

[Asanda-Jonas Benya \(Ph.D.\)](#), Senior Lecturer, Dept of Sociology, University of Cape Town
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Academic Profile

I've been teaching post and under-graduate courses in the Sociology Department at the University of Cape Town since 2015. Due to the close links between my research and mining women and communities, my primary pedagogical site is not only the classroom, but union, community halls and women's movements. In the wake of the 2012 Marikana massacre I have been working very closely with a Marikana based Women's organisation-Sikhala Sonke to bring attention to socio-economic and mental challenges affecting women in the area and the community more broadly. Due to my research expertise I have been invited to contribute in different capacities to four films on mining and labour. These include *Miners Shot Down* which won the 2015 International Emmy Award for Best Documentary, *Strike a Rock* (2017), *Freedom isn't Free* (2018) and *Dying for Gold* (part of the advisory group, 2016-18). I have also been invited to give input on women and mining by the South Africa Parliamentary Portfolio Committee on Mineral Resources.

Education

Doctor of Philosophy (Ph.D.): "Women in Mining: Occupational Culture and Gendered Identities in the Making", **University of the Witwatersrand (Wits)** 2016.

Master of Arts (Industrial and Economic Sociology) 2009

Bachelor of Arts with Honours (Industrial and Economic Sociology) 2007

Bachelor of Arts (Industrial Sociology) 2006

Short Courses

Conducting Impact Evaluation of Development Programs: An Application to ALMPs, CCT's and Training for Youth. International Training Centre (ITC) ILO, Certificate no: 2009/A901374/17. Turin, Italy

Writing and Delivering Speeches, The Institute for the Advancement of Journalism. Accreditation No: MAPP 7944. 2009

Labour Market Analysis, Management College of Southern Africa (MANCOSA) August 2009

Work Experience

* **Senior Lecturer:** Sociology Department University of Cape Town (UCT), Jan 2019- present

* **Lecturer:** Sociology Department University of Cape Town (UCT), June 2015- Dec 2018

* **Research Data Manager:** South Africa-India-Norway Research, Wits (2013-15)

* **Senior Tutor: Sociology Department,** University of the Witwatersrand, JHB (2011-2015)

* **Research Associate:** Public Affairs Research Institute (PARI), Johannesburg (2011)

* **Writing Consultant:** Wits Writing Centre, JHB (2011)

* **Assistant Manager: Research, Department of Labour:** (2009 -2010)

* **Research Intern:** Society, Work and Development Institute (SWOP), Wits (2007-8)

* **Junior manager: Headline Leisure Management**, JHB Civic Theatre: (2007)

Research Affiliations

* **Research Associate:** Society, Work and Development Institute (SWOP), Wits (2016-present)

* **Research Affiliate:** Labour and Enterprise Policy Research Group (LEP), UCT (2015-present)

Research and Teaching Interests

Gender, Labour Studies, Labour and Social Movements, Gender in the Extractive Industries, Labour Geographies, Development, Identity, Mining, Human Rights and Social Justice in Mining Communities.

Teaching

I convened the under and postgraduate Industrial Sociology stream, 2016- present.

Postgraduate 2015-present

- Global Production Networks, Decent Work and Development (8-12 students)
- Race, Class and Identities (8-12 students)

Undergraduate 2015-present

- Industrial Society and Social Change (+- 90 students)
- Race, Class, Gender (and sexuality) (+-230 students)

MOOC/Podcasts

- **Life After PhD, 2021**, MOOC: PhD Toolbox, International Centre for Development and Decent Work (ICDD), German. <https://www.youtube.com/watch?v=UQAM6Di6-wQ>
- **Podcast: Hierarchies of Development: Mining.** 2022, Asanda and Ben Radley, Produced by Basile Boulay and Ingrid Kvangraven. <https://www.eadi.org/news/podcast-hierarchies-of-development>
- **Ethnography, 2022**, MOOC: PhD Toolbox, International Centre for Development and Decent Work (ICDD), German. <https://www.youtube.com/watch?v=UQAM6Di6-wQ>

Review Panel

- Programme Reviewer for Sociology Honours, Sol Plaatje University (Central Campus), Kimberley
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External Examiner

University of the Western Cape, Department of Sociology, Honours, 2020-present
University of Fort Hare, Department of Sociology and Development Studies, 2019- present
Sol Plaatje University, Department of Sociology, 2nd & 3rd year, 2017-2020

RESEARCH OUTPUTS

Publications

I write with a multidisciplinary focus within the Social Sciences, incorporating aspects of Sociology of work, Gender Studies, Labour Law and Relations with a specific focus on mining. My highest cited journal article, titled *The Invisible Hands: women in Marikana*, was published in *Review of African Political Economy*. This article also won the Ruth First Prize for the best article by an African author in the Review of African Political Economy (RoAPE) in 2015.

