

NEWSFLASH

A Commission for Gender Equality Newsletter

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Mining Companies Appear Before Commission To Account On Pace of Gender Transformation



Alexkor Chief Executive Officer, Trevor Fowler.

By: Lungelo Mesh

The Commission for Gender Equality (CGE) expressed concerns over the failure of mining companies to provide personal protective equipment (PPE) for their female mine workers. This emerged during CGE's transformation hearings held last week in Johannesburg. Alexkor Soc Limited and Wesizwe Platinum, mining companies appeared before the CGE to account for the pace and extent of gender transformation in their respective workplace, as part of the Commission's systemic investigations. The Commission also raised concerns about the lack of representation of people with disabilities in the companies' management structures.



CGE's Deputy Chairperson, Nomasonto Mazibuko.

Alexkor's Chief Executive Officer (CEO), Trevor Fowler stated that the company's policies have been authorized in principle but will be officially approved at the next board meeting in January 2024. He also confirmed that people with disabilities are only represented in middle management. CGE's Acting CEO, Dr Dennis Matotoka said the Commission may consider taking an oversight visit to mining companies' premises to monitor the safety systems in their facilities. Furthermore, the CGE told Alexkor to conduct sexual harassment workshops and draft their policies in accordance with the basic conditions of employment, including study leave. Nomasonto Mazibuko, CGE's Deputy Chairperson, told the firm to include LGBTQIA+ people and people with disabilities on its Women Forum.

CGE Urge Municipality To Consider Women in Business



Greater Taung Acting Municipal Manager, Andrew Makuapane

By: Lungelo Mesh

The Greater Taung Local Municipality was instructed by the Commission for Gender Equality to develop a sexual harassment policy in line with its legislative framework as well as ensure compliance with the code of good practice of 2022. The CGE also urged the municipality to conduct an internal survey to establish reasons why women-owned businesses do not participate in its procurement processes.

The engagement took place last week at the Gender Transformation Hearings during the Municipality's appearance before the Commission in Johannesburg. Municipal Manager Andrew Makuapane said the municipality is experiencing challenges in finding women in business to apply for its tenders. Makuapane also admitted that their sexual harassment policy is not aligned with the code of good practice of 2022, "We have a sexual harassment policy that has been approved by council, however we need to incorporate the code of good practice 2022, we plan to review it in the next policy workshop to ensure compliance".

CGE's Commissioner, Advocate Thando Gumede, raised concerns on the municipality reporting that women are not applying for tenders, "women are supposed to be included in the 40% procurement, it is an opportunity they have been waiting for, I am requesting a survey from the municipality that shows that women are not interested", she said. She further told the municipality that the CGE is always interested in how companies are planning to make their policies comply and accommodate persons with disabilities. CGE's Acting CEO, Dr Dennis Matotoka said that it is important for the municipality to take sexual harassment policy seriously, "you need to go and fix your policies", he said. Dr. Matotoka, further reminded the municipality that when a chapter 9 institutions is willing to assist either a private or public sector, they always need to be cooperative as such institutions wants to see change in the workplace.

Reaching Out to Men and Boys in Gauteng



By: Keletso Rampeng

Heartlines Representative, Goitsewang Masike addressing men and boys at an engagement session conducted by the CGE at the Johannesburg Zoo

Commission For Gender Equality in Gauteng engaged with men and boys at a gender development workshop conducted in partnership with the Johannesburg Zoo last week. The Gauteng office said the session demonstrated that issues of gender equality are not only for women, but also include men, boys, girls as well as the LGBTQIA+ Community.

"Men can also be victims of abuse at homes and in the workplace, they have the same rights as women, they can also take issues to court and demand spousal maintenance" said CGE's Gauteng Provincial Manager, Khutso Monyepao. Monyepao also touched on the paternity leave judgement passed by the Constitutional Court, "The CGE recently saw victory in a constitutional court case which allows fathers to now

take paternity leave for up to four months". "As Heartlines, we encourage men to be actively present in the lives of their children", said Heartline representative, Goitsewang Masike. Masike further advise men to consider their children's needs. CGE's Public Education Officer, Kokeitso Sekhu addressed sexual harassment and bullying in the workplace, "as men you can experience sexual harassment and unwelcome conduct and I want to encourage you to report such. "Employment equity consist of a clause called the code of good practice and there is where it satiates that sexual harassment is wrong, I would like to challenge the management to also stand up for men who fall victims of sexual harassment in the workplace", says Sekhu. The engagement was supported by Heartline and Joburg City Parks.

