

MEANINGFUL PARTICIPATION OF WOMEN IN MINING

Zenzi Natasha //Awases
26 April 2018



ABOUT ME



28.10.2015 17:17



14 February



Forging Equal Opportunities for Women in the Mining Industry

TIMELINE OF EVENTS

11-12 April 2017

- Leadership Development for Women in Mining

26 April 2017

- Selection of the WiMAN Exco

17 September 2017

- WiMAN Registered

WOMEN IN MINING ASSOCIATION NAMIBIA

10 November 2017

- WiMAN Launched

EXECUTIVE COMMITTEE



Minsozi Sibeso-
Mweemba



Zenzi Awases
President



Cindy Andrews



Foibe Uahengo



Sheron Kaviua



Barcelona Tsauses



Charlot Williams



Nora Ndopu



Our Vision: Forging equal opportunities for women by attracting and retaining female talent throughout all levels within the mining industry.





Our Mission is advocating for the recognition of women in the mining industry by:

- Being the leading organization that provide one national voice that promotes and empower women in the mining industry.
- Creating an empowering network that will inspire, support and develop the advancement of women through providing access to education, skills development, mentorship and representation.
- Provide a consultative forum for our members.
- Being part of a collaborative solution in attracting and retaining female talent in the mining industry of Namibia.



Our Values

Transparency

Excellence

Integrity

Respect

Dignity

CRITICAL QUESTIONS

Question 1

What Does The Representation Of Women In The Mining Industry Look Like?

Question 2

What Constitutes the Gender Gap in Mining?