- Benya, A. and Yeni S. 2022, Co-developing local feminist “conceptual vocabularies” while strengthening activism through critical consciousness raising with South Africa’s mine and farm women, *South African Review of Sociology*, DOI: 10.1080/21528586.2021.2024087 <https://protect-za.mimecast.com/s/kTxmCnZmpOtDDjoXHJjOjW>
- Benya, A. 2022, The Cost of Platinum: Legacies of violence and subordination of Black miners in South Africa’s mining towns, *International Journal of Urban and Regional Research*. <https://www.ijurr.org/spotlight-on/racial-capitalism/the-cost-of-platinum-legacies-of-violence-and-subordination-of-black-miners-in-south-africas-mining-towns/>
- Maree, J., Klerck, G., and **Benya, A.** 2021, “Employment Relations in South Africa”, in Bamber, G., Cooke, F.L., Doellgast, V., & C., Wright (Eds), *International and Comparative Employment Relations: Global Crises and Institutional Responses*, (7th Edition), SAGE. With Maree, J., Klerck, G., and Benya, A.
- Benya, A. 2020, Migrant Women in South Africa’s Platinum Belt: Negotiating Different Conceptions of Femininities, eds, Leslie J. Bank, Dorrit Posel and Francis Wilson, *Migrant Labour After Apartheid: The Inside Story*, HSRC Press, Cape Town.
- Benya, A. 2020, “The construction of exploitable gendered mining bodies”, *Global Labour Column*, No. 330 http://column.global-labour-university.org/2020/01/the-construction-of-exploitable.html?fbclid=IwAR0rzGpeWjirJnFQWA2boMVNpjd_awmBuoOvt6eVmDaXajHAPwwp7TGuiE
- Benya, A. 2020, “Failing to flatten the Inequality Curve”, Friedrich Ebert Stiftung Blog, Africa Department <https://www.fes.de/en/africa-department/more-posts/failing-to-flatten-the-inequality-curve>
- Benya, A. 2019, “Space Invaders: Underground Women Miners”, *Global Dialogue: International Sociological Association*, Vol. 9 Issue 2 <http://globaldialogue.isa-sociology.org/volume-9-issue-2/>
- Seidman, J and **Benya A.** 2018, “There is no change in Marikana: The perspective of women”, (eds), Maren Grimm, Jakob Krameritsch & Britta Becker. *Business as Usual After Marikana: Corporate Power and Human Rights*, Jacana, Johannesburg, (with Judy Seidman), pp 104-129, English translations. ISBN 978-1-928232-57-5

- Seidman, J and **Benya A.** 2018, “Es hat sich nichts verändert in Marikana: Die Situation aus der Perspektive der Frauen”, (Hg.) Britta Becker, Maren Grimm & Jakob Krameritsch. Zum Beispiel BASF: Über Knochenmacht und Menschenrechte, (und Judy Seidman), pp 108-133. German translation, ISBN 978385476-565-3, <https://www.mandelbaum.at/buch.php?id=841>.
- Benya, A. 2018, “24 Demands for every year the government has neglected women: reflections on the #TotalShutDown Movement in Cape Town”, *Amandla!* Issue No. 60, October 2018, pp 12-13.
- Benya, A. 2018, “South Africa’s Underground Women Miners”, *Africa’s Mineral Fortune: The Science and Politics of Mining and Sustainable Development*, edited by Saleem H. Ali, Kathryn Sturman, Nina Collins. University of Chicago Press.
- Benya, A. 2017, Women of the mines: apartheid and post-apartheid lived realities of South African women, *Storia delle Donne*, Vol 13, pp 79-101, ISSN 1826-7505, DOI: <http://dx.doi.org/10.13128/SDD-23957> and <http://fupress.net/index.php/sdd/article/view/23957>
- Benya, A. 2017. Going underground in South African platinum mines to explore women miners’ experiences, *Gender & Development*, 25:3, 509-522, DOI: 10.1080/13552074.2017.1379775 <http://www.tandfonline.com/doi/full/10.1080/13552074.2017.1379775>
- Benya, A. 2017. “Excluded while included: Women Mineworkers in South Africa’s Platinum Mines”, (eds), Glenda Bonifacio, *Global Currents in Gender and Feminisms: Canadian and International Perspectives*. Emerald Press, pp.169-180, ISBN: 9781787144842.
- Benya, A. 2017, “New labour federation and the gender question”, *Amandla!* Issue No 53, July 2017. pp 32- 33.
- Benya, A. 2016, “Gendered Navigations: Women in Mining”, *Review of African Political Economy Blog*, <http://roape.net/2016/08/09/gendered-navigations-women-mining/>
- Benya, A. 2015. “Marikana: The Absence of Justice, Dignity and Freedom?”. Rodriguez-Garavito, C. *Human Rights in Minefields: Extractive Economies, Environmental Conflicts and Social Justice in the Global South*. Dejusticia Series. Ediciones Antropos, Bogota, Colombia. http://www.dejusticia.org/files/r2_actividades_recurros/fi_name_recurso.752.pdf Chapter 9, pp 260-297.
- Benya, A. Ncube, Phumzile 2015, “COSATU’s Demographic Profile”, *The COSATU Worker’s Surveys of 2006 and 2012: What do they tell us?*(with Ncube, Phumzile), pp. 13-26.
- Benya, A. 2015. “The Invisible Hands: women in Marikana”, *Review of African Political Economy*, Vol 42 No.146,pp.545-560, DOI:10.1080/03056244.2015.1087394 <http://www.tandfonline.com/doi/pdf/10.1080/03056244.2015.1087394?needAccess=true>
- Benya, A. 2015. Women, Mining and Precariousness, *Labour Capital and Society*, TRAVAIL, capital et société, 48 1& 2, pp.68-91, http://www.lcs-tcs.com/PDFs/48_12/5%20-%20Benya.pdf
- Benya, A. 2015, “South Africa’s 21 Years of Democracy: Reflections on Living Conditions in Marikana”. <http://www.amphibiousaccounts.org/#!/publicacion/22>
- Benya, A. 2014, “South African Miners and the Underground Self,” *Global Dialogue: International Sociological Association*, Vol. 4 Issue1 (pp30-32) <http://isa-global-dialogue.net/notes-from-the-field-south-africa-women-miners-and-the-underground-self/>

