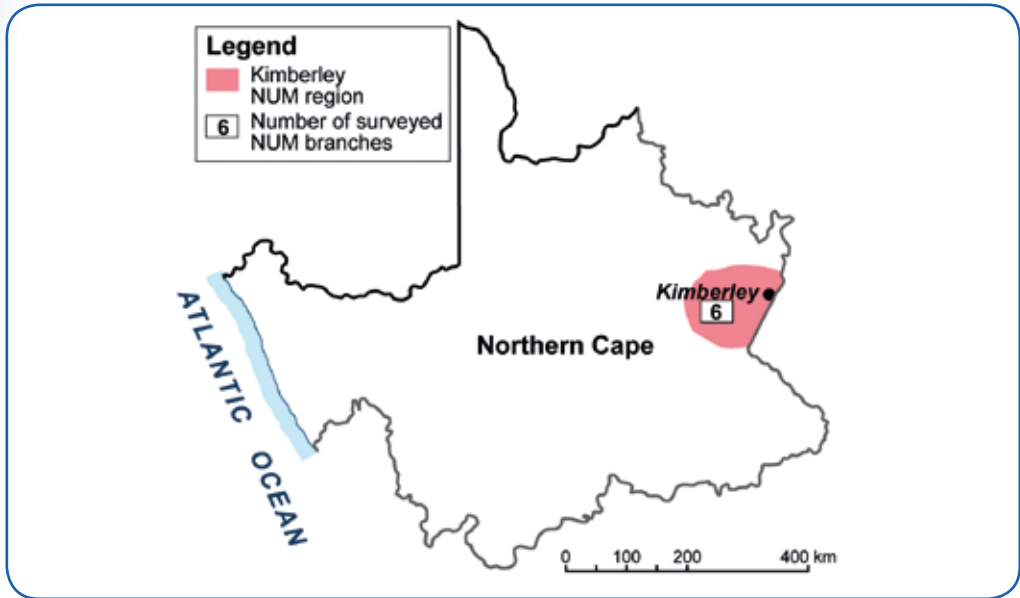
"With no education, it's hard to develop."

"When one has no qualifications it's hard to find well-paying jobs and companies do not take us serious because we are not educated. They never give us opportunities."

4.4 Findings from the Kimberly Region

Kimberley is the capital city of the Northern Cape Province of South Africa. It is also known as Diamond City. It is located approximately 110 km east of the confluence of the Vaal and Orange rivers. The city has considerable historical significance due to its diamond mining past, and the siege during the Second Boer War. Notable personalities such as Cecil Rhodes and Barney Barnato made their fortunes here, and the roots of the De Beers Company can also be traced to the early days of this mining town. Kimberley, thanks to the fevered diamond rush of the 1870s, has a glittering past. Its principal industries are mining (including quarrying) and agriculture. The Northern Cape mining industry makes up nearly 7% of South Africa's total mining value, and contributes 23.4% to the province's total economy. Its farmers contribute 6.1% to South African agriculture, but only make up 6.6% of the province's economy (South Africa Info, 2016). This section presents findings of the study on challenges facing women in mining in the Kimberly Region.

Figure 4.14: Map showing the Kimberly Region



4.4.1 The Demographic Profile of Respondents

There were 267 women interviewed in the Kimberly Region and all of the respondents are working in the mining sector. There were no indications of other sectors.

Figure 4.15: Distribution of women across age groups

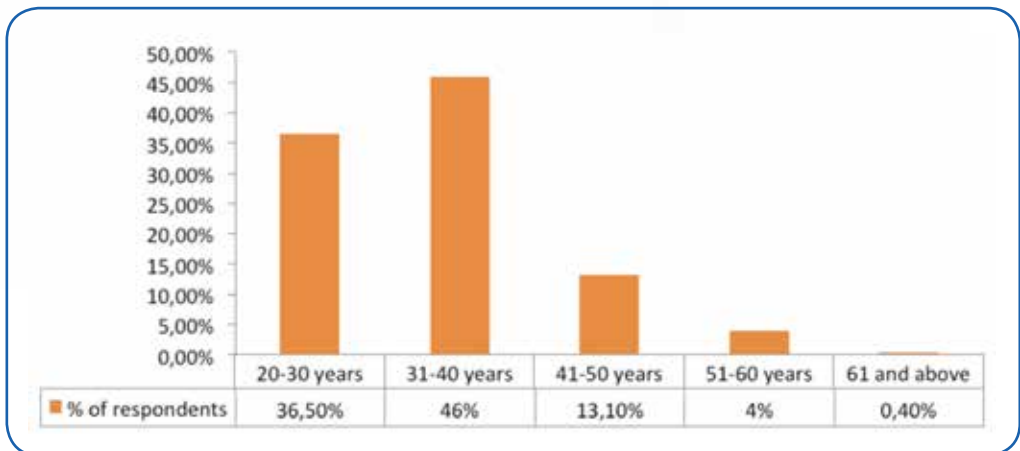
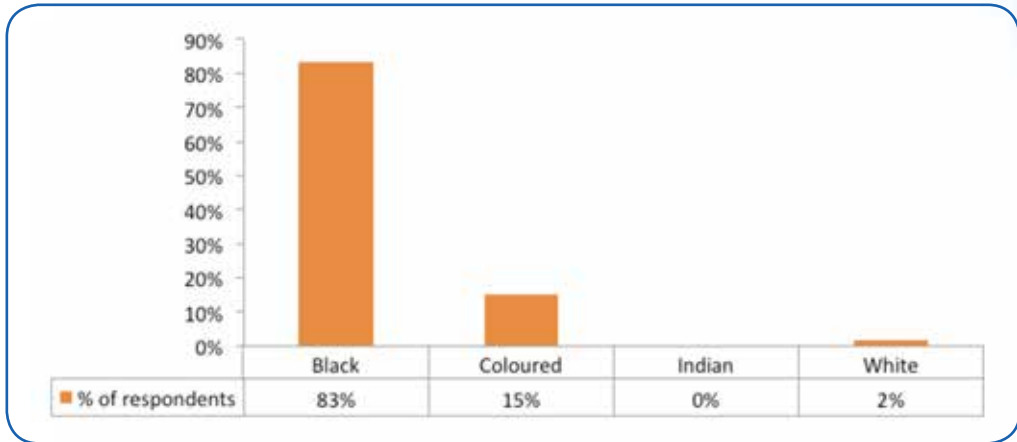


Figure 4.15 above illustrates that women between the age of 30 to 40 years form the majority of respondents, amounting to 46%. Young women between the age of 20 to 30 years are the second largest age group with 36.5 %, while the 41 to 50 years age group makes up 13.1% of the women interviewed in Kimberly. The older generation of women between 51 to 60 years totalled 4% of women interviewees.

Figure 4.16: Racial distribution of women interviewed in Kimberly

As indicated in the Figure 4.16 above, in Kimberly most of the interviewed women were black. There were 83.4% black women interviewed in this region. The coloured women accounted for 15.1% of women respondents. White women were the third racial group with 1.5%.

4.4.2 Challenges facing Women in the Workplace: Kimberly Region

The lack of career advancement was ranked as the highest challenge by women (65%). Health cover was ranked second with 42% of respondents. The women ranked discrimination in terms of decision making as the third biggest challenge (37%), followed by discrimination in terms of remuneration (36%). Maternity benefits followed with 31% of respondents. Women also noted lack of support from male colleagues as another challenge (28%), and work load (25%). Family issues recorded 22%, while personal issues and verbal abuse were ranked lowest (Table 4.7).

Table 4.7: Ranking of Challenges faced by women in Workplace

Types of Challenges	Percentage of Respondents
Lack of career advancement	65%
Health cover	42%
Discrimination: Decision making	37%
Discrimination: Remuneration	36%
Maternity Benefits	31%
Lack of support from male colleagues	28%
Work load	25%
Family issues	22%

Abuse	19%
Personal issues	13%
Other	12%

4.4.2.1 Career advancement within the workplace

The findings in the Kimberly Region reveal that 65% of women regarded lack of career advancement as the main workplace challenge. Career advancement remains an important element for women empowerment, integration and retention in the workplace. As stated in the legislation, the mining houses are required by law to ensure women are empowered and that they occupy meaningful positions for true transformation in the workplace. Women are viewed as a group of society that has been disadvantaged by oppressive apartheid workplace labour laws. Therefore, equipping women with skills through training and mainstream learning is required by the Mining Charter (2002) and the Amended Employment Equity Act (2013). Investing in women career development will not only enhance their workplace capabilities but also ensure diverse workplace ideas. Career mobility enhances workers performance and growth (Johari, et al., 2015).

The study discovered that in the mining sector in the Kimberly Region, women feel stuck in one position; that is, women assert that they are not given a chance to advance their careers. There are no training programmes in place. A majority of women believe that the companies do not do enough to empower them, as such they see no chance of promotion as preference is given to men for training. Women reiterate that education is the only way that can help them gain upper mobility as men are in most of the key positions at work. Some of the views expressed by women in relation to career advancement are notable:

"The supervisor don't take female worker serious they only focus on male workers."

"Education can put women in much better positions as men still dominate in high position."

"No positions offered, you stay in one position".

On the other hand, women believe that racial preferences are at play in terms of who gets training. Black women share a common view relating to career advancement. They believe they are being overlooked while white women are given chances for training and thus helping them get good positions. The women also noted that favouritism is a deciding factor. These statements were made by black women:

“Only white people get promotions they also want to develop themselves and advance their careers to better their future.”

“It’s all about knowing the right people to get promotion and if you don’t know the right people you are stuck in the same level.”

Furthermore, the study found that male employees are given the first preference for promotions in the Kimberly Region. Women expressed their dissatisfaction about such practice. They believe that they are ignored for high positions. Women made these statements:

“Everything or opportunities are given to men”.

“There are no promotions granted”.

In addition, women expressed the view that things happen among the circle of friends or tribal relations. The study found that nepotism is also an element where foremen or supervisors will reveal information to certain groups and hide from others. One woman shared this view:

“Nepotism is the problem”.

4.4.2.2 Women health and safety in the workplace

Workplace health is an important aspect for achieving high production. Healthy employees are the cornerstone of increased productivity. Thus, ensuring workplace health is not only the responsibility of the employees but also of the employers. It has emerged in the study that health cover remains the second biggest challenge for the Kimberly Region. Among the women respondents, 42% believe that health cover and safety issues must be addressed. They noted that medical expenses are high, and companies must also contribute to their medical aid plans. The study found that the medical aid issue affects women in the Kimberly mining sector. Women claim that the medical aid plans are not effective. There is medication which is not paid for by the medical aid, and it is expensive. Women feel due the hazardous work environment they work in, there must be full medical aid support. In some mines, women claimed to have no medical aid at all. Some statements made by the women are as follows:

“The medical aid they gave us do not cover some medication.”

“We need medical support.”

“They say you want medical aid, you must pay, and the company does not contribute.”

“It is not safe in the mine but we do not have medical aid.”

Women expressed their concern in relation to Personal Protection Equipment (PPE). As is known, working in mines is dangerous. The study found that the PPE design was suited for men, and women claim it is not suitable for them. Women claim their health and safety is not taken as seriously as it should be. This is shown in these statements:

"Personal Protection Equipment that is provided by the company is not enough and suitable for women."

"They are not responsible for our health."

"The chemicals they use are hazardous for our health especially as a woman. This personally affects my health."

In addition, the study found that women still feel there are inadequate hygiene facilities underground. It was also noted that there are few toilets and women feel unsafe to share with men. The women expressed these views:

"There are no enough toilets."

"The toilets are not clean."

4.4.2.3 Discrimination in terms of decision making

The findings confirm that women feel that there is an element of discrimination in terms of decision making. In this region, 37% of respondents claim that they are been ignored when it comes to suggestions and ideas about their operations. Women argue that men and supervisors dictate terms. Clearly, it is not sufficient for mining companies to employ women in their operations but then not recognise them in terms of decision making. Women's ideas are also vital in terms of contributing towards production and other demands in the workplace. Women expressed that they are constantly undermined and they make no decisions. The decisions are being dictated to them and this affects their morale. Some women made the following statements:

"They undermine us as women."

"I have no say in terms of the job I do."

"Decisions are taken without consulting women."

"As a (woman) supervisor I am not taken serious when I put up a suggestion or even make decision."

4.4.2.4 **Discrimination in terms of remuneration**

Women and men working in the mining sector in Kimberly are all drivers of production. The service each employee renders needs to be rewarded. It has been found that 36% of women are not happy and claim that men are paid more than they do. Women see this as unfair. Women made the following remarks:

"Men and women are not paid the same, men get more because they do more physical tasks."

"Men and women are not paid equal."

4.4.2.5 **Maternity benefits**

An important role of women is to give birth and take care of children. Even if women join the workplace, they will always need maternity benefits and support. When this is done right and women are given proper support, they do not feel the strain of their child bearing and raising obligations. Giving women maternal support will help them balance their work with their maternal responsibilities. However, the study found that 31% of women respondents claim that the maternity benefits are not sufficient and the company policies relating to maternity benefits are not fair.

The study found that some women working in the mines in the Kimberly Region still have to do hard labour even when they are pregnant. The employers still expect them to undertake heavy duties, with some having to work in harsh conditions. Some women believe that pay cut during the maternity period is totally wrong as it leaves them with financial strain. The women expressed the following views:

"Women are not getting paid when they are on maternity leave."

"Some women are made to do hard labour during pregnancy including working in wet areas."

4.4.2.6 **Lack of support from male colleagues**

It has been discovered from the study that 28% of women see lack of male colleagues support as a challenge. Men have been in the industry for long and they have experience. The lack of support for women from men may bring stress and strain on women; as women claimed in these statements:

"My decisions are not taken seriously."

"They instead shout at us for no reason."

4.4.2.7 Work load

It is clear that mining involves physical labour. The physical strength of employees gets tested daily. However, if allocated appropriately heavy work can be managed. As such, 25% of women in the Kimberly Region, believe that the work load is too much. They claim that they work hard and no measures are taken to spread the work load effectively. The statements made by women included:

"The target is too high we are unable to reach the target set."

"Work load is too much for me, it affects my health and cause my periods to go for long period."

4.4.2.8 Family issues

The family is a very important unit of society. As such, family issues will always find a way in our lives either at work, business or in other endeavours. Women have domestic roles and responsibilities, like raising children and caring for the other family members. About 22 % of women state that family issues weigh on them, especially taking care of the family. Women provide care and support at their homes and that demands their energies and time. Some women are heads of their households. The women expressed these views:

"Family is important so whatever happens to it has an effect on how I does the job."

"My children are going to school and need money to pay for them there are not opportunities."

"I am a single parent so that is a challenge."

"We are leaving home at 5am and come back 4pm and we got no time with our family"

"We work long hours per day we don't get time to take care of our children."

4.4.2.9 Abuse - Verbal

In the Kimberly mines, 19% of women said that they experience verbal abuse in the workplace. As such, this leads to conflict at the work. Women state that their supervisors do not always communicate effectively with them and that they get a backlash if they seek to voice their concerns. Some statements women made in relation to verbal abuse include:

"The supervisor do not know how to communicate with the workers."

"You are targeted when you raise the concerns"

Male domination is seen to be a problem for women. The study found that male colleagues undermine women. Women see this as a challenge when their male colleagues do not give them respect and do not speak to them properly. The women made the following statements:

"Male colleagues are disrespectful".

"It affects how we do our work and we don't enjoy coming to work".