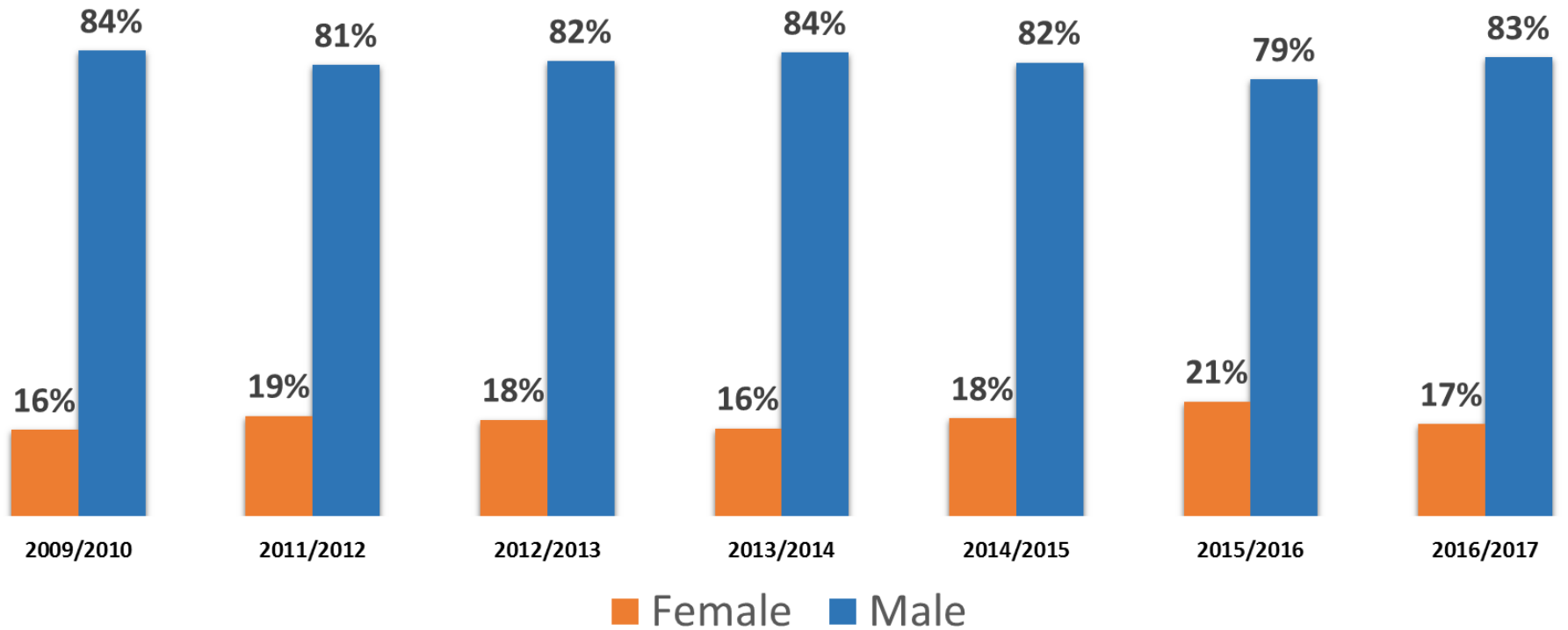
Question 3

How do we encourage & enhance the meaningful participation of women in mining to maximize the multiplier effect