- Benya, A. 2013, “Gendered Labour: A Challenge to Labour as a Democratizing Force,” *Rethinking Development and Inequality*, Vol. 2, Special Issue, pp. 47-62 <http://www.andir-south.org/rdi/index.php/rdi/article/view/11>
- Benya, Asanda. & Webster, Edward., 2013, “Dimensions of Informality: changing Workplace Relations in South African Platinum Belt,” *Arbeit in Globaler Perspektive. Facetten Informeller Beschäftigung (Labour Policy in Global Perspective: Facets of Informal Employment)*, pp. 191-216. <http://www.campus.de/wissenschaft/politikwissenschaft/Verschiedene+Politikfelder.40415.html/Arbeit+in+globaler+Perspektive.102655.html>
- Benya, A. 2013, “Absent from the frontline but not absent from the struggle: Women in the Marikana Massacre,” *Femina Politica* Vol. 22, Issue 1 (144-147)
- Benya, A. 2012, “Unions Short-Changing Women,” *South African Labour Bulletin*. Vol. 36, Number 3 (17-18)
- Benya, A. 2010 “Going Down to the Belly of the Beast,” *Sunday Times*: 23 May 2010, <http://www.timeslive.co.za/sundaytimes/article463600.ece/Going-down-to-the-belly-of-the-beast>.
- Benya, A. 2009. “Women Face the Rock Face: What Challenges,” *South African Labour Bulletin*, Vol. 33, No. 5 (5-7).
- Benya, A. 2009. “If you Don’t Hear the Bell, You’re Mince: Woman’s Story of Mining Underground,” *South African Labour Bulletin*, Vol. 33, No. 5 (7-9).
- Benya, A. 2007, “Are Learnerships Effective in Combating Youth Unemployment?” *South African Labour Bulletin*, Vol. 32. No.2 (33-34). Written with Mavuso, Ntombi.

Book Reviews

- Benya, Asanda, (2021) *Re-enchanting the World: Feminism and the Politics of the Commons*, *The Journal of Peasant Studies*, DOI: 10.1080/03066150.2020.1864573
- Benya, Asanda, (2019) *Organise of Die: Leadership of a Special Type in South Africa’s National Union of Mineworkers*, *Global Labour Journal*, Vol. 10 No. 3, (253-255)
- Benya, Asanda, (2017) *The Spirit of Marikana: The Rise of Insurgent Trade Unionism in South Africa* *Journal of Modern African Studies* Vol. 55 No. 3 (533-535).
- Benya, Asanda, 2013, *Marikana: A View from the Mountain and a Case to Answer*, *South African Labour Bulletin* Vol. 37, No. 2 (22-23.)

Guest Editor

- Benya, Asanda and Yeni, Sthandiwe, 2018, Special Issue: *Unpacking the Role of Women in Community Struggles*, *South African Labour Bulletin*, Vol. 42, No. 2.

Recent Newspaper articles

- Benya, 2020, *Migrant Labour After Apartheid*, *New Frame*, <https://www.newframe.com/new-books-migrant-labour-after-apartheid/>, 4 November 2020.
- Black Academic Caucus, 2020, *There are alternatives to pushing emergency remote learning at universities*, *Mail & Guardian*, 1 May 2020. (Asanda Benya as co-author) <https://mg.co.za/article/2020-05-01-there-are-alternatives-to-pushing-emergency-remote-learning-at-universities/>
- Benya, Asanda, Faisal Garba & Simon Rakei, 2019, “Behind SA’s Brutality”, *Mail & Guardian*, 4 October 2019. <https://mg.co.za/article/2019-10-04-00-behind-sas-brutality/>

- Ruchi Chaturvedi, Benya, Asanda. Azeem Badroodien, Nomusa Makhubu. 2019 “Newspapers distort dean selection process”, Mail & Guardian, 5 November 2019. <https://mg.co.za/article/2019-11-05-00-newspapers-distort-dean-selection-process/>
- Benya, Asanda. 2017, “New Union Federation Risks Failure if it Ignored a Gendered Reality”, Business Day 19 May 2017. <https://www.businesslive.co.za/bd/opinion/2017-05-19-new-union-federation-risks-failure-if-it-ignored-a-gendered-reality/>