4.4.2.10 Personal issues

The productivity of workers is determined by their personal health - both physical, emotional and psychological. The workplace is not only where workers do daily tasks, they also deserve support in relation to personal matters. It emerged from the study that 13% of women believe that personal issues affecting them are not given serious consideration. Some confidential issues leak to other employees. Women made these remarks:

"Most of the time when you raise personal issues it becomes personal and it puts your work at danger."

"Because I was in an accident a year ago so the company must assist me with my medical problem."

"Sometimes not all confidential issues remain confidential and it is quite disturbing. It's important to be able to trust your workplace with private issue".

4.4.3 Causes of challenges of women in the Workplace in Kimberly

In Table 4.8 below, managers and supervisors, followed by company policies, were identified as the major cause of challenges faced by women in the workplace in this region. Managers/supervisors accounted for 40%, and company policies for 36%. Clearly, the challenge of managers/supervisors may be the result of the way they treat and communicate with women at work. Women believe their problem is the result of policies in relation to maternity benefits and other workplace concerns. Policies somehow do not meet or respond to their specific needs as women. Family and spouse are the lowest ranked cause of challenges of women in the workplace.

Table 4.8: Ranking of Causes of Women's Challenges in the Workplace

Causes of Challenges	Percentage of respondents
Manager/Supervisor	40%
Company policies	36%
Work demands	17%
Male colleagues	12%

Family	5%
Other	3%
Spouse	0.70%

4.4.4 Factors limiting the development of women: Kimberly Perspectives

Empowerment of women in the workplace is prescribed by legislation to redress the injustices of the past. Women have been discriminated against in many spheres of life, including at the workplace. In the Kimberly mines, the study found that among the factors that limit women's development in the workplace is favouritism for male employees. When measures are introduced to empower workers, such as promotions and training, men are said to be favoured. There is a belief that women are not recognised. Women made the following statements to express their dissatisfaction:

"Favouritism for male colleagues is high."

"Lack of recognition and lack of belief in women by the company especially in the career development."

In addition, it appeared that women themselves are not proactive when opportunities are available. Women seem to be less eager to go for training programmes and to attend workshops. Men are more eager to grab these opportunities, which enhances their skills and improves their chances for promotion. Some women shared these views:

"Women don't take the opportunities given to them."

"Lack of women's interest in studying"

Nevertheless, it was also found that some employers do not take empowerment of women seriously in the workplace. Women also expressed the view that the supervisors are also a limiting factor in their overall development in the workplace. There is a perception relating to women's abilities, and the need for them to do certain courses. Women made these statements:

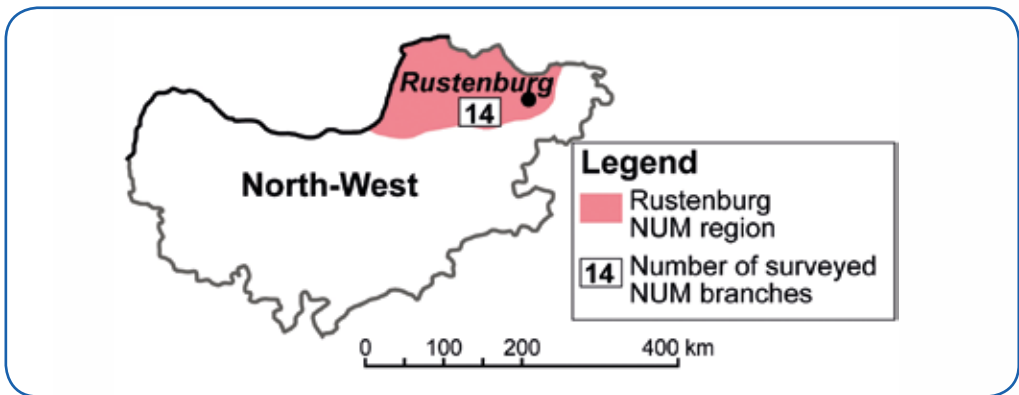
"They (Management) don't go the extra mile to develop women. Its either you come here educated or you stay uneducated."

"The supervisors/HODs feel that there is no need for some women to do certain courses."

4.5 Findings from the Rustenburg Region

This region is known for its platinum mines. However, the region has an energy sector, and construction where new developments are taking place. The mining industry dominates, and it is a key employer in this region. Mining contributed 68% to gross domestic product (GDP) and was responsible for 50% of direct jobs and 15% of indirect jobs in the region in 2011 (Mineweb, 2016). This section of the report presents findings on challenges facing women in mining, energy and construction.

Figure 4.17: Map showing the Geographic location of Rustenburg Region



4.5.1 Demographics

There were 483 women interviewed in the Rustenburg Region. Mining accounted for the majority of women (82%), followed by the construction sector (10.9%). The energy sector accounted for 6.6% of the women. Only 3 women did not specify their sector. This is shown in Figure 4.18 below:

Figure 4.18: Total distribution by sector of respondents across sectors

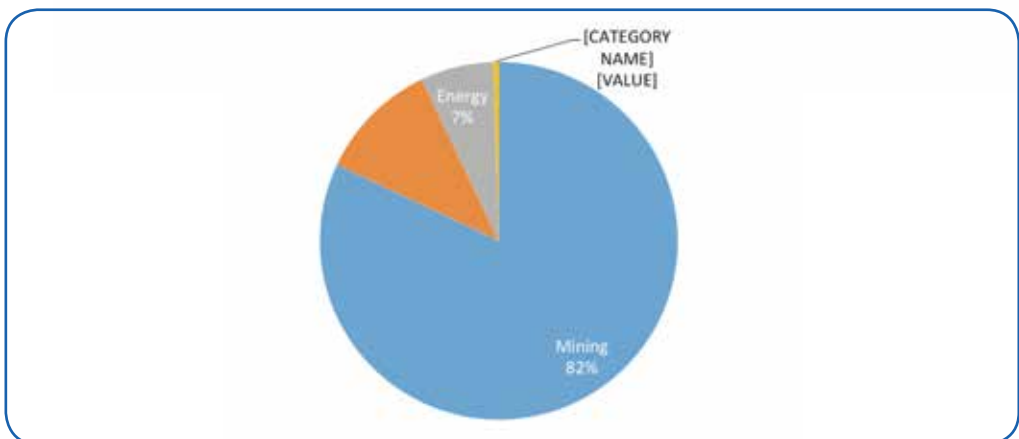


Figure 4.19: Distribution by race of women interviewed in Rustenburg

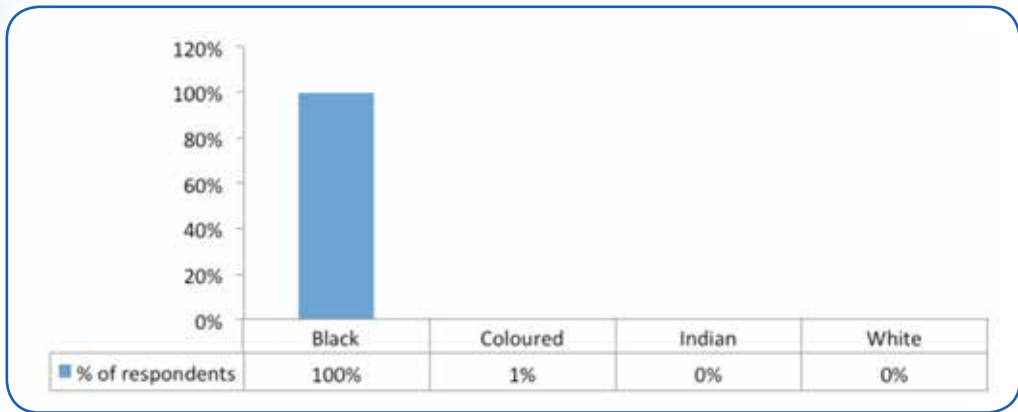
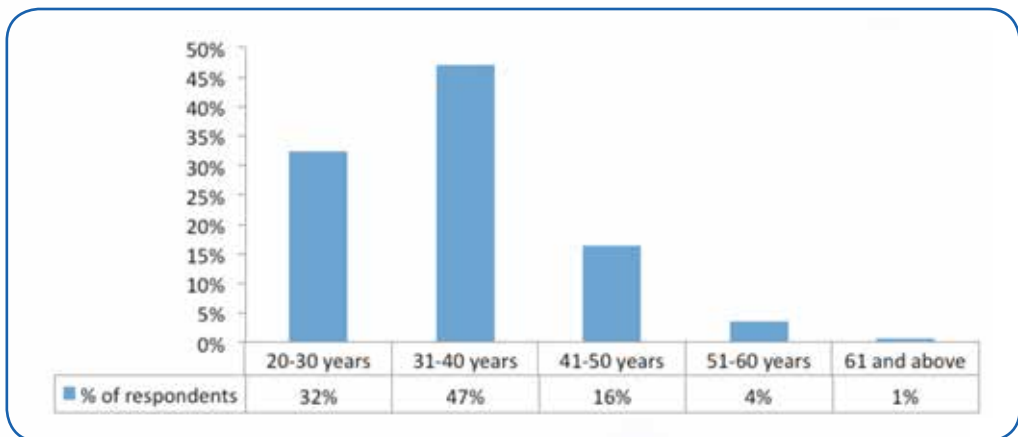


Figure 4.19 above illustrates that black women make the majority of interviewed women in the Rustenburg Region. There were 99.5% of black women interviewed. Coloured women made 0.5 % of the respondents.

Figure 4.20: The distribution of women by age group



The majority of the respondents in Rustenburg Region were between the ages of 31 to 40 years. There were 47.1 % of respondents in this age category. In addition, 32% of respondents were aged between 20-30 years. Overall, this gives the impression that most of the respondents are youthful. Other respondents were above 41 to 60 years and accounted 16.3%, while those over 60 accounted for 3.6% as shown on (Figure 4.20) above.

4.5.2 Challenges Facing Women in the Rustenburg Region

The lack of career advancement was the highest ranked challenge for women (52%). Verbal abuse and discrimination in terms of remuneration are ranked second with both on 30%. Work load and discrimination in terms of decision making are ranked third and fourth, with 29% and 28% respectively. Health cover is seen as a challenge by 21% of respondents, with maternity benefits seen as a challenge by 21% of women. Family and personal issues were ranked lowest, with 18% and 10% respectively (Table 4.9). The general feeling expressed by the majority of women is that they are stuck at the bottom, even those who have worked for many years. There are inadequate career advancement opportunities available for them.

Table 4.9: Ranking of Challenges Faced by Women in the Workplace

Types of Challenges	Percentage of Respondents
Lack of career advancement	52%
Abuse	30%
Discrimination: Remuneration	30%
Work Load	29%
Discrimination: Decision making	28%
Health cover	26%
Lack of support from male colleagues	21%
Maternity Benefits	21%
Family issues	18%
Other	17%
Personal issues	10%

4.5.2.1 Lack of career advancement of women in the workplace

As illustrated in Table 4.9 above, lack of career advancement is the highest ranked challenge (52%) in the region. Women expressed their dissatisfaction and claimed they are stuck in the lower ranks at work. This frustrates them as they see no prospects for growth. This is despite the transformative standards set by the Mining Charter. The Mining Charter prescribe that women must be empowered. Women expressed their concerns in these statements:

"I have worked for this mine for 10 years without promotion."

"No career advancement, always been side-lined and discriminated against. If it happened to me as a black women it can happen to all women. It does not stop. It is common practice employment equity is but only a paper exercise."

As more women enter the workforce, especially in male-dominated sectors, their failure to reach the highest management positions or other key positions at operational level has become the cause for considerable debate. Pertaining to the findings of the study, respondents emphasised the need for recognition of their qualifications. There is an impression that some women, regardless of their qualifications, are caught in career stagnation. Women made these remarks regarding the non-recognition of their qualifications:

"You are stuck in one position even when you have better qualifications for position advancement."

"I'm a qualified social worker but they overlook me when there are posts."

"My qualification is not recognised, I can't be working as a general worker till this time."

4.5.2.2 Verbal - Abuse

In the Rustenburg Region, women ranked verbal abuse as the second main challenge (30%). Women claim that the way the work assignments are communicated to them is unfair. The managers and foreman are said to be unfriendly and disrespectful of women, as noted in the views below:

"Managers don't talk to us properly, they also threaten to fire us."

"Our foreman is disrespectful it affects my work."

"Supervisors - do not know how to talk to us."

"There is lack of respect."

4.5.2.3 Discrimination in terms of remuneration

Discrimination in terms of remuneration was also ranked second. Thus, 30% of women interviewed believe that there is pay disparities. The study found that there is a feeling that men are paid more than women even when they do the same duties, and hold the same position. Women feel discouraged due to this practice. Some women expressed these views:

"We do the same work but paid different wages."

"We want our wages to be increased. We need to be paid on the same scale as men. The work load is too much I have back pains."

4.5.2.4 **Work load**

Women claim that there is too much work allocated to them. They feel that sometimes the work load is unbearable. Not that women lack endurance and strength, but the conditions and the high temperatures underground drain their energy. About 29% of respondents stated work load as a workplace challenge:

"We work like slaves and get hard tasks."

"Sometimes they give me heavy task that need someone to help me but I have to do it alone."

The study found that some women believe they are understaffed; as such they have to face the distress that comes with huge work loads. They have to work long hours, and this negatively impacts on their health. Some women made the following remarks:

"The company should hire more staff."

"We work too much there is not enough time to take care of our families. It affects me, sometimes you tend to think of resigning because of too much work load."

4.5.2.5 **Discrimination: Decision making**

The Employment Equity Act is meant to grant an opportunity to women to meaningfully participate in the workplace, and to ensure that women are protected from gender-based discrimination within the workplace. This discrimination can come in the form of male supervisors not allowing women to voice their views in the workplace. The results of such discrimination against women in the workplace can include diminished morale, and reduced productivity due to duties imposed without agreement. In this region, 28% of women believe that they are being ignored when decisions are taken. This is emphasised in the following statements:

"My foreman is too bossy, he likes to do things on his own way, and he doesn't care how others feel about his decisions. We don't grow and we still feel that we don't belong; mining is a male-dominated place."

"Undermined, my decision are not taken seriously or are ignored."

4.5.2.6 **Health, maternity and safety issues relating to women at workplace**

The majority of large employers offer health benefits today. This is done in an effort to promote employee health and productivity and reduce health related costs. However, some employers seem to not allocate funds for their employees' health. The findings show that women still have no medical aid. Women expressed that they cannot afford medical fees when they get sick. About 26% of respondents regard health cover as a challenge. Women made these remarks regarding health cover:

"If you are sick you have to pay for medical fees on your own."

"We get sick and don't have money, that's a problem."

In addition, it is required by law that women get proper maternity benefits and support, and they should not be victimised for their natural role of breeding children. They are entitled to maternity leave. About 21% of women noted maternity benefits as a challenge that needs to be solved. The challenge is not only pay cut during maternity leave, but also the period given to raise the child. The women expressed these views:

"When you go on maternity you don't get paid."

"They don't give us enough time to raise our children and the money they pay while on maternity."

Women also had a concern in relation to their safety in the workplace. Mining is a dangerous job. There is need to provide the workforce with safety wear; but women have an issue with the provision of some of the safety wear. The PPE is safety wear compulsory for every mineworker. Some women expressed these views:

"There is not enough PPEs provided."

"Sometimes we don't receive gloves or dust masks."