to achieve National Development?

Question 1

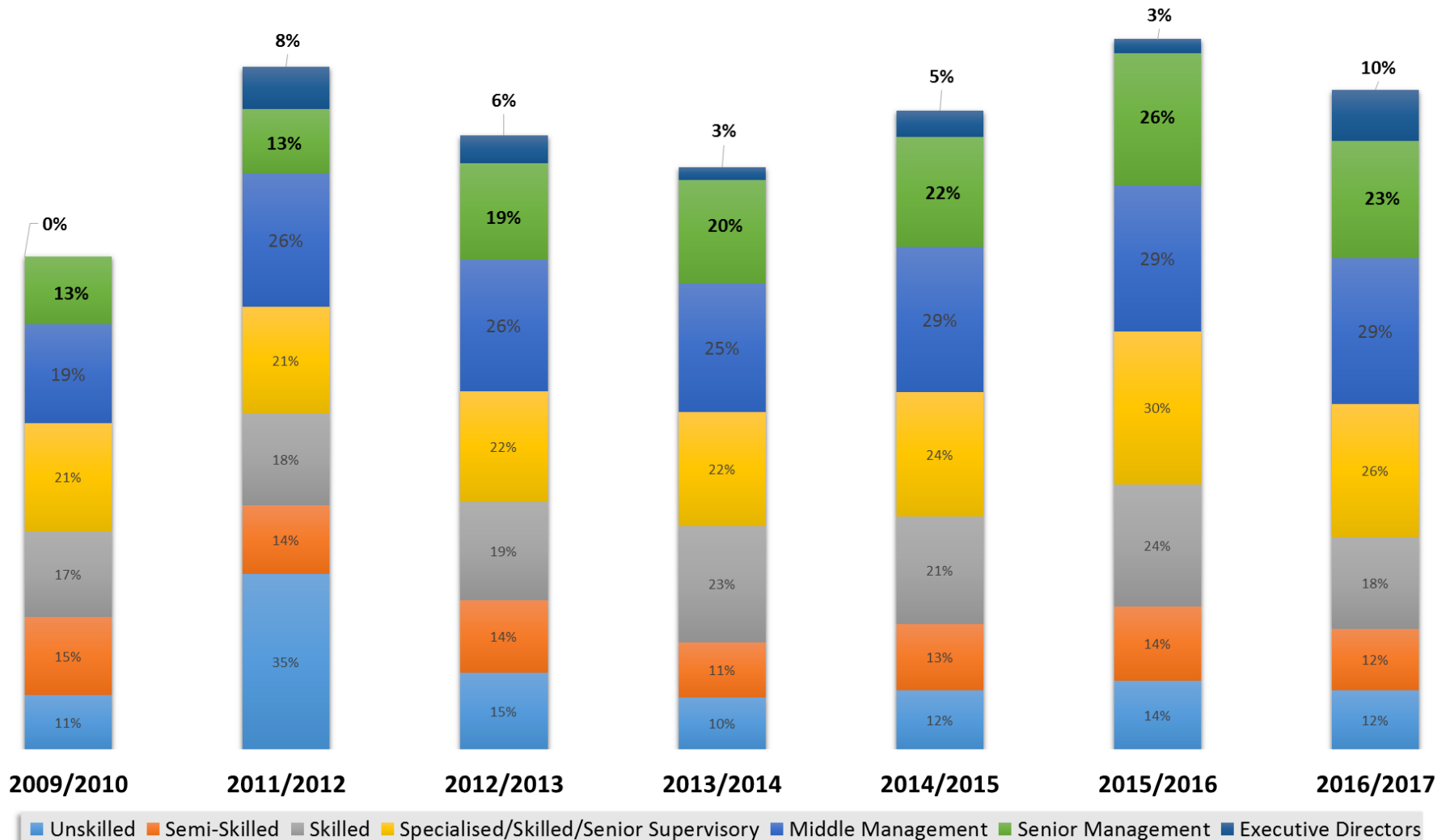
What Does The
Representation Of Women
In The Mining Industry
Look Like?