Research Reports

- Benya, A, 2022, The gendered impact of mining on lives and livelihoods of workers and mining communities, Fastenaktion, Swiss Agency for Development and Cooperation SDC.
- Benya, A, 2022, Waiting for justice: Marikana’s continuities and discontinuities a decade after the massacre. Bread for the World, Berlin, Germany.
- Benya, A., Tame, B., Chinguno, C, Jacobs, M., 2017, The Future of Work in South Africa: Work and Society. International Labour Organization. ISBN: 978-92-2-131420-2 (print), RSA
- Molepo, Martha. Benya, A., Mqolomba, Z., Morobane, K., Sephiri, T., Ramulongo, T., 2011, An Investigation into the Nature of Employment Relationships in the South African Creative Industry, Labour Market Review, Department of Labour, Government Printers Pretoria. http://www.labour.gov.za/DOL/downloads/documents/annual-reports/labour-market-review-report/2011/Labour%20Market%20Review_2012.pdf
- Benya, Asanda., Tsoeu, Mariane., Joynt, Katherine., Dilata, Xoliswa., Ngoepe, Kholofelo., Making the Invisible Visible, 2009, Labour Market Review, Department of Labour, <http://www.labour.gov.za/DOL/downloads/documents/annual-reports/labour-market-review-report/2009/Labour%20Market%20Review.2009.pdf>
- Webster, E., Benya, A., Dilata, X., Joynt, K., Ngoepe, K., Tsoeu, M., (2008), Making Visible the Invisible: Confronting South Africa’s Decent Work Deficit. SWOP, University of the Witwatersrand, Johannesburg.
- Benya, Asanda. Dilati, Xoliswa., Joynt, Katherine., Ngoepe, Kholofelo., Tsoeu, Mariane, 2008, Conceptualising and Measuring the Informal Economy in South Africa: A Case Study of the Implementation of the Labour Force Survey (LFS 15), March 2007, SWOP. Unpublished Theses.
- Benya, Asanda, 2016. Women in Mining: Occupational Culture and Gendered Identities in the Making. Johannesburg: Department of Sociology, University of the Witwatersrand. PhD <http://wiredspace.wits.ac.za/handle/10539/22425>
- Benya, Asanda, 2009. Women in Mining: A Challenge to Occupational Culture in Mines, Johannesburg: Department of Sociology, University of the Witwatersrand, Masters. <http://wiredspace.wits.ac.za/bitstream/handle/10539/7191/MA%20Research%20Report.pdf;jsessionid=EACB5D1A06C2FFAAF17BB768DE82B946?sequence=1>
- Benya, Asanda. 2008. The Informal in the Formal: Subcontracting in Platinum Mines in the North-West. Johannesburg: Department of Sociology, University of the Witwatersrand, (Honours).

In press

- Benya, A., *forthcoming*, A patchwork quilt of patriarchies”: women’s experiences of belonging in South Africa’s mining unions, eds, M., Tshoedi, C., Bischoff and A., Bezuidenhout, The Future of Labour Movements in South Africa. Wits Press.

Accepted manuscripts

- Benya, A. (accepted) “Quiet rebels: underground women miners and refusal as resistance”, Eds, Vishwas Satgar and Ruth Ntlokotse, Democratic Marxism Series, Wits University Press.

Manuscripts under review

- Gendering Mining: Subjectivities in the making.

Work in Progress

- The construction and deconstruction of gendered identities in mining: How underground female mine workers transition from the surface to the underground self

Exhibitions

- 10 Years after the Marikana massacre, Centre for African Studies Gallery, University of Cape Town & Tshisimani, August 2022.
- Marikana Commemoration: Three Years after the Massacre (Curated with Faisal Garba). 18-20 August, 2015. University of Cape Town.
- ‘New Directions, New Collaborations, New Voices’: Celebrating 30 Year of SWOP, May 2015, Johannesburg.

Citations

Google Scholar: <http://scholar.google.co.za/citations?user=oGpTvtYAAAAJ&hl=en>

Fellowships, Grants & Awards

Fellowships:

- **Iso Lomso Fellowship**, Stellenbosch Institute for Advanced Study (STIAS), 2022-2025.
- **American Council of Learned Societies**, African Humanities Program (AHP) 2019. (Post-Doc fellowship).
- **Atlantic Fellows for Racial Equity (AFRE)**, Columbia University & the Nelson Mandela Foundation. 2018.

Grants:

- **National Research Foundation- First Rand Foundation (NRF-FRF)**: Sabbatical Grant, 2018-2019.

- **UCT Research Development Grant- 2016.**
- **New Academic Practitioners' Programme** grant, 2016.
- **UCT Start-up** grant, 2015.
- **Ph.D. Completion Grant**, Wits Faculty of Humanities Graduate Centre, 2015.
- **International Centre for Development and Decent Work (ICDD)**, German Academic Exchange Service, DAAD 2011-2014.
- **National Research Foundation: Free Standing Grant** 2011-2014.
- **The NUMSA Short Course Grants** committee, Wits University, 2013.
- **National Research Foundation: Travel Grant**, 2011
- **Department of Labour Scarce Skills Research Fund** 2008-2009.

Awards:

- **VC Future Leaders Award**, University of Cape Town, 2020-2024
- **College of Fellows Young Researcher Awards**, University of Cape Town, 2018.
- **Ruth First Prize** for the best article by an African author in the Review of African Political Economy (RoAPE) in 2015.
- **Post Graduate Merit Award** (Wits University) 2011-2013.
- **Best Journal Article: Labour Media Awards** 2010.
- **Golden Key Award: Top 15% Achievers-Wits University.**

Current Projects

* **Women and Extractivism in Africa:** Extractivism is imbricated in the making of the continent. The dominant narrative has mainly focused on experiences of men. Women's experiences are only beginning to form part of the discourse around extractivism/mining. At best we have country studies, but no serious effort at bringing these together and telling a 'coherent' narrative about women and extractivism in Africa. This project is an attempt to respond to and fill that gap.

***Book Manuscript** based on my PhD: This book will contribute to our understandings of how female mineworkers make sense of themselves and how gender identities are constructed in mining. The entrance of women in South African mines from 2004, and their allocation into occupations that were previously exclusively reserved for men is a significant challenge and a disruption to masculine subjectivities and the occupational culture in the mines. This book will illustrate what transpires when socially constructed gender boundaries are crossed. This is what the women are doing with their entry into underground mining.

Drawing on insights from a range of feminist theorists and feminist readings of theories I argue that the construction of gendered identities in mining is an ongoing embodied performative process which is articulated in fluid ways in different mining spaces within certain structural, relational and historical constraints. The book presents a typology outlining four categories of femininities; mafazi, money makers, real mafazi and madoda straight, that are performed and produced underground by women mineworkers.