4.5.3 Causes of Challenges women face in the Workplace: Rustenburg Women's Perspective

The managers/supervisors at work are ranked high as a cause of challenges for women, at 43%. Also, the company policies were identified as the second major cause of challenges faced by women (29%). The high rank of managers/supervisor and company policies is due to the fact that some supervisors are harsh, they don't communicate in a friendly manner. As a result, women do not feel comfortable working with the supervisors. Some company policies are enforced although they are unfavourable to women's specific workplace needs. Work load is ranked third and accounted for 20% of respondents who regard it as cause of challenges women face in the Rustenburg Region. Male colleagues are seen as a contributor to women challenges by 15% of respondents. Family and spouse issues were the least ranked causes of challenges at the workplace in this region (Table 4.10).

Table 4.10: Ranking of causes of challenges faced by women in the workplace

Causes of Challenges	Percentage in terms of Respondents
Manager/Supervisor	43%
Company policies	29%

Work demands	20%
Male colleagues	15%
Family	3%
Other	3%
Spouse	1%

4.5.4 Factors Limiting Development of Women: Rustenburg Women Perspectives

Although a number of challenges have been listed that are faced by women in the workplace, it is also significant to look into factors that limit their development.

4.5.4.1 *Marginalisation*

There is a belief among women that they are been ignored on the basis that they are women, and that their abilities are been undermined. Women are quite sentimental in this regard and blame the managers and supervisors for not granting them the chance to learn and grow. It can be argued that such supervisors perpetuate gender inequality in the workplace, which the Labour Relations act of South Africa (1995) seeks to address. Views expressed included:

"...undermined. Women are not trained nor developed adequately to do the work, we are undermined."

"They always select men for training."

4.5.4.2 *Lack of managerial support*

Women not only see themselves been undermined, but they point at the lack of employers' will to facilitate training and offer other employees' development initiatives. Women in this region say there is no support for them to acquire new knowledge and skills that will help them develop. They see lack of managerial support as a limiting factor. Some women expressed these views:

"Lack of support from the employer."

"Lack of opportunities for those at the bottom."

4.5.4.3 *Women's lack of drive and self-belief*

Women are also believed to be the enemies of their own progress in the workplace. The study found that there is an impression that some women do not take learning opportunities when they are presented to them. Some women expressed that self-esteem maybe the problem. Some women doubt themselves and lack self-belief in taking up new challenges and learning. An important driver for employers to

introduce new initiatives is women’s desire to get involved. The women made the following statements:

- “The company is willing to develop women but the women don’t utilise opportunities given.”
- “There is lack of self-confidence and interest amongst women.”

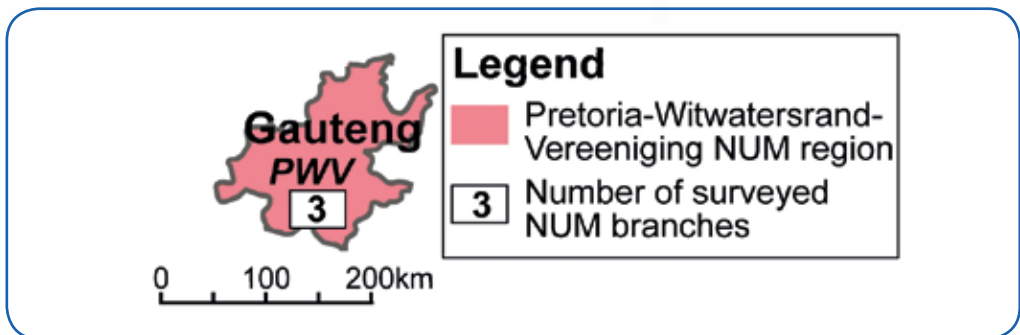
Sharing of information among the employees was also a factor. Having employees who are knowledgeable of new programmes introduced by the company is key. It was also highlighted that work demands and family matters deter women’s desire to seek opportunities to advance, and that women fear new challenges – they even fear to lead. Indeed, when there is no balance between work and family it can really put an unhealthy strain on women. Some of the views expressed by women included:

- “There is no enough information.”
- “Lack of focus due to family and work demands.”

4.6 Findings from the PWV Region

The PWV Region is situated in the Gauteng province of South Africa. It was named after the old Pretoria Witwatersrand Vereeniging (PWV) Province, following South Africa’s first all-race elections in 1994. Refer to Figure 4.17. The Gauteng Province is considered the economic hub of South Africa and contributes heavily in the financial, manufacturing, transport, technology, and telecommunications sectors, among others (General Overview of Gauteng, 2013). The following research findings focus on challenges faced by women in the region’s mining, energy and construction sectors only.

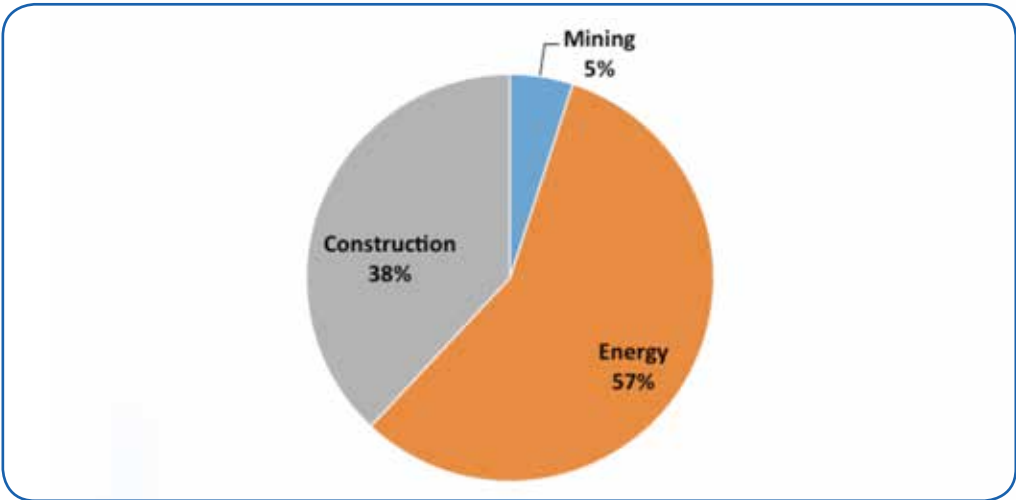
Figure 4.21: Map showing the geographic location of PWV Region



4.6.1 The demographic profile of respondents

In total, 118 women were interviewed in the mining, energy and construction sectors of the PWV Region. Out of the total number of women interviewed, 2% did not indicate their sectors. However, the majority of women did indicate their sectors; 57% were in the energy sector, followed by 38% in the construction sector. The mining sector only made up 5% of women interviewed in the region (Figure 4.22).

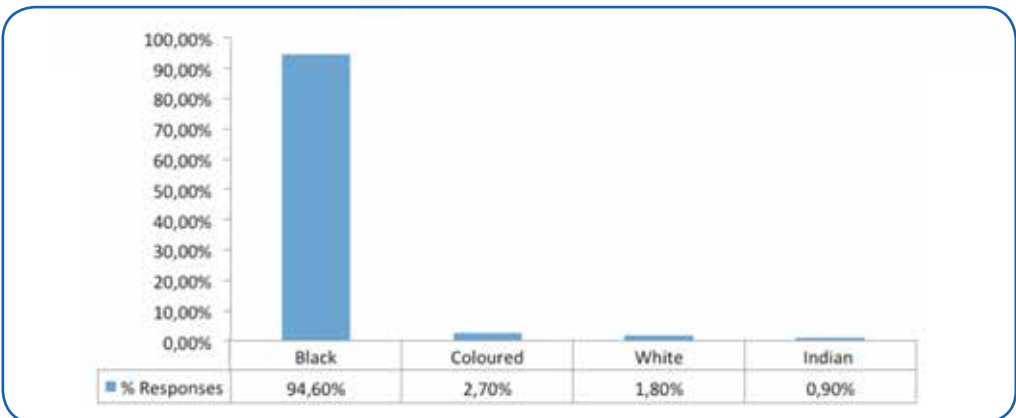
Figure 4.22: Distribution of women of PWV region by sector



4.6.2 Race profile of respondents

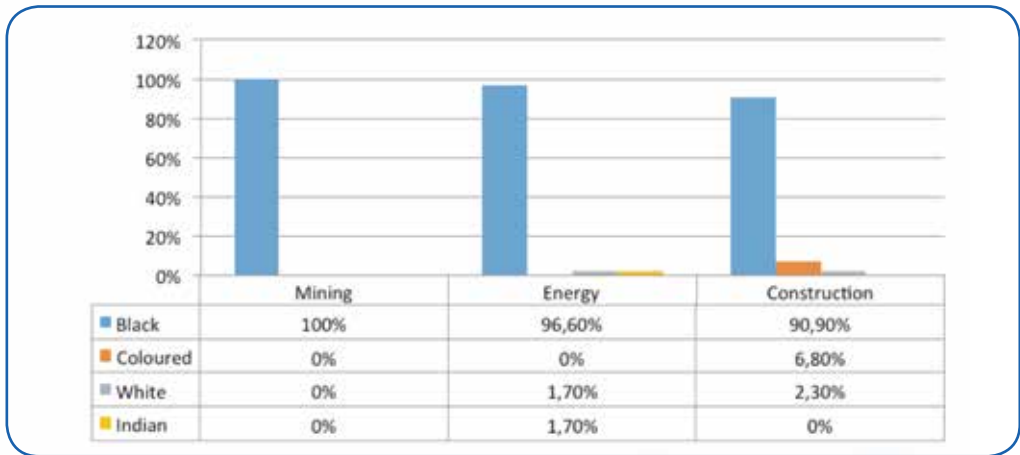
The majority of women interviewed in the PWV Region were black, 94.6%. The number of coloured, white, and Indian respondents made up 5.4% of women interviewed in the region (Figure 4.23).

Figure 4.23: Racial distribution of women of PWV region



When comparing the racial distribution of women interviewed across the three sectors of the PWV Region, the study found that black women were again the dominant race. The respondents interviewed in the mining sector were all black. Similarly, the majority of respondents in the energy sector were black (96.6%). Still, in the construction sector the black race was dominant, at 90.9%. The number of coloured, Indian and white respondents was minimal in all three sectors (Figure 4.24).

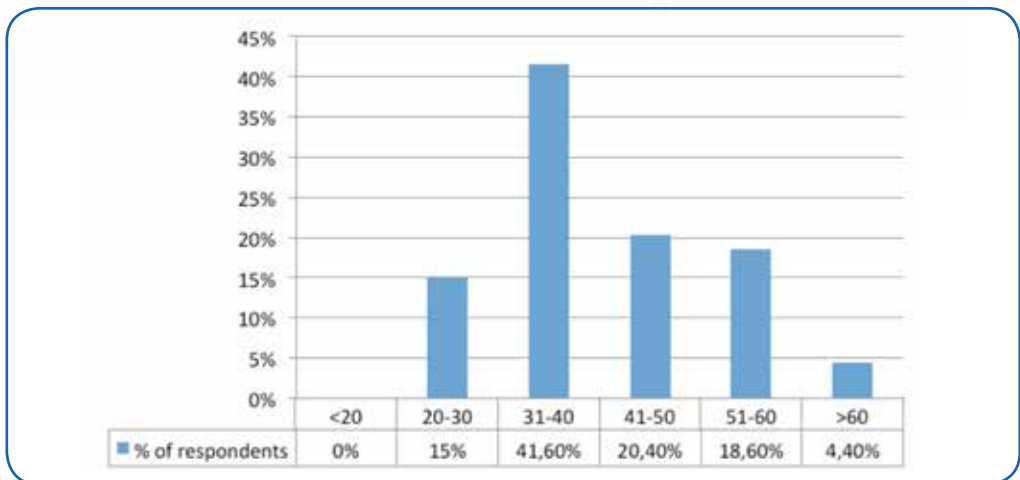
Figure 4.24: Racial distribution of women in PWV Region across sectors



4.6.3 Age profile of respondents

The majority of women interviewed were between the ages of 31 to 40 (41.6%), followed by the 41 to 50 age group, which made up 20.4% of the total number of women interviewed. The older women were the minimal respondents (Figure 4.25).

Figure 4.25: Age group distribution of women of PWV region



4.6.4 Workplace challenges faced by women in the PWV region

Transforming the post-apartheid workplace in South Africa is closely associated with politics. This has meant the infusion of new values, such as gender mainstreaming for promoting gender equality in the workplace. The government subsequently translated these values into legislation so that women could advance in their careers. However, Table 4.11 below shows that workplaces in the PWV Region are still women-unfriendly. Lack of career advancement was the highest ranked challenge (50%); followed by discrimination in terms of remuneration (47%). Lack of support from male colleagues (19%) and personal issues (14%) were ranked the lowest.

Table 4.11: Ranking of challenges faced by women in the workplace in the PWV Region

Types of Challenges	Percentage of Respondents
Lack of career advancement	50%
Discrimination: Remuneration	47%
Discrimination: Decision making	39%
Work load	37%
Other	37%
Health cover	28%
Abuse	26%
Family issues	23%
Maternity Benefits	23%
Lack of support from male colleagues	19%
Personal issues	14%

4.6.4.1 Career advancement within the workplace

The study found that, across the three sectors of the PWV Region, most women cite lack of career advancement opportunities as the primary challenge in their workplace. In this regard, the majority of respondents stated that they have been in the same position for a long time. Some common statements women made include:

"People in this company work in the same positions for years even a lifetime, for me that shows a lack of growth and advancement in your career."

"I have many years of experience but still no promotion or development."

"I have been in one position for 7 years and my applications rejected on attempt to get promotions."

Furthermore, the study found gender discrimination in some companies as one of the reasons for lack of career advancement in the region. In this regard some of the women stated that:

"I believe we as women are not given enough opportunities when it comes to our careers."

"There is no growth for women its either you sleep with your manager or you out."

The study also found racial discrimination in some of the companies. Black women felt that they receive unfavourable treatment due to the colour of their skin. Apparently, black women managers are associated with incompetency in some companies. One woman stated that:

"Black women managers are being seen as incompetent."

Women want to be good at what they do, they want to succeed in their positions. The problem is that they are not given the training to help them reach their full potential. In this regard one women stated that:

"Without training you don't perform to your level best."

Some of the women stated that there is no career advancement or promotions in the mining, energy and construction sectors of the PWV Region, even if you are qualified or hold relevant qualifications. Some common statements made by women in this regard included:

"I'm qualified and feel that I deserve an opportunity to further my career."

"They don't consider my qualification."

4.6.4.2 Discrimination in terms of remuneration

The practice of paying employees based on gender constitutes unfair discrimination and is prohibited in terms of South Africa's Amended Employment Equity (EE) Act, 2013. However, the study found that the practice exists in the mining, energy and construction sectors of the PWV Region. One woman expressed that:

"Women work as hard as men but are not recognised equally when it comes to compensation."

4.6.4.3 Discrimination in terms of decision making

The study found unequal participation of women and men in decision-making processes. It emerged that women's contributions are undermined, or their ideas are not taken seriously. In this regard some common statements made by women included:

"Our Ideas are being undermined."

"When taking decisions women are not taken seriously."

"They just make decisions without including women employees."

4.6.4.4 Work load

The women interviewed stated that work pressures are high due to expectations for speed of execution and the increasing work demands; and that leads to stress caused by the heavy work load. Some of the statements made by women included:

"I work too much I even got sick because of heavy work load."

"Due to too much work load the quality of work becomes poor."

"The job I do is heavy and requires man power."

4.6.4.5 Women health in the workplace

According to South Africa's Occupational Health and Safety Act, the employer must provide and maintain all the equipment that is necessary to do the work (and all the systems according to which work must be done) in a condition that will not affect the health and safety of workers.

The study found that some of the employers in the mining, energy, and construction sectors of the PWV Region did not provide all the necessary health and safety equipment for women employees. One women said that:

"I have a chest problem and we are not provided with effective dust equipment."