Commission Bids Farewell To Late Commissioner Ntuli-Tloubatla

The Commission for Gender Equality held a memorial service in honour of the late Commissioner Lindiwe Ntuli-Tloubatla on Monday, 27 November 2023 at its headquarters in Braamfontein. Ntuli-Tloubatla, who was laid to rest in Middleburg, Mpumalanga on Saturday, 25 November 2023, passed away last week following a long illness. The Commission's Chairperson, Advocate Nthabiseng Sepanya-Mogale, said it was befitting for the CGE to honour the memory of Ntuli-Tloubatla, who joined the Commission in 2019.

"We learned a lot from Ntuli-Tloubatla, she was extremely special to us in many ways," said Sepanya-Mogale. The service was attended by Commissioners, employees of the Commission, family members, former CGE Commissioners, and representative from diverse stakeholders such as the Mpumalanga Provincial Legislature, Cosatu, and members of the media.

SPECIAL TRIBUTE



"Ntuli-Tloubatla was an incredible blueprint of leadership. She demonstrated that you can be an assertive leader and still be nurturing. That is a powerful leadership characteristic that should inspire young female leaders" – **Commissioner Adv Thando Gumede.**



"Commissioner Ntuli-Tloubatla became more of a mother to us than our boss. She was very committed to the work we did in the HR committee and would attend to things in person even when she was not well, just to make sure everything goes well," **CGE's HR Manager, Mesele Matlala.**



"Commissioner Ntuli-Tloubatla's love for God and her children knew no bounds. She touched many people's lives in so many ways and leaves such a huge legacy which I hope her children will take forward," - **Commissioner Prabashni Subrayan-Naidoo.**



"Commissioner Ntuli-Tloubatla previously worked as a transformation manager at the Department of Education, where she was tasked with the responsibility of ensuring gender mainstreaming and transformation," - **CGE spokesperson, Javu Baloyi.**



"She was beautiful even on the inside and had good intentions at all times. She loved the CGE family and was so passionate about its mandate, she did everything diligently and was committed to her work" - **Commissioner Ohara Ngoma-Diseko.**



"Ntuli-Tloubatla was an absolute defender of human rights and touched our lives in many ways. She advocated for the wellbeing of employees and lobbied us to do the same. Her passing is a hard blow to the human rights movement," - **former CGE Commissioner, Mr Sediko Rakolote.**



"She was consistent, selfless and understood the CGE's mandate. She reminded us to act in the best interest of the organisation. She had a sense of urgency when it comes to dealing with GBVF, she was passionate about ensuring a safety of women" - **Acting CEO, Dr Dennis Matotoka.**



"Ntuli-Tloubatla's passing is a tragic loss for us. We learned a lot from her and cherish the lessons. She was extremely special to us and was our prayer warrior. She kept the faith and finished the race" - **CGE Chairperson Advocate Nthabiseng Sepanya-Mogale**



"We are here to celebrate the life of a daughter of the soil. From the goodness of her heart, she sowed goodness and will reap what she sowed. She did not only live for the current, but prepared herself for eternity," - **former CGE Commissioner, Dr Nthabiseng Moleko.**



"Commissioner used to connect very well with staff members to discuss issues that affected employees. She was a candle that never lost its light. In her honour, we will continue to promote the mandate of the CGE" - **Nceba Mrwebo, CGE's EC Provincial Manager.**



"I have known Commissioner Ntuli-Tloubatla for a short period but everytime I was with her, we used to encourage each other. She was very good at engaging and encouraging others in a calm way" – **Commissioner Leigh-Ann van der Merwe.**



"As a family we are grateful for what the Commission has done for her. Her passing has been a difficult time for us and a big loss to all those who were close to her" - **Prof Pitika Ntuli.**