In the book I succinctly present the fluid, multiple, contradictory and contested processes involved in constructing gendered identities; above ground, underground, and at home. Drawing from this

evidence I conclude that women do not approach the workplace or labour process as empty vessels or act as cogs-in the mining machines but are active agents in the construction of their gender identities. The key elements I use to analyse gendered identities are; gendered spaces, embodiment, social and material bodies (as sites of control, resistance and agency) and performativity. I argue that all these elements converge and are central to the construction of gendered identities.

***The Future of Work in an Age of Pandemic**, University of Texas School of Law and the Labour and Enterprise Policy Research Group (LEP), UCT.

* **Unearthing the History of Women in Mining in Africa**: with Cape Coast University, Ghana. The aim of this project is to develop new scholarship on women in mining in Africa, especially Southern and West Africa, regions which have been mining since the early 1800s. This is part of a larger research project on women in mining which aims to re-claim “her-story” and re-insert it into ‘hi-story’ of mining, to recover and resurrect women’s voices, centre their role and attest to their presence and make visible their contributions in mining.

Past Research Projects

* **The Gendered impact of mining in South Africa**: 2021-2022. What is the gendered impact of large-scale industrial mining on livelihoods of South African communities and families living around mine sites? In Collaboration with the Swiss Agency for Development, Cooperation (SDC) of the Federal Department of Foreign Affairs (FDFA) & Fastenaktion, Switzerland.

***Waiting for Justice: Marikana’s Continuities and Discontinuities, 2022** a Decade after the Massacre. In Collaboration with Bread for the World, Berlin, Germany.

* **The Future of Work Initiative, 2017**: The research has four themes: Work and Society; Decent Jobs for All; Organisation of Work and Production; and, Governance of Work. It is in response to a request for research on the future of work by the International Labour Organisation (ILO), together with the National Economic Development and Labour Council (NEDLAC) Secretariat, and the Department of Labour.

* **Governing Intimacies**: A research project funded by the Mellon Foundation entitled Governing Intimacies: Sexualities, gender and states in the postcolonial world. The research is led by Prof. Shireen Hassim at Wits University. The project will unfold as a multi-institutional, multi-location initiative, incorporating universities in South Africa, Uganda, and India. The lead institutions will be the University of the Witwatersrand (Wits), in Johannesburg, and Jawaharlal Nehru University (JNU) in Delhi.

Other Projects

- **Feminist Schools**: Women on farms and women on mines unpacking patriarchy and building resistance (Convenor and facilitator), 2018-20.

<https://www.tandfonline.com/doi/full/10.1080/21528586.2021.2024087?scroll=top&needAccess=true>

- **Feminist Round Tables:** A “feminist table” that seeks to address the food, water, and energy nexus from a feminist perspective. It involves annual meetings of grassroots women from environmental justice organisations across the country, 2018-2019. Supported by AFRE and FES Mozambique.
- **Sexual Harassment in the mines:** Exploring legal avenues for justice for women who have been sexually harassed underground in mines (in collaboration with the Centre for Applied Legal Studies (CALs) at Wits University)

Student Supervision

List available on request.

External Examiner (Dissertations)

List available on request.

Academic Board Appointments

- Feminist Africa, Associate Editor, University of Ghana, Legon, 2021- present
- South African Review of Sociology (SARS), Editorial Collective, August 2022-present
- The Centre for Sociology Research and Practice (CSR), Advisory Board, 2021- present.
- African Studies Centre, Michigan State University and Stellenbosch University Museum, Ubuntu Dialogues Project, Advisory Editorial Board member, 2020- present.
- HUMA - Institute for Humanities in Africa, Advisory Board, 2020-present.
- Board member of the South African Labour Bulletin (2014-2015).

Reviewer

- Feminist Africa,
- Review of African Political Economy (ROAPE),
- Journal of Modern African Studies,
- South African Review of Sociology (SARS)
- Journal of Peasant Studies (JPS),
- Occupational Health Southern Africa,
- African Studies,

- AGENDA,
- Wits University Press,
- Gender, Technology and Development,
- Anthropology Southern Africa.

Professional Memberships

- International Sociological Association (ID 87704)
 - **Research Committees:**
 - *RC30 Sociology of work*
 - *RC32 Women, Gender, and Society*
 - *RC44 Labor Movements*
 - *RC48 Social Movements, Collective Action and Social Change*
 - *RC57 Visual Sociology*
 - **Thematic Groups:**
 - *TG 06: Institutional Ethnography*
- South African Sociological Association
- African Studies Association of Africa
- The Council for the Development of Social Science research in Africa (CODESRIA)

UCT Committee Assignments and Convenorships

- Faculty of Humanities Nomination's Committee (2016-present)
- Faculty of Humanities Undergraduate Education Committee (2016-present)
- Department of Sociology
 - Convenor for Industrial Sociology undergraduate & post-graduate (2016-present)
 - Course convenor for undergraduate and postgraduate courses (2016-present)
 - Undergraduate Committee
 - Teaching Relief Committee
 - Departmental Adjunct /Associate Committee

Invited leadership programmes

- UCT VC's Future Leading Scholars' programme.
- International Visitor Leadership Program (IVLP): Women and Justice. U.S. Department of State, (23 September- 14 October 2017), Washington DC, Philadelphia, Cincinnati, Dallas and Seattle.
- Golden Key Award: Top 15% achievers at Wits University 2006

Service to the Discipline

- **Assessor** for the National Research Foundation (2017 - 2021)
- **Convenor**, SWOP Reading Group for 2 years (2011&13)
- **Council Member**, South African Sociological Association: Student Representative 2007-8.