4.6.4.6 Abuse – (Verbal, Sexual)

The study found abuse as one of the challenges women are faced with in the workplace. Some common statements made by women included:

"They often threaten to fire us saying we don't know the job."

"We also get sexually harassed at work."

4.6.4.7 Family demands

Women still bear a heavier load than men in balancing work and family demands, despite progress in transforming the post-apartheid workplace in South Africa. Being a working parent makes it harder for women to get ahead in their careers. The reason is that women are much more likely than men to experience a variety of family-related career interruptions. In this regard some of the women stated that:

"Work demands affect my family life, as I have my children to look after."

"I have a disabled daughter who needs my care."

4.6.4.8 Maternity benefits

Some of the women interviewed felt that maternity leave-time given by their companies was not sufficient. One women expressed this view:

"We would appreciate if the current Maternity Leave would be increased to 6 months."

4.6.4.9 Lack of support from male colleagues

The study found that transforming the post-apartheid workplace in South Africa is not only about getting women into work, it is about fixing organisations and involving both sexes. Most women in the PWV Region expressed that there is lack of support from male colleagues within companies. For example one women stated that:

"Lack of support from male colleagues can affect outputs by compromising quality and efficiency."

4.6.5 Causes of women's challenges in the workplace in the PWV region

According to Table 4.13, managers/supervisors were identified as the highest ranked cause of challenges faced by women in the workplace (50%); followed by work load (30%). 'Spouse' was ranked the lowest cause of women challenges in the workplace (3%).

Table 4.12: Ranking of causes of challenges faced by women in the workplace

Causes of Challenges	Percentage of respondents
Manager/Supervisor	50%
Work load	30%
Company policies	20%
Male colleagues	16%
Family	14%
Other	8%
Spouse	3%

4.6.5.1 Manager/Supervisor

Management and supervisors emerged as the major cause of women challenges in the mining, energy and construction sectors of the PWV Region. Some of the women in the region expressed their dissatisfaction with regards to support, treatment, discrimination and trust by the managers and supervisors. For example, some common statements made by the women included:

"Women are still discriminated by managers."

"Supervisors don't care about our health in the workplace."

4.6.5.2 Family

It also emerged that women's family demands were one of the causes of challenges faced by women in the workplace. Women in the region felt that companies are not doing enough to assist them when it comes to work-family balance. One woman stated that:

"I have family problems and no one is assisting me at work."

4.6.5.3 Other

Some of the women interviewed felt that sometimes women are their own enemies. They somehow contribute to challenges they are faced with in the workplace. Some common comments made by women included:

"Our own mind-sets limit us."

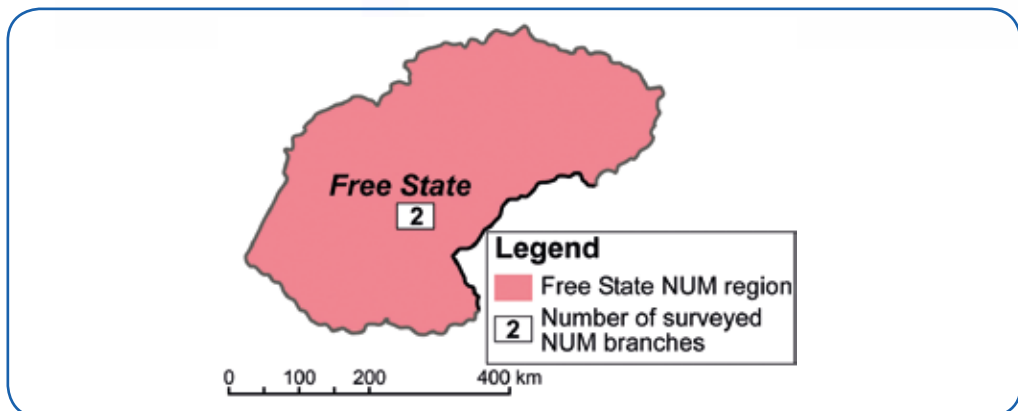
"Lack of interest from women."

"Lack of enthusiasm and complacency from women."

4.7 Findings from the Free State Region

The Free State Region is situated in the Free State Province of South Africa. The province is a major producer of grain in South Africa, with agriculture central to its economy, while mining in the goldfields region is its largest employer. The province has the country's largest gold-mining complex (Young, 2016). The research findings that follow are specific to challenges faced by women employed in the region's mining sector only.

Figure 4.26: Map showing the Geographic location of Free State Region



4.7.1 The demographic profile of respondents

There was a total of 315 women interviewed in the Free State Region. All of the respondents were in the mining sector.

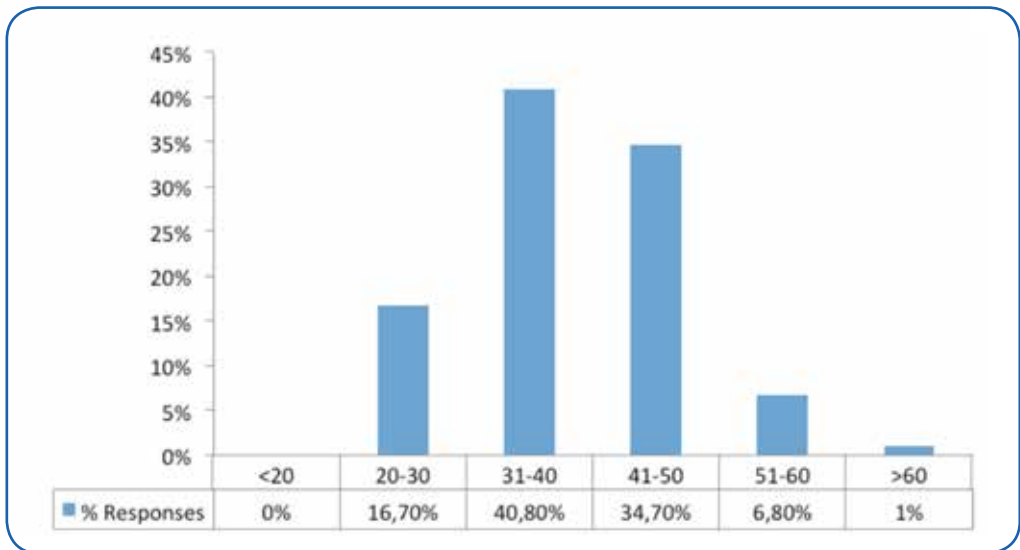
4.7.2 Race profile of respondents

The racial distribution of respondents in the Free State Region reflected the dominance of one race. All of the respondents in the mining sector of the region were black.

4.7.3 Age profile of respondents

The highest age group of women interviewed were between the ages of 31 to 40 years (40.8%) as illustrated on figure 4.23. The second highest age group of respondents were between the ages of 41 to 50 years and they amounted to 34.7%. The minimal age group of respondents were the older women above 60 years.

Figure 4.27: Age group distribution of women of Free State region



4.7.4 Workplace challenges faced by women in the Free State region

According to Table 4.14 below, lack of career advancement (47%) was the highest ranked challenge faced by women in the workplace. Discrimination in terms of remuneration was the second highest ranked challenge (29%). Family issues (15%) and personal issues (11%) were the least ranked challenges faced by women in the workplace.

Table 4.13: Types of challenges faced by respondents

Types of Challenges	Percentage of Respondents
Lack of career advancement	47%
Discrimination: Remuneration	29%
Abuse	26%
Lack of support from male colleagues	24%
Work load	23%
Health cover	21%
Discrimination: Decision making	19%
Maternity benefits	17%
Family issues	15%
Personal issues	11%
Other	9%

4.7.4.1 Career advancement within the workplace

The general feeling expressed by women in the Free State Region is that they are stuck at lower levels of employment, with limited opportunities of career growth. Some of the comments made by women included:

"Women are not promoted."

"I have been in the same position for 10 years."

In addition, the study found that women are discriminated when it comes to advancing to managerial positions in their companies. In this regard, some of the women expressed that:

"Black women are still discriminated when it comes to managerial positions at work."

"Men are the ones with top positions."

"No women in top positions; I would like to advance too."

4.7.4.2 Discrimination in terms of remuneration

Unfair remuneration and discriminatory treatment in the workplace is illegal in South Africa. However, some of the women interviewed felt that the principle of equal remuneration for work of equal value doesn't apply in their companies. Moreover, in some companies, women work in the same positions as men but women get less salaries. Some common statements women made in this regard included:

"We do the same job but paid differently."

"The work load is the same but we get paid differently."

"Remuneration depends on colour and gender."

4.7.4.3 Abuse – Verbal

Verbal abuse at work should not be tolerated and is clearly defined in South African law. However, verbal abuse was identified as one of the major challenges faced by women in the Free State Region. Some of the comments made by women included:

"Verbal abuse is the biggest challenge."

"Verbal abuse makes me emotional which affect my work."

"We are verbally abused by male colleagues."

4.7.4.4 Lack of support from male colleagues

The study found lack of support from male colleagues as one of the significant challenges affecting women in the workplace. Some of the respondents felt that male voices are noticeably absent when it comes to women issues in their companies. Two women said that:

"We don't get along with male colleagues which makes it difficult to do work."

"Male colleagues do not support us."

4.7.4.5 Work load

After decades of making progress in the workplace, many women felt that they are expected to do more with less, and they are under increased pressure to perform heavy work loads. Some of the statements made by the women included:

"My work is too much for one person."

"The work load is too much for a woman."

"They give us lot of work in a short time."

4.7.4.6 Women health in the workplace

Women are physically and biologically different from men, so should be their protective clothing. Those were the sentiments of many women interviewed in the Free State Region. However, these differences are not recognised by companies in the region. In this regard, some of the views from women were:

"We use men's PPEs so I'm not comfortable."

"Personal Protection Equipment is humiliating, it shows private parts."

Working in the mining sector can be dangerous, but the study found that lack of medical aid cover was one of the health challenges women are faced with in the workplace. One woman's views included:

"Without medical aid it is difficult to get good medical care."

According to the Health and Safety Act (1993) the employer must ensure that the workplace is free of hazardous substances that may cause injury, damage or disease. It emerged that some of the companies in the Free State Region do not comply with this Act. Proof thereof are the following comments made by some of the women interviewed:

"The dust in my workplace affects my health."

"People are getting sick and the management is not taking it seriously."

"I have TB but I am still forced to work underground."

4.7.4.7 Discrimination in terms of decision making

The women in the region felt that their suggestions are often overlooked, and they are treated as if they don't know what they are talking about until they are proven otherwise. One woman stated:

"Our opinions are not considered."

4.7.4.8 Maternity – Benefits

In South Africa, maternity leave is provided and regulated under the Basic Conditions of Employment Act. It is not a requirement that employers pay workers during maternity leave. However, some companies may offer maternity benefit packages. The study found that the maternity benefits issue is one of the challenges faced by women in the Free State Region. One woman explained:

"When you are on maternity leave you do not get full pay."

4.7.4.9 Family demands

The modern work environment does a good job of considering the special needs of working mothers, with companies now introducing initiatives designed to address the family needs of workers (Glass & Estes, 2013).

However, the opposite was found to be the case in the Free State Region, with women employees expressing their concerns regarding their companies' contribution towards addressing their family needs. Here are some of the comments made by women in the region:

"We need a day care facility for our children."

"I don't have time to take care of my new born baby."

"Lack of support for women who have kids"

4.7.5 Causes of women's challenges in the workplace in the Free State region

Women have come a long way in the workplace. Despite the progress, women are still faced with setbacks based on gender discrimination. According to Table 4.15 below, women in the Free State Region ranked manager/supervisor as a major cause of their challenges in the workplace (31%). This was followed by company policies (23%). The least ranked causes of women's challenges in the workplace were family (6%) and spouse (2%).

Table 4.14: Ranking of causes of challenges faced by women in the workplace

Causes of Challenges	Percentage of respondents
Manager/Supervisor	31%
Company policies	23%
Male colleagues	20%
Work load	19%
Maternity Benefits	17%
Family	6%
Other	3%
Spouse	2%

4.7.5.1 Manager/Supervisor

Women face a lot of challenges in the workplace, especially in male-dominated sectors like mining. More than ever, companies are working towards eliminating gender biasness, and balancing the scales of opportunities for both genders. However, women are still discriminated against in the mining sector of the Free State Region. Some of the women interviewed stated that:

"Management doesn't trust women's work."

"Management looks down on women."

"Male supervisors are not willing to have female superiors."

4.7.5.2 Family issues

Women have higher rates of stress and anxiety disorders because of concerns over balancing work load with the demands of family. Work-family balance was found as one of the causes of challenges faced by women in the workplace. One woman explained:

"As a woman I have multiple responsibilities, It's very difficult."

4.7.5.3 Other

Facilitating women's access to work begins with providing them with education, not only to lift them out of poverty, but also to ensure their economic empowerment and security. Some of the women interviewed felt that some of the causes of women challenges in the workplace are the following:

"Lack of education."

"ABET is not enough."

"Courses and development workshop are not provided."

4.8 Findings from the Matlosana Region

Matlosana is situated south of Rustenburg in the North West Province and is dominated by gold and uranium mining. The mining sector plays an important role in the economy of the Matlosana Region. The main pillars of the local economy of the City of Matlosana, as of 2011, were the services sector (28.11%), financial sector (27.47%), transport and communication sector (17.26%), retail sector (14.30%) and mining (7.75%) (SACN, 2013). This section presents the findings specific to women employed in the mining sector only.

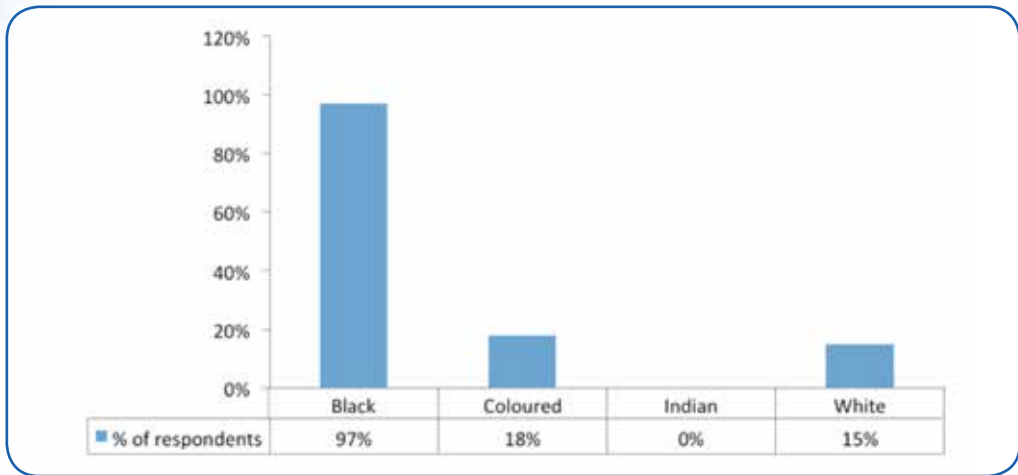
4.8.1 Demographic profile of respondents

There was a total of 175 women interviewed across five branches in the region. Due to the dominance of the mining sector in the region, all women interviewed are employed in the mining industry.

4.8.1.1 Racial distribution of women

In terms of racial distribution, there were 97% black women interviewed in the Matlosana region. The second biggest racial group interviewed in the region were coloured women (1.8%). White women were the least at only 1.5%. There were no women belonging to the Indian race amongst the respondents (Figure 4.28).

