



Gender Equity Initiatives in South African Mining Communities: Longitudinal Impacts on Work Behaviour and Policy Adherence

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Published: 23 February 2000 | **Received:** 20 November 1999 | **Accepted:** 28 December 1999

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DOI: [10.5281/zenodo.18719041](https://doi.org/10.5281/zenodo.18719041)

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Abstract

Gender equity initiatives in South African mining communities have gained prominence as a means to address persistent disparities between genders in workplace settings. A comprehensive review of existing literature and empirical research, focusing on longitudinal data from multiple years of intervention implementation. The reviewed studies suggest that targeted gender equity programmes can effectively enhance workplace inclusivity and promote adherence to organisational policies. Organizations should continue investing in gender-sensitive training and support mechanisms to sustain these positive outcomes over time.

Keywords: *African geography, gender stratification, qualitative analysis, work culture, institutional change, feminist theory, policy evaluation*

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