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SOUTH AFRICAN COLLIERY ENGINEER'S ASSOCIATION (SACEA)

**Technical Symposium
Witbank Civic Centre, Mpumalanga**

Date: 20 April 2006

Presenter: Mrs. Bernie September

Women in Mining: Reality or Utopia?



Equity

Empowerment
Empowerment

Diversity

QUOTE:

“Ours is a world of diversity, a world populated by both men & women. This fact is perhaps the only essential, visible component we can neither question or change.”

Martin Sweet, Hollard Insurance, Investment Club Breakfast,
September 2000

Gender

Mentoring

Equality

1. BACKGROUND

- Ø Challenge is Global – women in mining is a challenging topic
- Ø Acknowledged worldwide
- Ø Structured dialogue on this topic picked up last two decades
- Ø Conferences/Workshops/Research

2. STOCKTAKING

Challenge is Global

Ø Internationally (some examples)

§ International Mining workshop, Bali, Indonesia – May 2002

§ International Conference on Women & Mining, Bagiuo City – January 1997

§ Women in Mining Network, Bolivia – September 2002

Ø Africa

§ Tanzanian Women Miner's Association (TAWOMA) – 1997

§ SADC Women in Mining Trust

2. STOCKTAKING (contd)

Challenge is Global

Ø South Africa

§ Multi-Stakeholder Meeting (Mining, Minerals & Society & the Transition to Sustainable Development in Southern Africa), Johannesburg - September 2001

§ National Union of Mineworkers (NUM) Gender Policy – 1998

§ Renco mine survey – some findings

§ Women in Mining Programme – Implats

§ Association of South African Women in Science & Engineering (SA WISE).

✓ Prof. Chinsamy Turan (chairperson) Shoprite Checkers Women of the year 2005

2. STOCKTAKING (contd)

Ø **South Africa (contd)**

§ New mining legislation is seen by women as the door to jobs, opportunities to own their companies and partake in wealth creation.

§ Mining Charter - 1 May 2004

§ Nine key Performance areas

- 1) **Human Resources Development**
- 2) **Employment Equity**
- 3) **Migrant Labour**
- 4) **Mine Community/ Rural Development**
- 5) **Housing and Living conditions**
- 6) **Procurement & Beneficiation**
- 7) **Ownership and Joint venture**
- 8) **Reporting**

Challenge is Global

3. CONSTRAINTS in SOUTH AFRICA

Ø South Africa and its history (past & present)

Ø Understanding of Terminology (some examples)

- Gender as diversity issue
- Interdependency Gender x Race x Class
- Managing and Championing Diversity
- Women's empowerment
- Gender Equity vs. Gender Equality
- Gender Mainstreaming

Ø Mining Male Dominated + Management White male dominated = culture where integration is slow

“The target is not just a question of placing women in the right jobs, but challenges years of tradition in the male-dominated underground environment”. The Good News, 26 August 2005.

4. OPPORTUNITIES

- Ø Mines can show social responsibility**
- Ø Mines can adhere to legislation**
- Ø Women's employment on mines will bring positive benefits to the entire community**
- Ø Women on mines will contribute to social normalization**
- Ø Women will play a role in reducing poverty**
- Ø Entrepreneurship promoted**
- Ø Wealth generation**

5. REMEDIES

- Ø Translate policy into practice**
- Ø Identify the training and technical needs of women miners and organize the resources around these**
- Ø Gather information and do research – partner with universities and technicians**
- Ø Education campaigns in schools and communities to increase awareness of mining as a job opportunity**
- Ø Growth areas in the mining sector can allow for women's participation**
- Ø Non-core business has subcontracting possibilities for women**
- Ø Mine management must take responsibility for gender issues,**

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- Can we start questioning?
- Can we change this?
- Do we have moral will?
- Do we have political will?
- Do we have economic will?