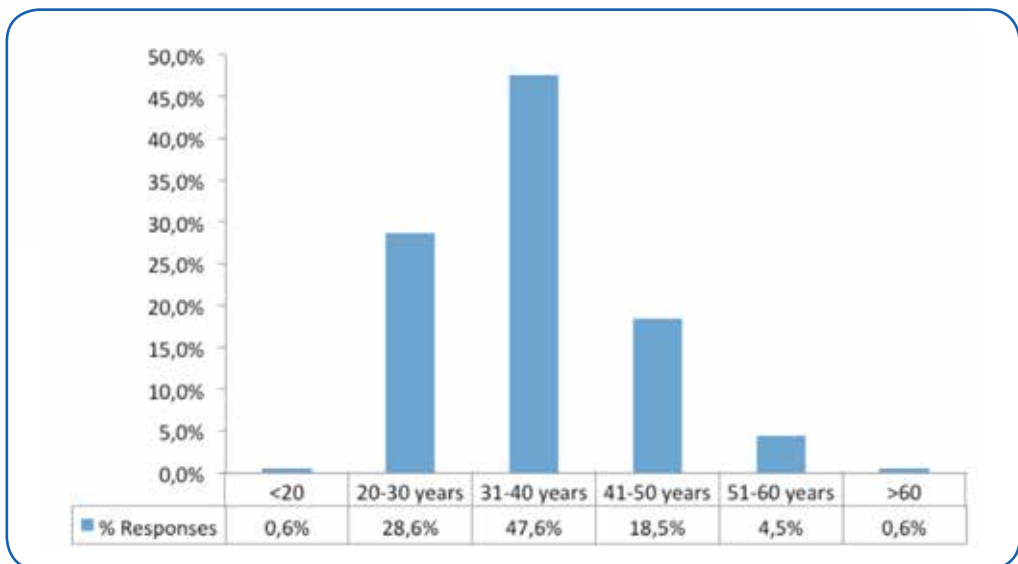
Figure 4.28: Race distribution of respondents



4.8.1.2 Age distribution of respondents

The majority of respondents in the Matlosana Region were aged between 31-40 years. About 46% of women fell in 31 to 40 years age category. In addition, 28.6% of women were between the ages of 20-30 years, followed by 18.5% of respondents who were in the age category of 41-50 years. Only 4.2% of the respondents were aged 51-60 years, representing the older generation. There were younger respondents who were below the age of 20 years and they made up 0.6%. Older women aged 60+ years made 0.6% only (Figure 4.29).

Figure 4.29: The distribution of women across age groups (%)



4.8.2 Workplace challenges faced by women in the Matlosana Region

The highest ranked challenges faced by women in the workplace in Matlosana Region include lack of career development, which was acknowledged by 46% of respondents. Abuse (verbal) was identified by 34% of respondents; discrimination in terms of remuneration was also at 34%. Health cover was stated by 31% of respondents, and lack of support from male colleagues was mentioned by 30% of the respondents. In addition, discrimination in terms of decision making, work load, maternity benefits personal and family issues were also mentioned as challenges women encounter at the workplace (Table 4.15 below).

Table 4.15: Ranking of challenges faced by women in the Matlosana Region

Types of Challenges	Percentage of Respondents
Lack of career advancement	46%
Abuse	34%
Discrimination: Remuneration	34%
Health cover	31%
Lack of support from male colleagues	30%
Discrimination: Decision making	27%
Work Load	25%
Maternity Benefits	21%
Personal issues	19%
Other	19%
Family issues	18%

4.8.2.1 Lack of career advancement

Career advancement in the workplace is significant for ensuring progress in achieving transformation in male-dominated sectors such as mining. The need to increase the proportion of women in key positions is prescribed by legislation such as the Mining Charter and BBE Act. To achieve this transformational goal, companies are expected to invest in human resource development, giving preference to women who have been ignored and discriminated against by apartheid laws. The study found that lack of management support to accelerate career mobility was cited as a problem by women. Some of the statements made by women were:

"We are capable of doing the job but we are undermined and still being discriminated, they said it's man's job."

"Women are not being developed, it has been five years now working for the company without any development opportunities."

The study found that mining was still characterised by male favouritism. The women further stated that the sector is still male-dominated. This is shown in the women's expressed views. Women claim that promotion opportunities are still given to men regardless of the qualifications women hold. This has resulted in stagnancy among women. Thus, women voiced their willingness to be empowered and they stated that:

"In most cases management does not have support and therefore hinder attempts to advance employee careers."

"Company doesn't want to develop women."

4.8.2.2 Abuse - Verbal

Verbal abuse was mentioned as one of the biggest challenges faced by women in the Matlosana Region. The study found that male colleagues make cynical comments about women colleagues that tend to be offensive. Women commented that there is a sense of unfriendliness; there is disrespectful behaviour by men towards women, either gestural or verbal. Some of the comments made by women were:

"Men don't know how to treat women right."

"Men sometimes don't talk alright about women."

4.8.2.3 Discrimination in terms of Remuneration

Women interviewed ranked discrimination in terms of remuneration as the third most significant challenge. There was an impression that although men and women may hold the same position, women are underpaid. Women feel that their economic wellbeing is affected in a negative way. Women made these remarks:

"Remuneration is not distributed fairly, even with colleagues in the same groups."

"We do the same amount of work but earn differently."

"I cannot afford most things that I need."

4.8.2.4 Health cover and workplace safety

Health cover is not a luxury but a necessity for workers. Even though there has been developments to introduce health cover plans over the years for workers, there are still some issues women face in this regard. They said that there is still a need for effective medical aid cover due to sky-rocketing medical fees. The medical aid does not cover some medications which are expensive. Women expressed their dissatisfaction in relation to lack of full medical aid cover. These are some of the comments made:

"We have families to take care of and our salaries are not enough to get our own medical care."

Women also voiced out the issue of dust in the workplace, as well as the lack of suitable safety wear considering the dangerous nature of their work environment. The common comments made by women included:

"PPE is not enough distributed."

"Health cover issue must be addressed too much because dust is the one that affect us."

4.8.2.5 Lack of support from male colleagues

It is not a disputed fact that men have been in the mining industry for long and they have ample experience about mining operations. The lack of support from male colleagues was stated as one of the challenges women face. The study found that men somehow do not cooperate with women. Comments made by women highlight that there is on-going lack of support from male colleagues. Remarks made by women included:

"Male undermine us as women in the workplace."

"Men are not willing to help women, they say it's 50/50."

There were common statements made by women who felt that men do not offer women support even when completing difficult tasks. These were the comments made by women:

"Men constantly undermine us and our opinions and values are not considered or taken seriously."

"We need support from male counterparts especially when we work at night shifts"

"Sometimes they carry heavy objects and it's difficult for them as women"

4.8.2.6 Discrimination: Decision making

Women have gradually been promoted into decision-making positions and are more noticeable in public life than they have been at any other point in history. However, due to gender inequality in the workplace, some women still face challenges. The study found that women have a belief that they are ignored in decision-making. Everything is dictated to them. The following comments provide an indication of women's opinions regarding decision-making:

"As a woman it is difficult to say anything."

"As women our opinion also matter, we want to be taken serious."

The level of discrimination in the workplace perpetuates the existence of gender-biased decisions and practices which could hinder women retention and progress in the sector. As such, women may feel discouraged to work in the mines for they do not enjoy their work. These are some of the comments from respondents:

"We are forced to do things that are not appropriate to our work."

"You will never be able to go forward because the men are taking your ideas and get rewarded for it."

4.8.3 Causes of the challenges facing women in the Matlosana Region

The study sought to find out what contributes to challenges women face in the workplace. The managers/supervisors at the workplace are cited as the highest cause of the challenges faced by women, at 39%. The second major cause of challenges faced by women was acknowledged as company policies (25%). The managers take decisions that have direct impact on workers. It is not surprising that managers and polices are ranked highest cause of women's challenges. Some policies do not adequately address women-specific needs and women find these policies problematic.

Also, work demands fell into the top five key causes of challenges given by respondents (19%). Male colleagues are also identified, at 15%. Family issues and spouse were also mentioned but remained the least ranked causes of challenges of women in the workplace (Table 4.16 below).

Table 4.16: Ranking of causes of challenges in Matlosana Region

Identified Causes of Challenges	% of Respondents Identifying the causes
Manager/Supervisor	39%
Company policies	25%
Work demands	19%
Male colleagues	15%
Family	6%
Other	2%
Spouse	0%

4.8.4 The Factors Limiting the development of women

Although women have made clear the challenges they face at the workplace, and the causes, some women stated that women themselves are not proactive in the programmes aimed at developing them. These limiting factors are discussed below.

4.8.4.1 **Lack of women commitment**

The study found that women seem to have no interest in the learning initiatives that companies provide. As reflected in their remarks, women will have to change their attitude. These are the remarks made by women:

"There is lack of interest from women in developing themselves."

"Women don't want to be developed (learn) but they want higher position".

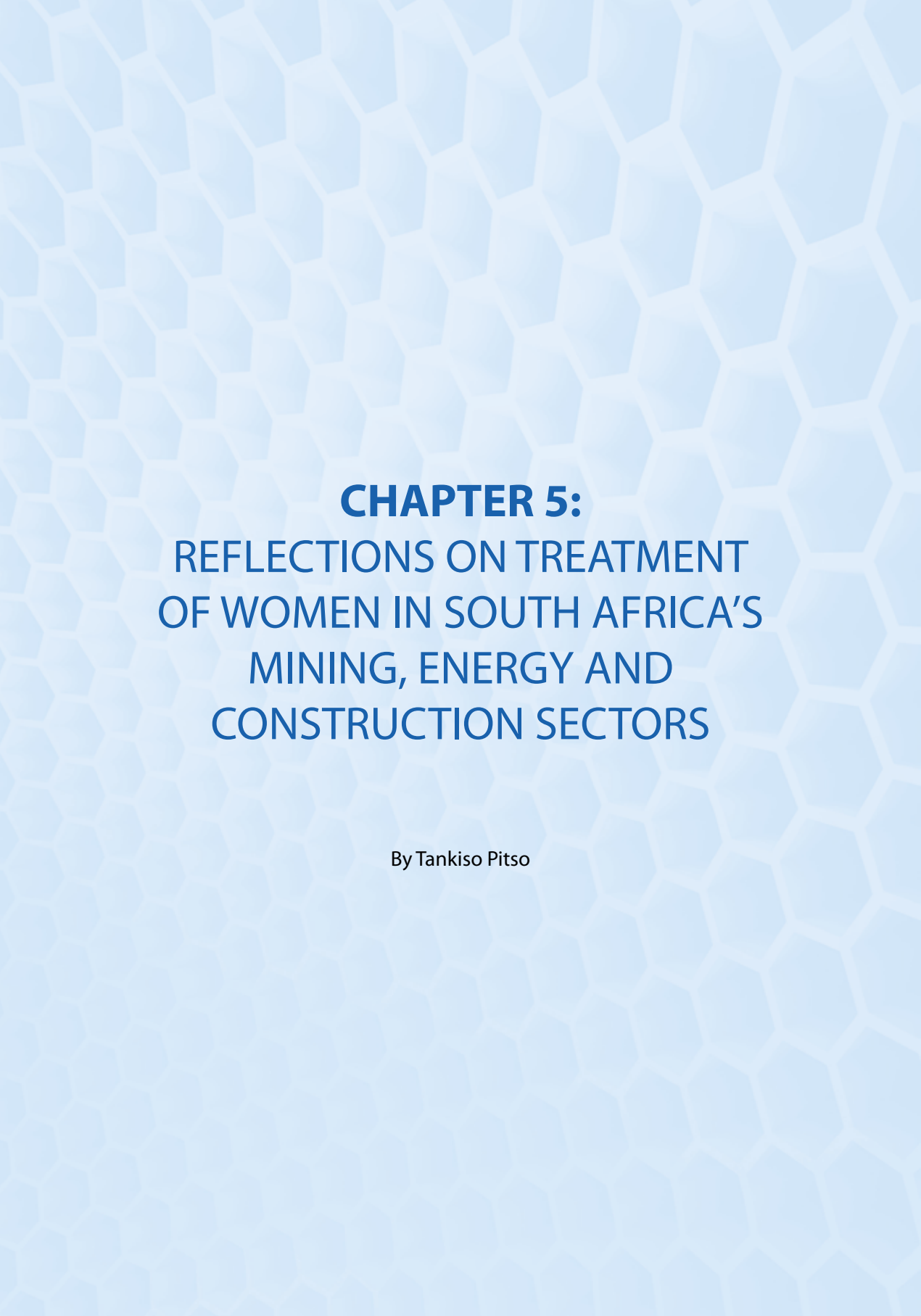
4.8.4.2 **Inadequate Managerial Support**

The study found that management has been blamed for inadequate support in terms of the overall development of women in the workplace. Women claim that companies do not take them seriously, and information is not shared with them by supervisors. These are common remarks made by women:

"The company claims there is no money for development, after training we do not get promotions and I find the process somehow useless."

"Supervisors are difficult and refused to take people for courses".

"We not being taken serious as a women."



CHAPTER 5:
REFLECTIONS ON TREATMENT
OF WOMEN IN SOUTH AFRICA'S
MINING, ENERGY AND
CONSTRUCTION SECTORS

By Tankiso Pitso

5.1 Introduction

Although equality between women and men is emphasized by legislation, there are still incidents of unfair treatment of women in the workplace. According to findings, in all the three sectors (mining, energy and construction) where research was done, women feel equality in terms of opportunities, work allocation, and provision of women-specific workplace needs such as PPE and sanitation has not been achieved.

Given the historical exclusion of women in the formal workplace, it is critical to discuss the treatment of women in the workplace. This is informed by the new developments whereby women are now making inroads into the historically male-dominated industries. There are three key elements that underpin the importance of discussing, broadly, the treatment of women in the workplace especially in the mining, energy and construction sectors of South Africa. Firstly, women are new comers into the male-dominated sectors, which are driven by male dominance and embedded in the patriarchal system of our societies. Secondly, traditionally the workplace environment was designed around men - including change rooms and all other set-ups in the workplace. Thirdly, women have special needs due to their different biological built. The health and safety needs of women require new adjustments in the workplace to accommodate women-specific needs, and this includes the personal protective equipment which was traditionally designed for men.

Furthermore, Badenhorst (2009) makes the comment that shift work, sexual harassment, lack of acceptance by male co-workers, physical constraints, challenges related to infrastructure and facilities, and pregnancy accompany the deployment of women in core mining activities. It is critical to examine how far these challenges remain or have changed in the treatment of women. Given the new developments, women have to interact with men daily and the rigid perceptions need to adjust. Management and male colleagues have to adapt to the new reality for there to be a harmonious integration of women into the workplace. However, the transition has not been smooth. Women still face mistreatment in many forms at work. This chapter seeks to unpack the findings of the study pertaining to treatment of women in the workplace in both the mining, energy and construction sectors.

5.2 Power Dynamics in Male-Dominated Sectors: Masculinity vs Femininity

There are deep rooted divisions between the gender groups. The social closure theory suggests that men are unwilling to interact with and assist women in efforts to preserve their position and advantage. The theory further indicates that this is the process or processes by which individuals and collectives seek to maximize

advantage by restricting access and privileges to others (Tomaskovic-Devey, 1993). The reasons why women find it difficult to break the ceiling and reach upper echelons in workplace are diverse. In these male-dominated sectors, there is valuing of masculinity and downplaying of femininity (Smith, et al., 2014). Where men dominate positions of power, women are bound to suffer in terms of interpersonal treatment and advancement opportunities (Ely, 1995). This is attributable to systematic elevation of men's attributes. The male hegemony in these industries disadvantage women from gaining access to opportunities. Broadly, literature states that if the organisation or any workplace is dominated by one group, the empowered group seeks to maintain hegemonic control over valued resources and authority while the other group is side-lined (Alderfer, 1987).