REPRESENTATION IN THE MINING INDUSTRY



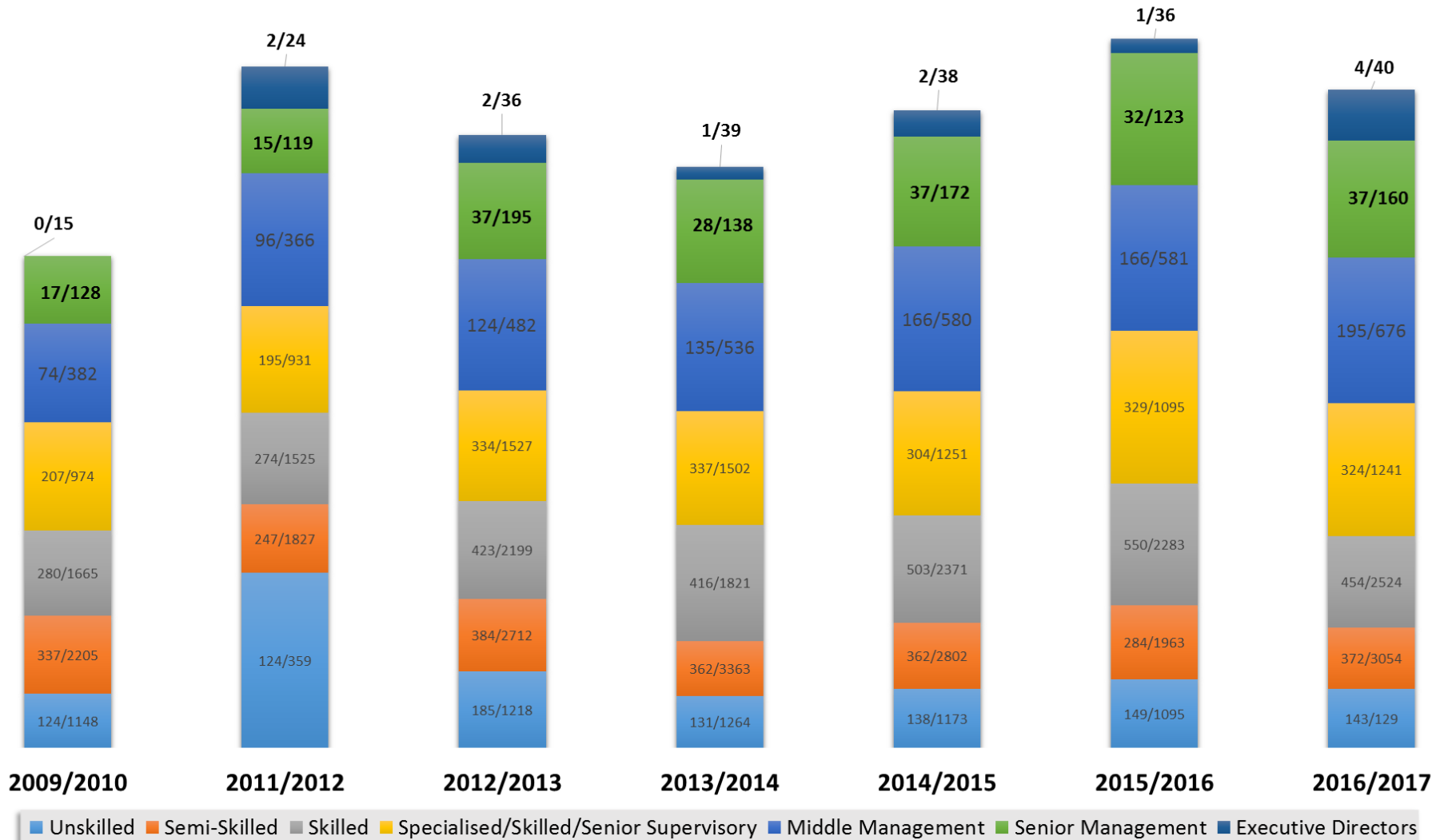
Source: Employment Equity Commission

REPRESENTATION IN THE MINING INDUSTRY



Source: Employment Equity Commission

REPRESENTATION IN THE MINING INDUSTRY



Source: Employment Equity Commission

Question 2

What Constitutes the
Gender Gap in
Mining?

