

GENDER IN MINING: PROMOTING WOMEN

Presenter: Wollen Nell

Red Area Complex Manager

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NAMDEB - OUR DIAMONDS



FOCUS ON INTERNATIONAL

Namdeb's diamonds sparkle as a beacon of light for professional women

nmarencia, a passionate Metallurgist adding value to Namdeb gems

with Nimelek we indeplicate the property of the second of

Namdeb's diamonds sparkle as a beacon of light for professional women

Namideh has been good to my family and myndf. My mother started working for Namideh TO. I mention and the University of Staffenshies and extend with as a tracker in 2006, and this and moving to Oranjemund brought my family closer.

Trizelle sparkles as an HR business partner at Namdeb



I am able to use my skills and knowledge, is different and I get to interact with such a spried emuns/soonly it means

Renate makes gems sparkle with training

Mufenda finds the diamonds

lian diamonds working at MNO in 2017, it will be 30 nes and of our pages and work at Namebil' is to young women names. MM: I have always from

trace its Nambh Aumond has belied ar immenuty in a

HM) - Numdeh Gedogte. About powerfil and about the With Tell on about TOU. How long little do you have; are you Numdel? you have you have,

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you have a large family?

specific in the released that I are
ten of your freezin

thing how do you questly your

definings at work and I are hones being after all that I'm

on-verting boars? became being after all that I'm | These learned a let about myself. I have learned that I am | and the process the carried women in the content to all seaso. I've also resilient in face of adversity and challenges at work and I am a

tun hors, family and friends and hard bullerine, communer shoets and Rik I started out as a multi-and as well as the structures and denote the description of the structure and dends worked the first field of fields of fields of field of fields are constructed from a field of field

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If you up then as well as all study I was a loose part you are seen as and basty I was a loose quity pass and see just a loose of the l

ost people believe deans to be no more than flights of flancy but for Cindy Andrews, dreams are

what made her who she is today.

for me along with a personal inherent simply one of the most interesting courses I came across when looking

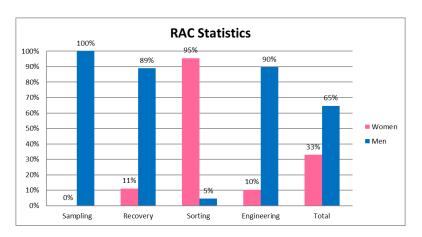
decision to apply for the Nandelo busary to study geology a relatively natural and easy one"

nterest in earth science. This made my

and reader and landy I'm has so loop ay or easily get left knowned to be more patient with myself.

WOLLEN NELL

- Red Area Complex
- Area includes
 - i. Sampling
 - ii. Recovery Plant
 - iii. Sorting
- RAC statistics







Namdeb's state-of-the-art Red Area Complex

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WOLLEN NELL

Passionate – Technology and Developing people





Namdeb's Red Area Complex Metallurgist Erenstine Endjala - conducting her regular visual inspections on the Osprey UV sorter machines

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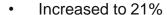
NAMIBIA - STATISTICS

- Data from Equity Commission of Namibia
- Increased by 1% equates to 55 positions
- Men decreased by 2.8% equates to 209 positions.
- Middle Management shows the highest increase in women

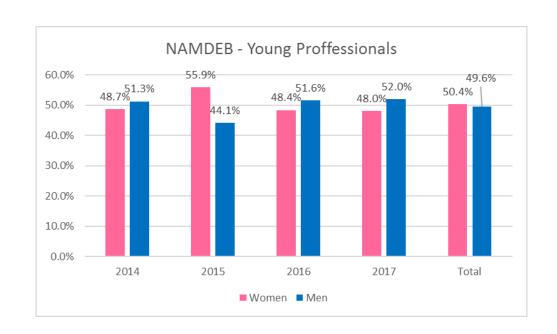
	2014-2015		2013-2014		2014-2015	2013-2014
					Percentage	Percentage
	Women	Men	Women	Men	women	women
Executive Directors	2	36	2	34	5%	6%
Senior Management	37	135	37	158	22%	19%
Middle Management	166	414	124	358	29%	26%
Specialised/skilled/seni						
or supervisory	304	947	334	1193	24%	22%
Skilled	503	1868	423	1776	21%	19%
Semi-skilled	362	2440	384	2328	13%	14%
Unskilled	138	1035	185	1033	12%	15%
Total Permanent	1512	6875	1489	6880	18%	18%
Casual/temporary and						
seasonal	70	272	38	476	20%	7%
Total	1582	7147	1527	7356	18%	17%