Underlying the discussions above is the idea that there is an on-going power struggle between the genders. As captured here, gender discrimination is reflected 'through mechanisms of resource allocation, hiring, advancement, placement, and compensation systems; the status hierarchy ascribed by society becomes reproduced and reinforced by organizational structure and processes. As a result, many workplaces are characterized by vertical segregation where 'certain organizational groups [i.e. positions] tend to be filled by members of a particular identity group' (Alderfer and Smith, 1982). This analysis was based solely on male-dominated organisations and it gives an analogy to findings in this research. Women constantly fight for access to the upper arenas of influence in the mining, energy and construction sectors of South Africa. However, men reinforce their dominance and are women held in peripheral positions. This cycle denies the sectors of the benefits of diversity in the workplace, which diversity usually brings high levels of creativity and innovation (Watson, et al., 1993).

5.3 Sectoral Transformation Agenda

In South Africa, since 1994 the '*political will*' has driven the transformation of industries, ensuring that all groups of societies which were historically disadvantaged get their share of economic benefits. As such, the government enacted legislation such as the Employment Equity Act (EE) and the Broad-Based Black Economic Empowerment (BBBEE) which set standards and prescribed race and gender employment profiles for ensuring the large scale transformation agenda. The Construction Charter of 2006 and the Mining Charter, Energy Charter, Basic Conditions of Employment Act (BCEA) had detailed terms and conditions of ensuring women emancipation, especially black women; and for them to lead and engage actively in the mainstream economy without any barriers. These acts serve as the cornerstone of the transformation agenda in the workplace, even in the male-dominated sectors. These acts provide that women should be assured that these industries shall never again be solely preserved for men. The intended outcome of these pieces of legislation was to ensure

harmonious workplace relationships, and eradicate workplace discrimination and inequalities. As such, the female labour force has steadily climbed upwards over the past two decades. If women's challenges presented by this study are not addressed, as required by these acts, it would be justified to argue that gender equality and diversity won't be fully realised.

5.4 Implications for Policy

From this study it is clear that discrepancies persist in terms of men and women's treatment in the workplace. Thus, many of the challenges women face when pursuing a career in male-dominated sectors are truly embedded in gender power struggles in the workplace. Male dominance is still at play, though not as rife as during the first years of women's influx into these male-dominated sectors. There is a gradual change in attitudes. Therefore, it can be said that the contemporary work environment in male-dominated sectors still needs to do some work in addressing women treatment. In a move to retain women in these sectors, companies' must address this on-going mistreatment of women. Through employee and employer dialogues, more company measures to address women-specific workplace needs will undoubtedly lay a foundation for a women-friendly work environment. Such transition in the workplace cannot be women-responsive if women are not included in the planning and policy formulation aimed at addressing women-specific needs.

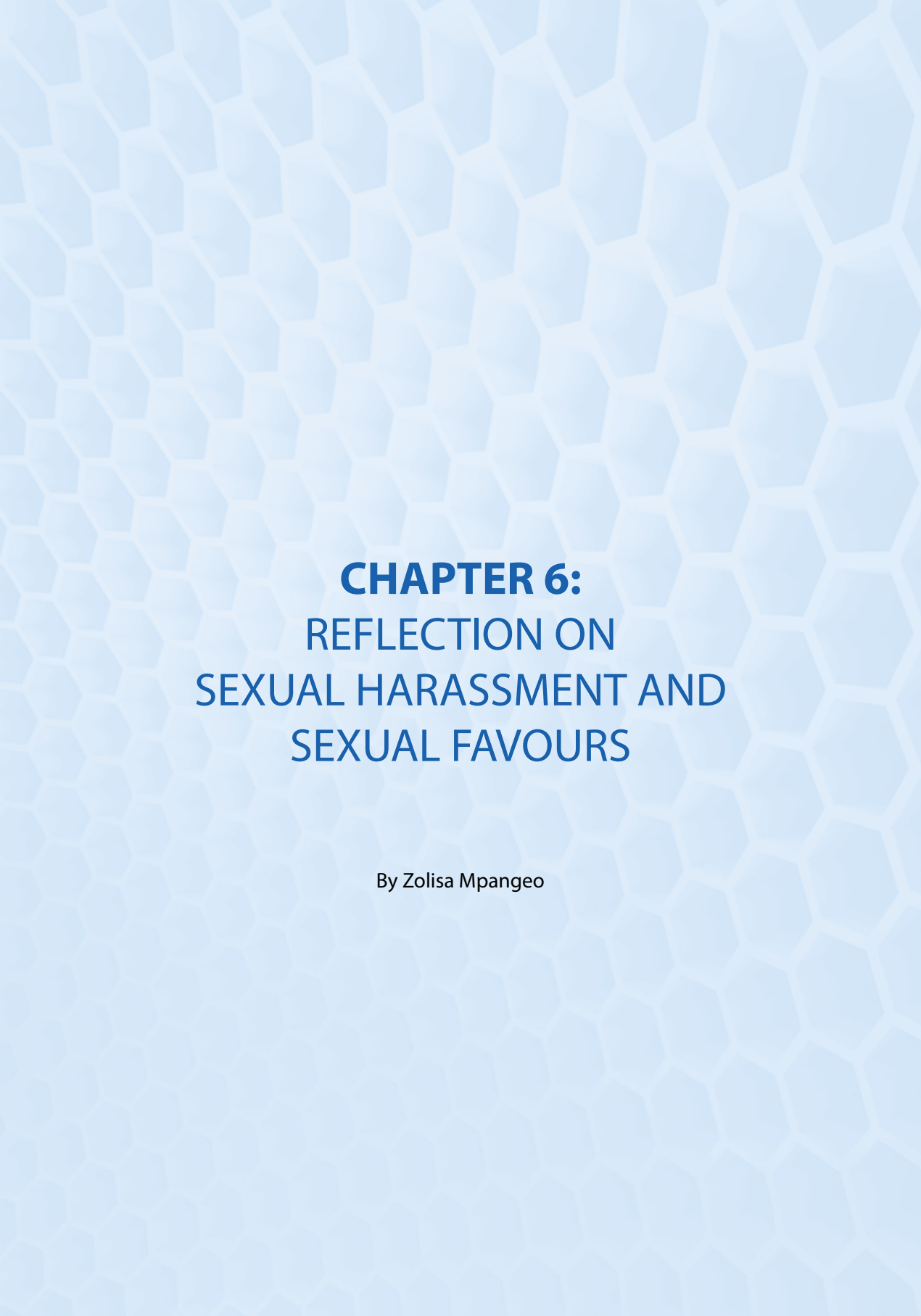
5.5 Achieving Optimal Gender Diversity in an Evolving Workplace

It is evident that current challenges facing women in the workplace may hinder the gender diversity goal contained in legislation and gender policy frameworks in South Africa. Despite the women's desire to work in these male-dominated industries, it can be difficult for women to achieve optimum workplace satisfaction if mistreatment by management or male co-workers continues. The gender balance in the workplace will be realised if constraints in terms of work load, promotions and so forth are addressed, thus avoiding benefiting only males. When work allocations and decisions at work are made irrespective of the worker's gender, then the workplace will accommodate all sexes. This will also serve as an incentive for attracting and retaining women in these male-dominated sectors.

As evidence reveals, women have experienced discrimination or unfair treatment in the workplace in these three sectors. It is quite fitting for various stakeholders to hold management accountable. These include the government, labour unions and industry representative organisations. Diversity in the workplace is the symbol of true transformation in male-dominated sectors. The ball is in the court of unions. They must take these challenges seriously and negotiate with the companies'

management. More importantly, women workplace forums must take a lead and lobby the unions and management to develop mechanisms that will ensure that gender-based workplace discrimination is addressed effectively. The negative experiences of women in these sectors have to be attributed to staunch systematic stereotyping of women in male-dominated workplaces.

This chapter reflected on the treatment of women in mining, construction and energy. These three sectors have done a considerable amount of work in employing more women and implementing fair and equal workplace practices as required by labour relations legislation. Nevertheless, this research indicates that there is still much room for improvement as women still feel they are treated unfairly and discriminated against.



CHAPTER 6:
REFLECTION ON
SEXUAL HARASSMENT AND
SEXUAL FAVOURS

By Zolisa Mpangeo

6.1 Introduction

The study found that sexual harassment and sexual favours are quite common in South Africa's mining, energy and construction sectors. Incidents of sexual harassment are substantially under-reported and an array of reasons have been identified among which includes, fear of retaliation, fear for worse work environment, concerns around impossible anonymity for victims when reporting. In addition reasons for under-reporting of sexual harassment came to light through a considerable number of women interviewed stating that they were aware of women who had succumbed to the requests and demands for sexual favours. On the other hand, it was also pointed out that occasionally women give sexual favours to men in exchange for work. Overall, the women in the three sectors felt that they have much to lose and little to gain by reporting victimization.

6.2 Defining sexual harassment and sexual favours

Before the 1970s, the term 'sexual harassment' was unheard of (Farley, 1978). No statutory definitions or procedures for the handling of such cases were provided, creating the possibility of a victim being left defenceless.

Descriptions of sexual harassment had, however, been formulated by governments and academics around the world. When defining sexual harassment, many researchers adopt a strategy of triangulation that considers multiple forms or measures. Due, partly, to varying definitions and indicators, prevalence estimates vary dramatically. For example, quantifying the severity of sexual harassment is even more challenging, as people react differently to objectively identical treatment. Furthermore, women tend to apply the term sexual harassment to more severe forms only, such as request and demand for sexual favours. Mowatt (1986) provides a fairly comprehensive definition:

'Sexual harassment occurs when a woman's sex role overshadows her work role in the eyes of the male, whether it be a supervisor, co-worker, client or customer; in other words, her gender receives more attention than her work. It may take the form of innuendo, inappropriate gestures or physical touching. In its narrowest form sexual harassment occurs when a woman is expected to engage in sexual activity in order to obtain or keep her employment, or obtain promotion or other favourable working conditions. Inherent in this form is the element of coercion, or the abuse of power by the male. The wider view is that any unwanted sexual behaviour or comment which has a negative effect on the recipient constitutes sexual harassment.'

This was the first comprehensive definition of sexual harassment in South Africa within the workplace context. It provides a better description of sexual harassment of women in the workplace by male employers, supervisors and co-workers.

According to the Commission for Conciliation, Mediation and Arbitration (CCMA), sexual harassment is an unwanted conduct of a sexual nature. The unwanted nature of sexual harassment distinguishes it from behaviour that is welcome and mutual. The sexual attention becomes sexual harassment if the following acts are performed:

- (a) The behaviour is persisted in, although a single incident of harassment can constitute sexual harassment; and/or
- (b) The recipient has made it clear that the behaviour is considered offensive; and/or
- (c) The perpetrator should have known that the behaviour is regarded as unacceptable.

6.3 Motivation

Regarding the magnitude of sexual harassment in the mining, energy and construction sectors, the qualitative data revealed that the situation was much more complex than that revealed by the quantitative data. Qualitative verbatim of women interviewed pointed out that victims of sexual harassment react differently to the incidents. Some of the women choose to remain quiet and ignore the attentions or words of the perpetrator for whatever reason. It was discovered also that some women decide to take the more active route, by confronting the perpetrator head-on, demanding that he discontinue the inappropriate actions or by requesting the assistance of a third party. In light of discrepancies in the definition of sexual harassment, advances which may offend one woman will not necessarily offend another woman but the advances remain unwelcome.

Sexual harassment in the workplace is now internationally condemned as a form of sex discrimination and as a violation of human rights. Similarly, the South African government introduced measures to ensure equal treatment in the workplace and consequently prevent unfair discrimination, due to the fact that sexual harassment infringes the right to human dignity, privacy and bodily integrity (Ramsaroop & Parumasur, 2007).

Yet this study has proven that sexual harassment of women remains common in the workplace. There were mainly two types of sexual harassment that were reported by women: the most common was sexually motivated comments, perpetrators being male managers, supervisors as well as co-workers; other women have suffered a more severe type of sexual harassment, namely request and demand for sexual favours. When a woman does not approve the request for sexual favour, the request

is transformed into a demand accompanied by threats. The women went on to say when they did not comply with the demands, the perpetrators made the working environment unpleasant for them. The women felt that they were constantly punished and humiliated for no apparent reason. Even after their extreme efforts to cope with the situation, the perpetrators do not stop finding fault with their work, thereby exacting pressure on them for sexual favours.

6.4 Prevalence and trends: sexual harassment and sexual favours

6.4.1 Sexual harassment

The research findings showed that sexual harassment was still prevalent in the 3 sectors. Based on the responses from the study, victims are more likely to be young women, hold lower position jobs, and work mostly with and are supervised by men. Similarly, Hersch (2011) found that women are at a far greater risk of sexual harassment than men in every industry and at every age. Hersch went on to say the risk is highest for those women between the ages of 25 to 44. Moreover, the risk of sexual harassment is higher for women in male-dominated sectors, such as mining, energy and construction (Hersch, 2011). Gruber (1998) argues that women in female-dominated sectors such as health experience less sexual harassment compared to those in male-dominated sectors. The weight of qualitative and quantitative evidence in this study supports Hersch's sentiments.

Most women interviewed shared the same views as Robbins and Judge (2011) that sexual harassment mostly comes from a male supervisor or a male co-worker in the workplace. In addition, sexual harassment is more likely to occur when there are large power differences between a woman and a man in the workplace. Now, in the context of this study, most women interviewed held lower positions; therefore, according to Robbins and Judge (2011) they are more susceptible to sexual harassment by male supervisors through supervisor-employee unequal distribution of power. The power gives the male supervisor the capacity to reward and force a lower-ranking woman. It was also evident in the study that supervisors abuse their powers as they control resources that most women want, such as favourable performance evaluations, salary increases, promotions and many others. As a result, women are put in a difficult situation.

The study provides evidence which corroborates Welsh (1999)'s suggestion that workplace demography also influences sexual harassment experiences. Welsh stated that sexual harassment occurs across a diverse range of job settings but many commentators debate the importance of numerical ratios of women and men in the workplace. According to the quantitative findings, 32% of women interviewed

indicated that they were aware of sexual harassment cases while 68% responded to be not aware of sexual harassment cases in the workplace. In terms of sexual harassment awareness across the three sectors, women in the mining sector were found to be more aware of the sexual harassment cases than in other sectors; that is 34% of women in the mining sector, followed by 25% in the energy sector and 18% in the construction sector. In converse, the majority of women interviewed were not aware of sexual harassment cases in the workplace, i.e. 66% in the mining sector, 75% in the energy sector and 82% in the construction sector. It is worth noting that sexual harassment of women was found to be particularly high in the mining sector than the other two sectors. Some of the women interviewed declared that they had never taken any action against the perpetrators. And when the abuse was limited to sexually motivated comments, most women always try to avoid the perpetrator. This means that these cases are substantially under-reported. However, other women stated that they had reported to their companies that they were being subjected to sexual harassment, but the companies do not effectively deal with cases reported. Proof thereof are the following comments made by women:

“Women do not report cases of sexual harassment, we keep quiet out of fear.”
“If a matter is reported, sometimes they never respond to it, and they don’t follow up.”

According to Fletcher (2000), the under-reporting of sexual harassment cases is not unusual in male-dominated sectors. This is done such that women avoid attaching stigma and embarrassment to themselves by reporting. Proving sexual harassment claims can be difficult, given that it frequently occurs without witnesses. The irony is, the chances are that it is the woman who ends up being accused of having invited the harassment.