Civil Society Boards

- Justice For Miners, 2021- present
- Bench Marks Foundation, 2021-present
- Bench Marks Independent Problem-Solving Service Advisory Board, 2018- present.
- Surplus People Project, 2017- present.
- Workers World Media Production, 2018-2020.

Activism/Social responsiveness

- National Alliance: Post School Education Alliance for Social Pedagogy (2020-present)
- C-19 People's Coalition: Higher Education Working Group (2020-present)
- Justice for Miners Campaign (2019-present).
- Black Academics Caucus, University of Cape Town (2015-present)
- Rita Edwards Collective, Cape Town (2015-2016)
- Marikana Support Campaign: Sikhala Sonke (2012-present)

Recent Radio/TV Debates

- **New Frame Radio**, 20 March 2020, Episode 3: Women on the Mines and Working-class Food <https://www.newframe.com/episode-3-women-on-the-mines-and-working-class-food/>
- **Metro FM**, 25 June 2019, The Metro FM Talk at 20h40, Female mineworkers and abuses they experience.
- **SAFM**, 1 August 2018, *Workers on Wednesday*, Mining Wealth, Workers and Communities – Is it worth it? <https://iono.fm/e/587629>
- **SAFM**, 8 August 2018, *Workers on Wednesday*, Violence and Abuse Against Women at the Workplace.
- **Cape Town TV**, 19 July 2018, 19h30-20h30, Violence and Abuse Against Women at the Workplace.
- **SAFM**, 12 September 2017, *Workers on Wednesday*, Is the Mining Industry still a cesspool of sexism or are there improvements, <http://www.wwmp.org.za/index.php/audio-features/workers-on-wednesday/382-is-the-mining-industry-still-a-cesspool-of-sexism-or-are-there-improvements>
- **Radio 2000**, 31 Aug 2017, *Extraordinary Thursday with KG Moeketsi* Challenges that women face in the mines.
- **Radio 702**, 9 Dec 2016, *Night Talk with Lovelyn Nwadeyi*, Recognising the experiences of women in South African mines.
- **Power FM**, 29 August 2013, *Power hour with Chris Vic*, Unions and female mineworkers.
- **Power FM**, 12 June 2014, *Lunch Time Show with Azania*, Legislation and women miners.
- **SAFM** on the 21 January 2013 Otherwise at 13h30-14h00. Marikana and women in the community.

Visiting Fellowships/ Residencies

- **Stellenbosch University**, STIAS ISO Lomso Residency, October - December 2022.
- **American Council of Learned Societies**, hosted by the West African Research Center (WARC), Dakar, Senegal, March, 2 March- 2 June 2019
- **University of Cape Coast (UCC)**, Centre for Gender Research, Advocacy and Documentation (CEGRAD), Ghana, September -October 2018
- **Australian National University (ANU)**, Crawford School of Public Policy, Canberra, ACT, Australia (January- March 2012)

Conferences/workshops convened

- Annual Marikana Commemoration Public Lectures and weekly events. 2015-present.
- Citizenship and Violence: Resilient Colonialism, xenophobia and femicide, 8-11 October 2019, University of Cape Town (Convened with A/Prof Shose Kessi, Prof Francis Nyamnjoh & Dr Faisal Garba)
- Migrants, Markets and the Modalities of Rule, 19-20 April 2018, University of the Western Cape (convened with Prof Suren Pillay & Dr Faisal Garba).

Intervention Workshops (Invited)

- **Justice for Miners Forum**, assist with developing a Campaign for the miners who won the Class Action lawsuit on Silicosis and tuberculosis, 18 November 2019.
- **Benchmarks Foundation**, Problem investigation and solving through a gender lens, 5 August 2019.
- **Association For Rural Advancement (AFRA)**: A gendered strategy; unpacking social norms, 5 July 2019.
- **Southern Africa Resource Barometer (SARB)**: Gender and the Extractive Industries, Monitoring resource Governance in Southern Africa, 14-17 December 2017, Mozambique. (Invited)
- ***Tshintsha Amakhaya Annual Indaba**, *Centring Women Farm Workers*, 11 July 2017 Durban.
- **One in Nine Campaign**, Feminist Spring School; Gender and Work, October 2016, Constitutional Hill, Johannesburg.
- ***One-in-Nine Campaign**: Feminist Spring School: Gender and the World of Work, 8 November 2015, The Vaal, Gauteng.
- ***Southern Africa Resource Barometer (SARB)**, Gender and the Extractive Industries: Monitoring resource Governance in Southern Africa, 27-28 August 2015, Parliament of South Africa, Cape Town.

- **One in Nine Campaign**, Feminist Spring School; Gender and Work, 17 October 2014, Constitutional Hill, Johannesburg.