BARRIERS TO PARTICIPATION

TANGIBLE

Salary Gaps

Lack of Female Role Models

Lack of Mentorships

Lack of Clear Career Path

Lack of Networking Opportunities

INTANGIBLE

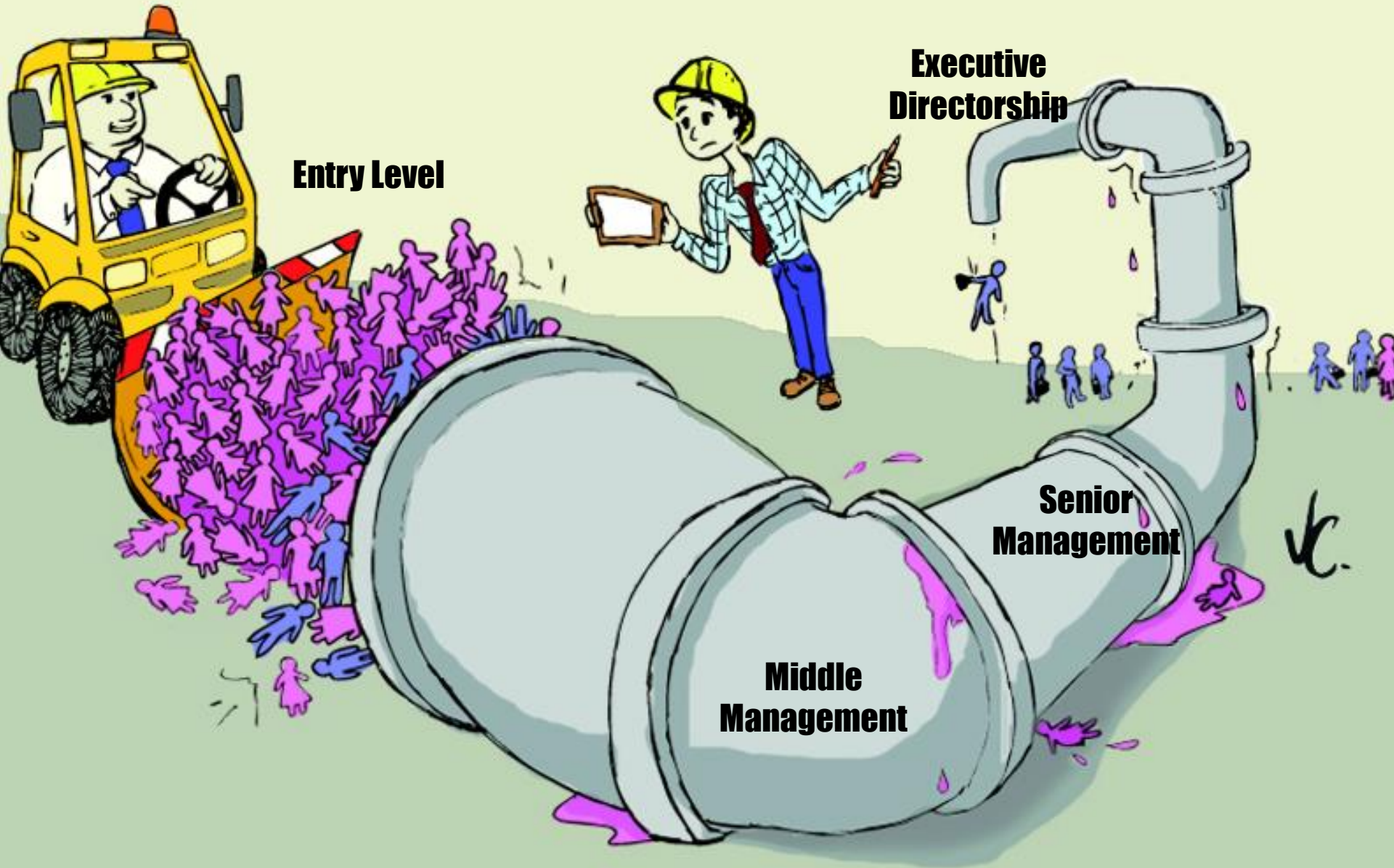
Work/life Challenge

Perceived Lack of skills/experience

Gender Stereotyping



LEAKY PIPELINE



Question 3

How do we encourage
& enhance the
meaningful participation
of women in mining to
maximize the multiplier
effect to achieve
National Development?

INTERVENTIONS TO IMPROVE GENDER EQUALITY & EQUITY

Macro-Economic Environment

Legislation

Policy

Monitoring & Evaluation

Micro-Economic Environment

Advocacy & Education

Policy for Paradigm Shifts

Effective Implementation

MICRO-ECONOMIC ENVIRONMENT

International

- The Beijing Declaration and Platform for Action
- The Convention on the elimination of all Forms of Discrimination against Women

Regional

- African Union – Constitutive Act 4 (1) & 2003 AU Protocol on the rights of women in Africa
- The Protocol to the African Charter on Human and People's rights on the Rights of Women in Africa
- SADC Protocol on Gender & Development
- SADC Declaration on Gender and Development and its addendum on the prevention and eradication of violence against women and children

National

- Namibian Constitution – Article 10 & 23
- National Gender Policy (2010-2020)
- National Gender Plan of Action
- The Mining Charter of Namibia

MICRO-ECONOMIC ENVIRONMENT

- Diversity & Inclusion a strategic objective
 - Diversity & Unconscious bias training
- Female alternates to the CoM council

WHAT IS NEED TO CREATE CHANGE?

- Effective implementation
- Measurable outcomes
- Legislative amendments/changes

WHAT IS NEEDED TO CREATE CHANGE?

- A demonstration of leadership commitment
- Celebrate female role models
- Mentorship
- Create conducive/respectful working environment

WHAT DO WE AS WOMEN HAVE TO DO?

- Improve your skill set
- Find your voice
- Continue being passionate
- Be part of the solution

CONCLUSION

- Generational Change
- Cultural Change
- Value addition has not boundaries and no gender

8 FACTS ABOUT GENDER PARITY



THANK YOU

Forging Equal Opportunities for Women in the Mining Industry