6.4.2 Sexual favours

In male-dominated sectors women are often expected to offer sexual favours to progress in the workplace. According to the respondents, in a case where the perpetrator requested and demanded sexual favours, women sometimes had to confront the harasser. However, that is not helpful as it only results in the escalation of violence which could lead to women succumbing to the requests and demands for sexual favours.

The findings of the study on sexual favours in the workplace partly correspond with Bother’s (2016) findings. According to Botha (2016), sexual favours in the workplace are aggravated by shift work and working overtime at night. Male co-workers often take advantage of the situation by requesting and demanding sexual favours from women. Women are then left vulnerable, so to speak, and end up submitting to requests and demands from their male counterparts.

It became evident in the study that to cope in the male-dominated sectors, sometimes women tend to use femininity traits to obtain favours from men. The respondents indicated that some female co-workers fall prey for various workplace benefits which include: getting promotions, lesser work load, better job allocations and generally some preferential treatment related to workplace issues. Overall, women reported that they sometimes have to sexually bribe men to get favours from them, and this is in part linked to how women cope in these sectors.

With regards to quantitative findings, 34% of the women interviewed were aware of sexual favours in the workplace, while 66% were not aware. In terms of women's awareness of sexual favours per sector, the mining sector had more respondents. The mining sector had 36% of women who were aware of sexual favours, followed by 25% in the energy sector and 17% in the construction sector. However, some of the women interviewed were not aware of sexual favours in the workplace, 83% in the construction sector, 75% in the energy sector and 64% in the mining sector. With regards to sexual favours in the workplace some of the women stated the following:

"Sexual favours happen a lot here."

"A lady was promised a job by a white man for sex who was reported and the lady transferred to another mine."

"One of my fellow colleagues was promised promotion/better working condition in exchange of sexual favours and beside this case I feel that many cases of this kind occurred but unreported."

It was discovered that another reason for not reporting cases of sexual favours was that women fear embarrassment, being stigmatized and retaliation - which might make the work environment unpleasant. Moreover, fear of losing the job or otherwise damaging their careers is also a contributing factor to their silence. Lastly, there is the fear of not being believed by management. For indeed it is not always easy to prove requests and demands for sexual favours.

6.5 Implications for women in the workplace

According to the findings of studies done in Pakistan and United States of America, sexual harassment decreases job satisfaction (Antecol, et al., 2009). In addition, women working in male-dominated sectors even if they are not personally being harassed, experience diminished well-being due to hostility of these sectors towards women. Shupe, et al. (2002) argues that sexually harassed women had been found to lack organisational commitment. Generally, women experiencing sexual harassment are likely to have lower job satisfaction.

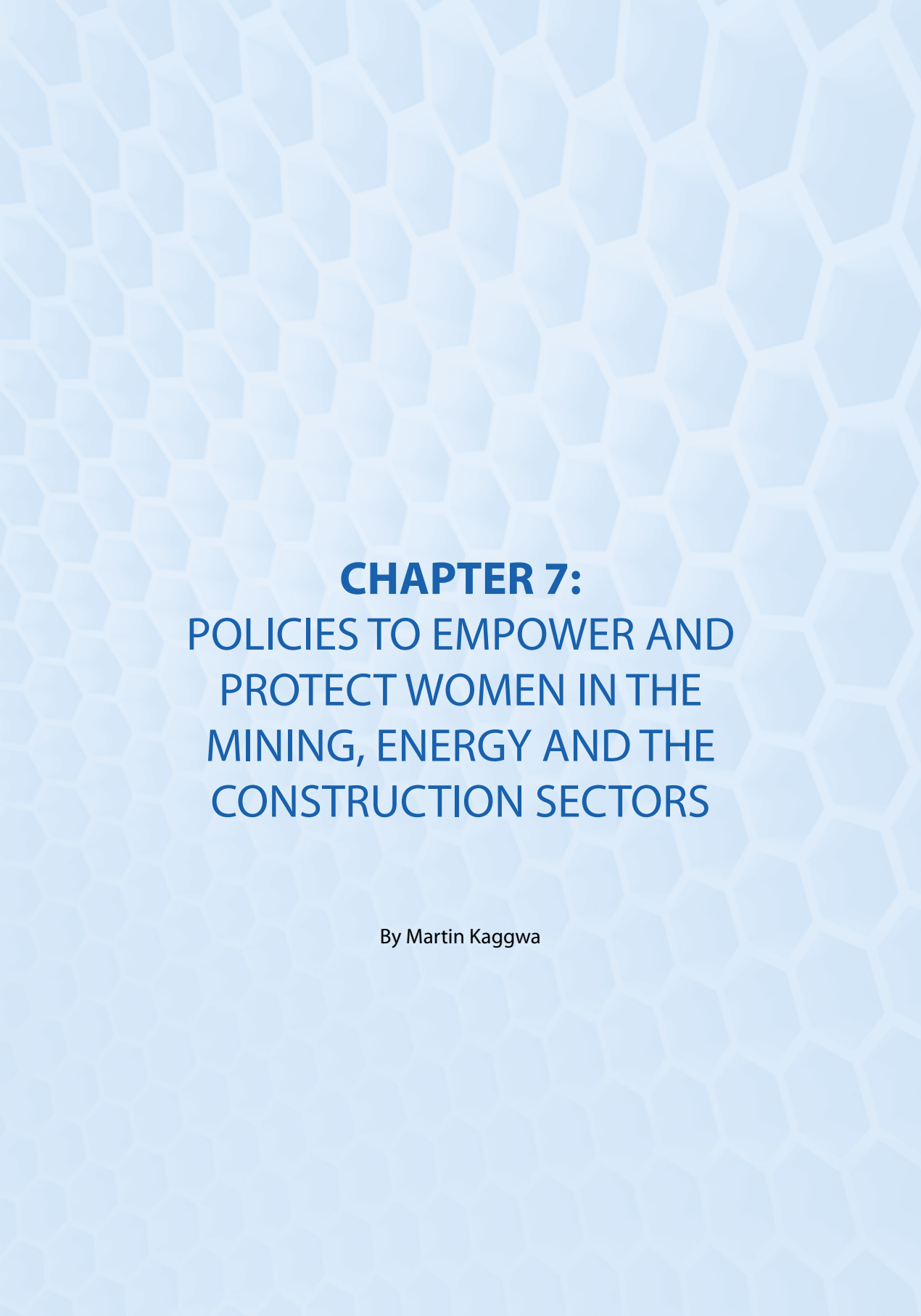
It was confirmed, specifically by qualitative verbatim comments of women respondents, that sexual harassment has a negative effect on employee job satisfaction. Low job satisfaction of women in these three sectors is significant as it has been shown in other studies to act as an antecedent to turnover intentions (O'Connell and Korabik, 2000).

Amah (2009) agrees with the above arguments that job satisfaction tends to have an inverse relationship with turnover intentions. That means, women experiencing sexual harassment in the workplace are likely to have higher turnover intentions. Sexual harassment reduces job satisfaction by making work environment unpleasant. According to Shahzad, et al. (2011) findings in a study conducted in Pakistan show there is a negative correlation between an organisational environment, job satisfaction of employees, and turnover intentions. This means that the prevalence of sexual harassment of women in South Africa's mining, energy and construction sectors is likely to increase turnover intentions. And the evidence was provided by the qualitative verbatim of women respondents. Overall, female employees experiencing sexual harassment are likely to have greater turnover intentions in male-dominated sectors.

Kokubun (2007) finds a positive correlation between turnover and absenteeism. Similarly, his findings show that lower job satisfaction correlated with higher employee turnover and absenteeism. Therefore, it is likely that sexual harassment would result in greater absenteeism as well. In the context of this study, women may be unable to leave their jobs due to financial reasons after experiencing sexual harassment; especially since most of the women interviewed were not educated - uneducated workers tend to have less employment options, therefore they may feel compelled to take occasionally some time off from work due to an unpleasant environment. Hanisch, et al. (1998) defines job withdrawal as a 'sign of a desire to leave one's job and often precedes quitting or retirement'. In turn the study partially discovered through qualitative data that experiencing sexual harassment is likely to be related to job withdrawal and absenteeism. That is to say, women employees experiencing sexual harassment are likely to have greater overall absenteeism in the workplace.

6.6 Conclusion

This chapter examined women's awareness of sexual harassment cases in the mining, construction and energy sectors. The findings showed that sexual harassment and demand for sexual favours are quite common in male-dominated sectors, despite the progress made in the post-apartheid workplace. It was proven that sexual harassment causes women to feel unwelcome, uncomfortable or threatened in their places of work; at times they are even forced to leave their jobs. This means women who are victims of sexual harassment are less likely to be productive in the workforce. As a result, the prevalence of sexual harassment risks making many women reluctant to take up jobs in the mining, energy and construction sectors. Also, the government's fight for women's equal opportunities is threatened, and women's participation in the labour force is undermined. In addition, for South Africa's economic development to thrive, women's active participation in male-dominated sectors must be encouraged.



CHAPTER 7:
**POLICIES TO EMPOWER AND
PROTECT WOMEN IN THE
MINING, ENERGY AND THE
CONSTRUCTION SECTORS**

By Martin Kaggwa

7.1 Introduction

This chapter presents findings on awareness and effectiveness of policies aimed at empowering and protecting women in the three sectors as perceived by the women themselves. Firstly, policies applicable to increasing the number of women working in the three sectors, and protecting them, are briefly highlighted. This is followed by findings on the awareness and effectiveness of the policies.

7.2 Women oriented workplace legislation and policies

Post-Apartheid South Africa has been proactive in putting in place legislation to increase the number of women in formal employment, and empower and protect them while in employment. In order to protect women and to protect their right to fair labour practices, labour legislation was drafted, setting strict requirements for employers (Steward, 2013). The policies emanating from legislation are not only applicable to the mining, energy and construction sectors but cut across the entire economy.

Among these policies are the Basic Conditions of Employment Act 75 of 1997, the Employment Equity Act No. 55 of 1998, Promotion of Equality and Prevention of Unfair Discrimination Act of 2000, The Sexual Offences and Related Matters Amendment Act of 2007, and the Women Empowerment and Gender Equality Bill of 2013.

The Basic Conditions of Employment Act 75 of 1997 (BCEA) provides a code of good practice on the protection of pregnant or breastfeeding employees. Section 5 and 9 of the Act stipulate that employers should not allow pregnant or breastfeeding employees to do work that is hazardous to their health or to the health of their unborn child.

The Employment Equity Act No. 55 of 1998 (EEA) is aimed at promoting equal opportunity and fair treatment of all workers in the workplace. It includes provisions on the protection of women against cases such as sexual harassment and discrimination. The Promotion of Equality and Prevention of Unfair Discrimination Act of 2000 focuses on addressing unfair discrimination in the workplace among other issues. The Sexual Offences and Related Matters Amendment Act (No.32 of 2007) aims at eliminating sexual abuse and exploitation.

The Women Empowerment and Gender Equality Bill of 2013 is aimed at promoting education and training of women as an important means to achieving just and sustainable development for women workers. It was expected that the bill will facilitate gender equality and capacitate women to embrace and develop knowledge, skills and values required in the formal work environment.

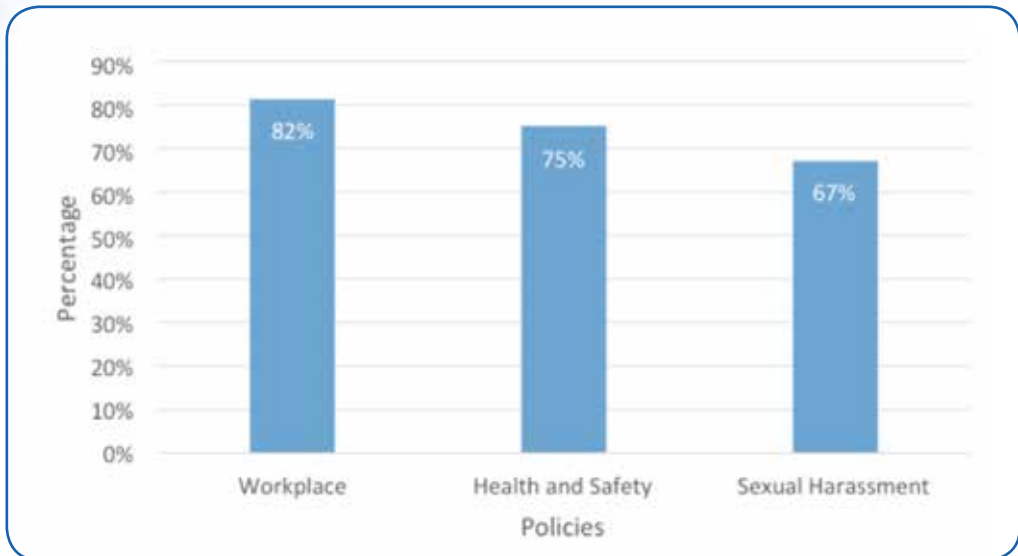
All this legislation was supposed to translate into policies in the workplace that women had to be aware of, and take advantage of; hence the importance in this study of establishing whether women were aware of such policies.

7.3 Women's awareness of general workplace policies

The awareness of policies in the workplace is important for two reasons. First, it increases the likelihood of women to take advantage of these policies and subsequently benefit from them. Second, it acts as an indirect motivation for employers to adhere to such policies, well aware that the women employees can legally challenge the employers individually or under a trade union in case the policies are not implemented. The fear of legal action by the employer acts as a catalyst to implement these policies, and by so doing benefiting the women workers. Predictably, the reverse is also true. If the women workers are not aware of policies aimed at improving their working conditions and progress in their work environment, then the motivation by the employers to put into effect this policies becomes less.

It is against this background that the research sought to find out the number of women workers who are aware of general workplace, health and safety, and sexual harassment policies applicable at their places of work. The expectation was that high awareness of these policies would effectively reduce the incidences of the problems or challenges that the policies were intended to address. It was also expected that women who belong to trade unions would have more knowledge of policies. Ideally, trade unions are supposed to be proactive in availing their members of information critical to their wellbeing at the place of employment. Another expectation was that women with a higher level of education, and had attended skills development courses, would know more about the policies.

It was found that 82% of all the respondents were aware of the general workplace policies, 75% were aware of the health and safety policies, while 67% of all respondents were aware of policies pertaining to sexual harassment (Figure 7.1).

Figure 7.1: Women awareness of policies at work

Specific to sexual harassment, of the 82% of the women that were aware of general workplace policies, only 67% of them were aware of sexual harassment policies. By implication, not all women who were aware of company policies were also aware of sexual harassment policies in the workplace. One would have expected that sexual harassment policy would be a priority policy that women would seek to familiarise themselves with among the workplace policies, but this was not the case. This could be interpreted to mean that some women were more interested in other policies, like the one related to career development and remuneration, than sexual harassment.

To further establish whether level of education and training had a bearing on awareness of sexual harassment, a correlation analysis was conducted between the awareness of sexual harassment policies and development courses attended. A low but positive relationship (Pearson coefficient of 0.0059) was found. This was interpreted to mean that attendance of skills development courses had an effect on awareness of sexual harassment policies. Although the contribution was small, it could not be discounted.

Although most women stated that their work posed women specific health and safety challenges, 75% of the respondents were aware of company policies addressing health and safety challenges. This implied that there were some measures in the workplace aimed at creating awareness about health and safety.