Conference Presentations

- **14th Women's World's Congress**, AfricanS FeminismS: Building alternatives for women and the world through a corridor of knowledges that care and resist, Extractivism: feminist lessons from the global South. Keynote Speaker. Maputo, Mozambique, at Eduardo Mondlane University main Campus, 19- 23 September 2022.
- **Institute for Sustainability**, "Critical perspectives: commons, gender, care" at the University of Kassel. Inaugural conference. 14-16 September 2022.
- **International Association for Feminist Economics**, Feminist conversations on social reproduction: Exploring struggles and solidarities within global production systems, 30th IAFFE Annual Conference, Geneva, Switzerland, 29 June- 1 July 2022.
- **National Arts Festival**, Remembering Marikana: 10 Years after the massacre. 2 July 2022, Grahamstown.
- **International Sociological Association**, Women Miners in a changing underground world. Brazil but gave my talk online. July 2021.
- **Africa Intersectional feminism and a gender just political and economic transformation**, 12 February 2021, Hosted by the Friedrich-Ebert-Stiftung (FES), Berlin via Zoom.
- **Community activists and monitors: Women affected by mining**. Benchmarks Foundation, 26 August 2020.
- **African Humanities Program (AHP) Regional Assembly**, Review trends in African humanities research, Abuja, Nigeria, 11-13 February 2020 (Invited).
- **Mourning and Melancholia in Relation to Othering**, South African Psychoanalytical Association and South African Psychoanalysis Initiative, 23rd February 2020. (Invited)
- **Underground Women Miners in South Africa's Platinum Belt**, European Conference of African Studies (ECAS) Panel His22: What remains of Labour: the changing and unchanging working realms of African societies. University of Edinburgh, 14th June 2019.
- **Exploring Nelson Mandela's Legacy**, "The Quest for Racial Equity in Mining communities", Gardens, Cape Town, 19 July 2018 (Invited).
- **African Feminist Reflection and Action Group**, "Towards a socially and gender just economic model, Friedrich Ebert Stiftung, Kampala, Uganda 7-9 May 2018. (Invited).
- **Patriarchy, capitalism and gender relations**: theories, debates and policy implications, Gender, Social Policy and Labour: The Struggle for Equality, Vuyisile Mini Winter School, 12 July 2017 Rhodes University, Grahamstown. (Invited)
- **Employment Equity**: Transforming unequal gender relations at home and at work, Gender, Social Policy and Labour: The Struggle for Equality, Vuyisile Mini Winter School, 13 July 2017, Rhodes University, Grahamstown.
- **Structural Violence in Mining Communities**, Annual Conference: Doctors without Borders, 28 June 2017, Braamfontein, Johannesburg. (Invited)
- **Gender and mining**, UCT Africa Day colloquium: Women and Work, Centre for African Studies Gallery, UCT, 25th May 2017.

- **Insecurities Faced By Women in the Mining Sector**, Amnesty International South Africa, Women's Goal, Constitutional Hill, 19 April 2017. (Invited)
- **Migrancy and Mining Femininities**, Miriam Makeba Centre, 7-8th February 2017, University of Fort Hare, East London. (Invited)
- **One-in-Nine: Feminist Spring School: Gender and the World of Work**, October 2016 Berea, Johannesburg.
- **Experiences of women in mining**: Tackling adverse norms and social behavioural issues in the context of empowerment. Southern Africa Consultation on Women's Economic Empowerment, Workshop hosted by Oxfam South Africa, UN Women and WIEGO, 10 August 2016, Johannesburg.
- **Preparing, conducting and completing field work**, ICDD PhD Methods Workshop, 25 February 2016 Assam, India. (Invited)
- **Women Reproducing Labour in Platinum Mines in South Africa**. Decent Work and Sustainable Development along Rural-Urban Gradients. ICDD Annual Thematic Conference, Tata Institute of Social Sciences, 20 February 2016, Guwahati Campus, Assam, India. (Invited)
- **Invisible Hands: women in mining communities** (revised and published version RoAPE). How extractives and the lives of women intersect (Organised by Oxfam). Alternative Mining Indaba, Double Tree Hotel, 8 February 2016, Cape Town. (Invited)
- **Exploring policy and practice for gender responsive mining sector**: Challenges facing women in mining: Evidence from underground. Department of Science and Technology, Human Sciences Research Council, UN Women Multi Country Office, Centre for the Applied Legal Studies), 25 November 2015. Pretoria (Via Skype). (Invited)
- **Negotiating Femininities Underground**: women Mineworkers in a Platinum mine in Rustenburg, 'New Directions, new collaborations, new voices': Celebrating 30 Year of SWOP, 14 May 2015, Johannesburg.
- **Women in Marikana**: Unacknowledged Narratives. Commissioning the Present: Marikana and its Aftermath, 21 April 2015, Johannesburg.
- **Women and The Extractive Industries in South Africa** OXFAM (ZA), 25 September 2014, Johannesburg.
- **Women in Mining**: Spaces and Identity, 4 March 2014, Kassel University, Germany.
- **Spaces in Mining**, South African Sociological Association, July 2014, Port Elizabeth.
- **Women and Gender Forum**, Challenges facing Women in SA Mining, AUSAID, 25 October 2013, Johannesburg.
- **Women Underground**: Evidence from Rustenburg, Meanings of Marikana Colloquium, SWOP, 12 September 2013, Johannesburg.
- **Gender and the Extractive Industries**: A Case of Marikana South Africa, Dejusticia's Global Action-Research Workshop for Young Human Rights Advocates, Women, Mining and Human Rights, 10-18 August 2013, Bogota, Santa Marta and Valledupar, Colombia.
- **Gender and Extractives WoMin Conference**: Regional Strategy Meeting. Women Underground, 8th October 2013, Yeoville, Johannesburg.
- **Absent from the frontline but not absent from the struggle**: Women in Marikana, South African Sociological Association: UNISA, 1 July 2013, Pretoria.
- **Women in Mining: Gender Subjectivities**, March 2013, Yucatan, Mexico.

