



Approach Gugu Ncube's case with respect, compassion, diligence and fairness

The IndustriALL National Women's Council of South Africa (INWC-SA) comprised of women workers drawn from the four affiliates of the IndustriALL Global Union, in South Africa that is: the Chemical, Energy, Paper, Printing, Wood and Allied Workers' Union (CEPPWAWU), the National Union of Mineworkers (NUM), the National Union of Metalworkers of South Africa (NUMSA), and the Southern African Clothing and Textile Workers' Union (SACTWU), protest to the manner in which the case of Gugu Ncube, where she raises allegations of sexual harassment against her boss, has been handled by her employer (the UNISA Centre for Early Childhood Education) and UNISA.

The IndustriALL Global Union is a Global Trade Union that represents more than 50 million workers from 140 countries globally, in the mining, manufacturing and energy sectors, with more than 1 million workers in Sub-Sahara Africa alone, including the SA affiliates.

The INWC-SA calls for Gugu Ncube's case to be treated with dignity and fairness. The INWC-SA also strongly condemns how the South African Police Service treated Gugu during an arrest. No woman in any position, in society and at work, must have her rights violated and or disregarded in such a manner. Her treatment is grossly different from how the South African Police reacted – or did not react to the 10th Annual World Naked Bike Ride in Cape Town on 9 March 2019. It is unclear how very two similar forms of action would warrant very different reactions.

The response taken by the police to Gugu's protest action on 13 March 2019 was excessive. It disregarded the sensitivity of the nature of the allegations and her emotional state. She was not treated as a potential victim of gender-based violence but as a public nuisance.

This goes against the spirit of the message President Cyril Ramaphosa delivered during the *Summit on Gender-Based Violence and Femicide* held on 1-2 November 2018. This case tests the sincerity of key stakeholders that pledged their determination "to bringing gender-based violence to an end" in South Africa.

INWC-SA takes a public stand against the treatment of Gugu Ncube. We demand that her former employer, UNISA and the South African Police be held accountable to the way they treated her. These institutions must seek to redress this matter with respect, compassion, diligence and fairness.

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A handwritten signature in black ink, appearing to read "Paule FA Ndessomin", is written over a horizontal dashed line.

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