As in the case of sexual harassment policy, it was also of interest to find out whether the high awareness of health and safety policies had anything to do with levels of education or training received. Hence a correlation analysis between awareness of

the policy and training through attendance of courses was done. The results show a significant and positive correlation between the two variables – Pearson coefficient of 0.2. This suggests that some of the training received had elements of work-related policy awareness, including health and safety policies.

Overall, there was a high awareness of the existence of the policies aimed at empowering and protection of women in the workplace. The respondents were not asked any specific details of what is contained in the policies, hence it was not established whether the women were familiar with the content. It is possible that women were only aware of the existence of the policies in general without knowing the specifics therein. This aspect was outside the scope of the research but it is an important aspect that one could focus on in future research.

7.4 Policy awareness and challenges faced by women in the workplace

It was deemed useful to contrast the level of policy awareness and the challenges that women continued to face in the workplace. One would expect that high levels of policy awareness would be negatively correlated with the number and the extent of challenges faced by women in the workplace. This is based on the premise that within the policies are means to solve the challenges.

According to the consolidated and ranked data, the three main challenges facing women in the workplace are: career progress; health cover; and discrimination in terms of remuneration and decision making (Table 7.1 below).

Table 7.1: Ranked workplace challenges facing women in the mining, energy and the construction sectors

Workplace Challenges	% of Responses identifying the challenge
Lack of career advancement	70%
Health cover	37%
Discrimination: Remuneration	36%
Discrimination: Decision making	35%
Work load	31%
Abuse(verbal, physical, sexual)	29%
Maternity Benefits	27%
Lack of support from male colleagues	25%
Family issues	20%
Personal issues	20%

With the high levels of awareness of policies that are intended to promote women in the workplace, one would have expected that career progress and discrimination in the workplace would not be that much prevalent. But this was not the case. There was a disjuncture between awareness and the taking advantage of the policies. One of the reasons, as previously alluded to, could be the superficial awareness of these policies without knowing the details.

Another potential reason why women challenges persist in the three sectors despite the existence of many women oriented policies and general awareness of their existence could be that the women are not empowered to challenge their employers on the implementation. This is an aspect that requires further interrogation in future research.

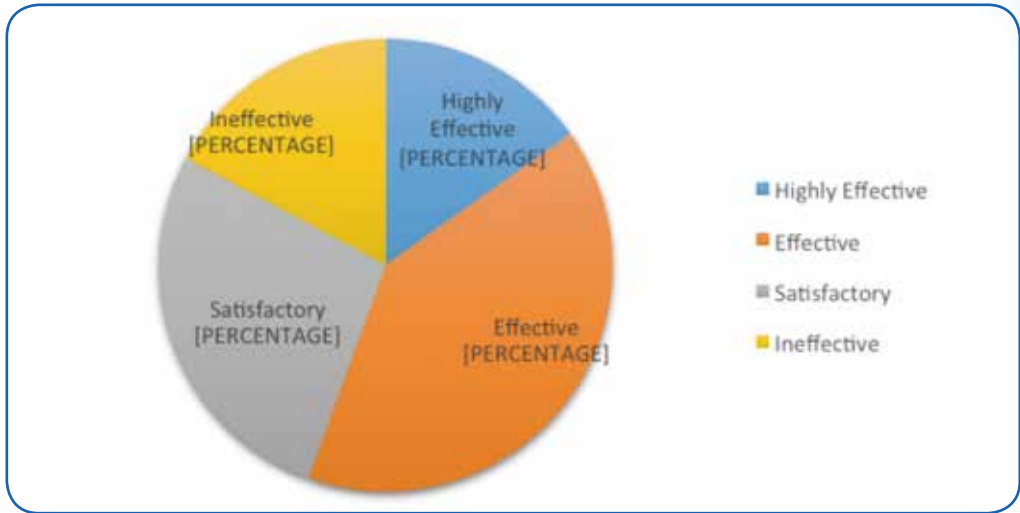
7.5 General policy awareness and union membership

From an organised labour perspective, it was important to establish whether unions were playing a role in creating policy awareness among women employees. The high level of policy awareness could mean that there was a party or parties that were in some way promoting policy awareness among employees, including women.

To establish whether trade unions had a role to play in the high awareness, a correlation analysis between the awareness of company policies and being a member of a trade union was done. The results of the analysis revealed a low but positive relationship policy awareness and membership to a trade union, with a Pearson coefficient of 0.0129. It could be interpreted that being a member of a trade union has marginal impact on the women's awareness of company policies in the workplace.

7.6 Effectiveness of policy against sexual harassment

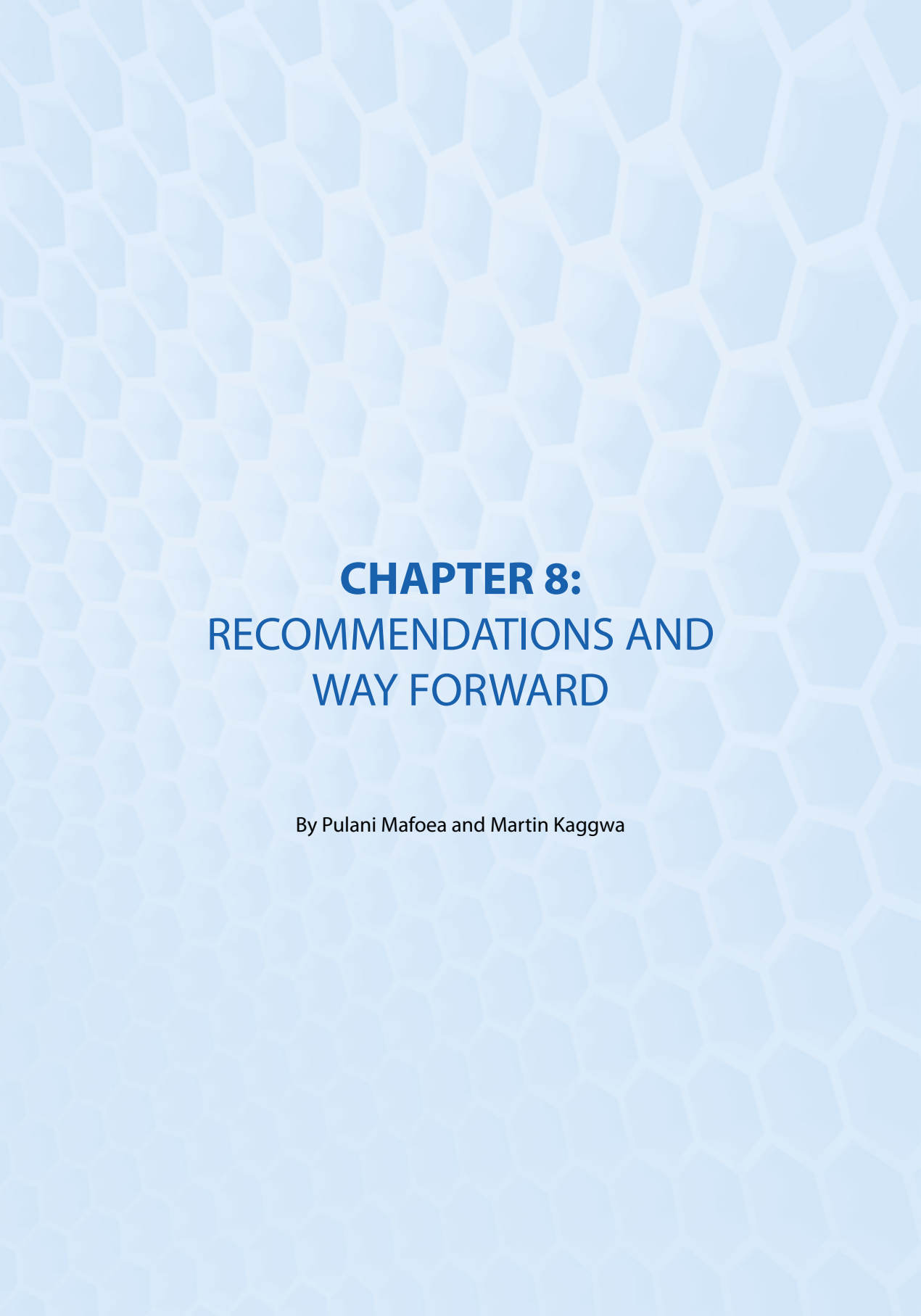
The question of effectiveness of policies was only asked in relation to the sexual harassment policy. In this regard, 15% of all respondents aware of the policy indicated the policy was highly effective, 41% said that the policy was effective, 27% were of the opinion that the policy was just satisfactory, while 17% of all respondents felt that the policy was ineffective (Figure 7.2).

Figure 7.2: Perceived effectiveness of sexual harassment policy in workplace

There's a positive relationship between the awareness of health and safety policies and the attendance of skills development courses. The correlation analysis indicated a high level of significance, which suggests that attending skills development courses has an influence on women's awareness of health and safety policies.

7.7 Conclusion

In summary, this chapter observed a generally high awareness of workplace policies aimed at promoting and protecting women workers in the mining, energy and construction sectors. However, this policy awareness has not translated into a reduction in prevalence of challenges that women face in the workplace. Moreover, the effectiveness of these policies is also questioned. Specific to policies against sexual harassment, 45% of the respondents did indicate that these policies are not effective. Hence more research is needed to find out the disjuncture between policy awareness, effectiveness and taking advantage of these policies.



CHAPTER 8: RECOMMENDATIONS AND WAY FORWARD

By Pulani Mafoea and Martin Kaggwa

8.1 Introduction

Women still face great barriers for development and advancement in the workplace. The earlier chapters of this report have provided extensive details about specific challenges facing women in the mining, energy and construction sectors. In addition, previous chapters discussed the consequences of these challenges and interventions that may be applied to redress them. This final chapter summarizes the report's findings about challenges facing women in the three sectors and provides a set of recommendations for decision-makers and practitioners at all levels.

This research was part of National Union of Mineworker's bigger organisational plan (Project Qaphela) to renew and revive not only the Union but also determine women participation and contribution in the workplace. The research aimed to establish progress made in creating women-friendly working environments in the traditionally male-dominated workplaces in the three sectors. A survey method (in the form of questionnaire) was used to collect data and a total of 2 856 women were interviewed in eight regions.

Part of the effort in continuing to push for transformation and progress in the workplace consists of recognising where change is needed. The challenges identified by women in these three sectors gives both direct and indirect indicators of where the government, mining, energy and construction sectors, policy makers and the unions still need to develop in order to offer women better experiences and address some of the difficulties highlighted in this report. Having already acknowledged that some degree of progress has been achieved in terms of the number of women in these sectors and transformative policies, this report emphasises the need to revisit some of these policies to ensure that women are able to exercise leadership and influence.

Findings from the study show that women across these sectors still face challenges, ranging from lack of career development, discrimination, unfair treatment and sexual harassment. Despite efforts by government and employers, the increased integration of women into male-dominated workplaces still results in women-specific challenges in these sectors.

8.2 Major challenges facing women

The three sectors discussed in this report are indeed complex working environments, rich in culture and with all the rules and hierarchies that are expected from such old industries. To a certain extent all workplaces are complex social environments with unspoken norms, allocations of power and tricky group dynamics – and these three sectors are no different; but it could be argued that the mining and construction sectors are perhaps more resistant to change than the energy sector.

This study discovered that many of the challenges that women face still revolve around gender discrimination. A majority of the women felt that one of the major challenges they face is **lack of career advancement**. As this report has shown, certain factors appear to be strongly projecting gender discrimination in relation to women progression and career advancement in the workplace, even if direct causality is sometimes difficult to establish. These range from low level of education, limited opportunities for women and low ranking positions. Women in these sectors have low levels of education, have low ranking jobs and do not have opportunities for skills development. Many of them feel vulnerable and stuck in the positions they hold. In their own admission, they believe management gives preference to men, as men are perceived to be more competent. This is an important factor - the perceptions of both the employers and men about women's skills and attitudes - as it defines work in these sectors. Identifying and understanding these factors can provide solutions to these challenges.

Health and safety was also identified as a big challenge for women in these sectors. Chapter 4 described how the dangerous and poor working conditions in these sectors exacerbates the vulnerability of women. From operating heavy machines, high temperature underground, the lack of proper toilet facilities underground, and the personal protective equipment designed for men, women are often at risk in carrying out everyday tasks such as going to the toilet. The work conditions in these sectors often make the women vulnerable to sexual exploitation. The research also found out that the underground conditions are not favourable to women, particularly when they are pregnant or going through their menstrual cycle. Some women reported heavy menstrual periods, others reported several miscarriages. Although the mining policies prevent pregnant women from working underground, the study found that some women delay reporting pregnancies to management as they want to work longer underground. This is because when they are moved to the surface work, they are paid less.

Chapter 6 of this report (sexual harassment and sexual favours) broadens the discussion further, pointing out the unintended consequences of the culture of sexual favours in these sectors, as a result of women being employed in positions that are physically demanding. It creates the conditions that give rise to other forms of sexual abuse. One thing that greatly encourages **discriminatory treatment of women** in the workplace and is a difficult problem to respond to is complacency. This is particularly true of the attitude that regards gender inequality as something that has always been present in human society and will, therefore, always continue to be so. So men are given better jobs, paid more and are included in decision making, whilst women are side-lined.

8.3 Conclusion and Recommendations

The research undertaken confirms that despite some progress made in employing female employees, a number of women-specific challenges still remain in the three sectors. Women employees are stuck in one position, mainly in low level jobs. This challenge has linkages to the other challenges that women pointed out, such as discrimination in decision making, remuneration and in workload allocation. A key issue that emerges out of this research is how to sustain and even increase women participation in these sectors while acknowledging the women-specific challenges that continue to exist. It is worth reiterating that the goals of equity and inclusive economic growth cannot be achieved without ensuring women's active participation in the mainstream economy of the country.

The following recommendations aim to mobilize action in response to challenges facing women in the three sectors:

1. There is need for employers in these sectors to develop, implement and monitor an action plan to address gender stereotyping and bias in the workplaces. The plan should include multi-fold strategies that deal with cultural change, as well as specific initiatives that are integrated into companies' operational priorities. This plan should include objectives, priorities and specific approaches to ensure cultural changes in the workplace. More importantly, it should detail assigned roles and responsibilities, as well as monitoring mechanisms. This will clearly need various stakeholders to work together - different departments of government, companies as well as trade unions - to ensure compliance. The plan should, therefore, be based on an agreement by all stakeholders.
2. The three sectors should invest in transferability of skills to encourage women into higher ranking positions, and into management. The unequal representation of women at all the levels, and perceived roles and responsibilities between women and men, on the one hand acts as a barrier to women accessing opportunities for development and on the other hand adds to a wide range of labour market inequalities; and so companies need to design systems and procedures that intentionally target women empowerment in the workplace.
3. Rejecting unequal treatment of men and women in the labour market: the pervasive inequality in the workplace is also driven by perceptions of women as being a 'weaker' gender, and by the traditional view that women have less rights than men. Whilst women are not the same as men, they are capable of doing any work. However, because of being women, they have

special needs. This is more so if they are in workplaces that are traditionally male-dominated and require physical strength. It is for this reason that companies also need to have in place policies that clearly reject unfair treatment of women. These policies must take into consideration gender equity and equality in the workplace.

4. Strengthen responses for victims of sexual harassment and abuse: many women find themselves vulnerable and unable to report sexual harassment because of poor sexual harassment policies, and inadequate responses from management. As a result, many of the sexual abuse incidents go unreported. Also, there should be clear protection policy for victims of these abuses.
5. Ultimately, the assessment of progress made in integrating women in the three sectors and documentation of persisting challenges and barriers should be periodically done so as to guide all stakeholders in taking forward the women emancipation cause.

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