NAMDEB STATISTICS

Level	Women	Men	Women	Men
4		2	0%	100%
5	3	8	27%	73%
6	44	90	33%	67%
C4 C3 C2	35	85	29%	71%
ය	57	86	40%	60%
C2	23	178	11%	89%
C1	35	106	25%	75%
B4	57	137	29%	71%
B3	23	121	16%	84%
B2	31	395	7%	93%
B1	4	45	8%	92%
A3	11	39	22%	78%
A2	28	32	47%	53%
Total	351	1324	21%	79%



- Continuous drive to develop and support women
- On average 50% of young professionals are women



RESEARCH OBJECTIVE

WOMEN IN ENGINEERING: EXPLORING WHY THE NUMBERS ARE NOT TRANSLATING INTO POSITONS RETAINED BY WOMEN IN COMPANIES

- Research has shown the following factors influence women in mining
 - Working conditions
 - Psychological factors
 - Sponsor/Mentor support
 - Leadership styles influencing women
 - Women not supporting other women in mining/ Queen Bee effect

WOMEN IN Science, Technology, Engineering and Mathematics (STEM) FIELDS

Human Resources



Finance Management (Costing)



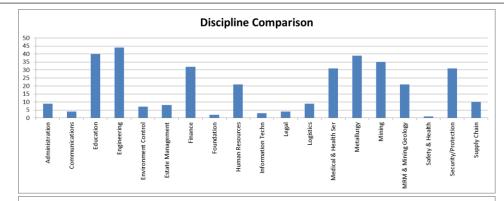
Geology

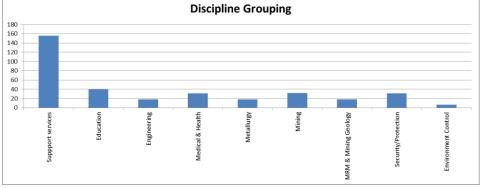


Engineering

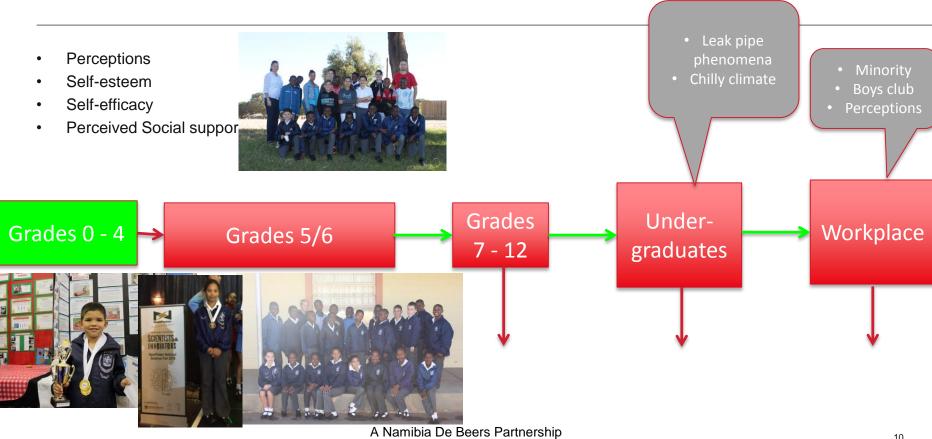
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i. Mining, Electrical, Chemical, Mechanical





PSHYCOLOGICAL FACTORS



SPONSORS/MENTORS/COACHING PROGRAMS

- Entrance into workplace Mentorship
 - i. Identify a experienced individual male or female to mentor new employee
 - ii. Work on technical capabilities
- Individual Development Plans
 - i. Ensure IDP is clear and signed off by mentor
- Journey through development
 - Change mentorship for Coach (offsite or onsite)
- Sheryl Sandberg COO of Facebook stated in her book Lean in that most of her mentors were males and that she got promoted due to the intervention of one of her male counterparts.
- Sponsorships differ from mentorship as it is a long-term commitment to encourage, fight for and create advancement opportunities for high-potential individuals

QUEEN BEE SYNDROME

- Women can be the barrier for other women.
- Queen bee syndrome describes a woman in a position of authority who views or treats subordinates more critically if they are female.
- Distance themselves by adopting masculine behavior.





Dr Babita Mathur-Helm

Women as Leaders

- The benefits of having Women as Leaders are:
 - improvement of financial performance,
 - strengthening of organizational climate,
 - increasing corporate social responsibility and reputation,
 - leveraging talent and enhancing innovation and collective intelligence.
- New economy leadership style that women bring to the business.



THANK YOU

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