- **International Summer School** on Qualitative Research Methods, 12-25 May 2013, Cape Coast University, Ghana.
- **Women's Struggles: "New and Old"**: Women in the Marikana Mining Community, Feminist Table hosted by SU, SWOP and FES, 30-31 May 2013, Stellenbosch.
- **Women in Mining: Reproducing Labour in Mines**, 9th International Mining History Congress, 19 April 2012, Johannesburg.
- **Women in Platinum Mining: Identities in the Making**, March 2012, Kenya
- **Women mineworkers in South Africa's Platinum Belt**, SWOP and WISER Colloquium March 2011, Johannesburg.

Recent Seminars

- **Demands for a living wage: the invisible women in South Africa's platinum mining belt**, Eye on Africa Series by African Studies Center: Michigan State University, 21st January 2021
- **Race and transformation in relation to the future of postgraduate education at UCT**, VC's Future Leaders Meeting, 13 November 2020. (Closed session)
- **The Construction of Gender subjectivities on underground mining spaces**, Wednesday Seminar Series: The Pandemic as a portal: race, class and gender. Sociology, Anthropology and Development Studies, University of Johannesburg 30 September 2020.
- **Experiences of Women mineworkers in South Africa's underground platinum mines**, Centre for Labour Studies & Social Protection: School of Social Sciences & Humanities, TATA Institute of Social Sciences, Guwahati Campus, India (joined via Skype), 8 June 2020.
- **The Invisible Hands: Women in Marikana**, Nelson Mandela University, 8 May 2020 (zoom)
- **Women in mining and women in masculine workplaces: experiences from underground**, UCT Geological Sciences Seminar Series, 3 March 2020.
- **The deconstruction and construction of racialized and gendered mining bodies**, UCT Sociology Seminar Series, 30 September 2019.
- **South African Women Miners: what are their experiences and what prospects for change?** West African Research Centre (WARC), Dakar , Senegal. 3rd May 2019, (Public lecture).
- **Dreaming feminist futures with women in mining communities**, African Gender Institute (AGI), UCT, March 2018.
- **Women miners and mining Spaces**, Centre for Humanities Research, UWC, 9 May 2017.
- **Women miners negotiating femininities underground**, UCT Sociology Seminar Series, 10 April 2017.
- **Marikana Lecture, Four years on, what's changed?** The everyday experience of mineworkers, Centre for African Studies (CAS) Gallery, 16 August 2016. University of Cape Town.

- **Invisible Hands: Women in Marikana**, SWOP/FES Monthly Breakfast Seminar, 19 September 2014, Braamfontein, Wits University, JHB.
- **Marikana In the Media: Media and Diversity** 13 August 2014, Wits University, Johannesburg.
- **Marikana- Six months on**, Discussant with Peter Alexander University of Johannesburg, Anthropology and Development Studies Wednesday Seminar, 20 February 2013, Johannesburg.
- **The Wits Seminar on Violence: Behind Marikana, The day After the Massacre!** SWOP 30 August 2012. Johannesburg.
- **Women in Mining: Occupational Culture and Gendered Identities in the South African Mining Industry**, Resource Management in Asia Pacific Program (RMAP), Australian National University (ANU), 15 March 2012, Canberra.

Recent Guest Lectures

- **Department of Global Studies**, 2021, University of California, Santa Barbara, Marikana: Public Discourse and Women's Voices.
- **UCT, Sociology**, Ethnography: Fieldwork Experiences, 3rd March 2020.
- **International Honors Program (IHP): 'Cities in the 21st Century'**, a dialogue on labour and women's issues in Marikana, 21 November 2019.
- **Fort Hare Autumn School on Social Democracy and Political Economy**, Understanding Patriarchy in the South African Context, 25th June 2019.
- **UCT LLM Course**, Women and the mining law, , Criminology Seminar Room, UCT, 1st June 2017.
- **UCT Anthropology of Gender and Sexuality**, Women in masculine workplaces, , 26 April 2017.
- **UCT Anthropology of Gender and Sexuality**, Women and social reproduction, 19 April 2017.
- **Wits Sociology: Social Theory**, Postcolonial Studies and Gender: Sociology 3rd year student, May 2015.
- **Wits ILO Engage Programme**, Women and the mining in South Africa, , 30 October 2013.

Recent Public Talks

- **Intersectional feminism and a gender just political and economic transformation**, 12 February 2021, Hosted by the Friedrich-Ebert-Stiftung (FES), Berlin via Zoom.
- **Community activists and monitors: Women affected by mining**. Benchmarks Foundation, 26 August 2020.
- **Mining Bodies exhibition launch**, Ending a tragic legacy of great harm to miners, the environment and communities across Southern Africa, 2 October 2019, Nelson Mandela Foundation, JHB.

- **The intersections and ethics of photography and social science research**, 12 October 2019, PH Centre Photo Gallery, Cape Town
 - **Business Day and the Norval Foundation**, The meaning of mining in South Africa today: Reflecting on photographs by David Goldblatt's 1960s photos, with Mark Gevisser, 31 July 2019.
 - **Canon Collins**, Challenging boundaries and claiming rights: Invisible gender boundaries, 06 June 2018. Norval Foundation, Cape Town.
 - **Sunshine Cinema**, Strike a Rock: Women of Marikana, 10 April 2018.
 - **Women and mining in South Africa**, Abantu Book festival, 6-9 December 2017.
 - **AIDC**, *Sexual Harassment in the Mines*, Gender and sexual violence: #MenAreTrash, Alternative Information & Development Centre, Observatory, Cape Town, June 2017.
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References available on request