

GENDER IN MINING: PROMOTING WOMEN

Presenter: Wollen Nell

Red Area Complex Manager

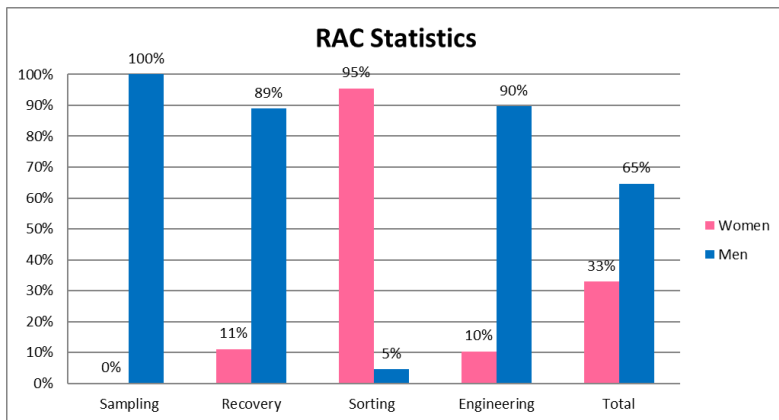
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WOLLEN NELL

- 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

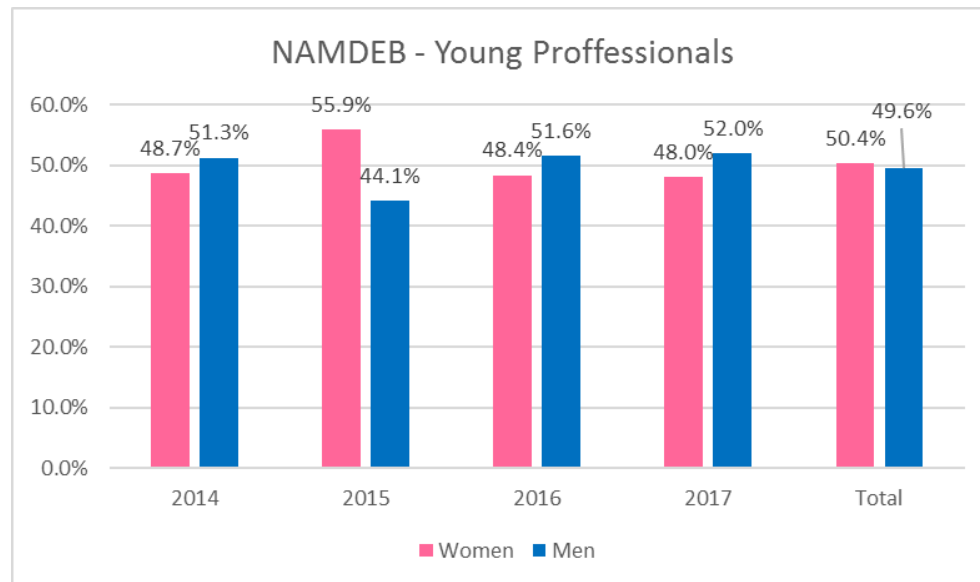
- Data from Equity Commission of Namibia
- Increased by 1% equates to 55 positions
- Men decreased by 2.8% equates to 209 positions.
- Middle Management shows the highest increase in women

	2014-2015		2013-2014		2014-2015	2013-2014
	Women	Men	Women	Men	Percentage women	Percentage 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	35	85	29%	71%
C3	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%

- Increased to 21%
- Continuous drive to develop and support women
- On average 50% of young professionals are women







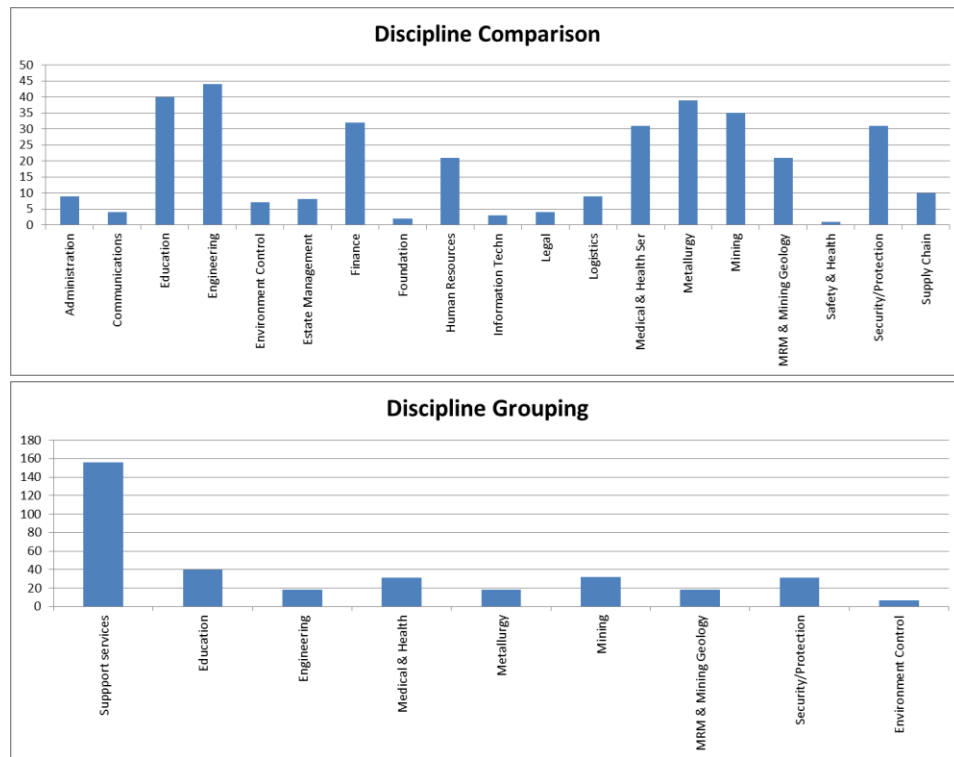
RESEARCH OBJECTIVE

WOMEN IN ENGINEERING: EXPLORING WHY THE NUMBERS ARE NOT TRANSLATING INTO POSITIONS 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**

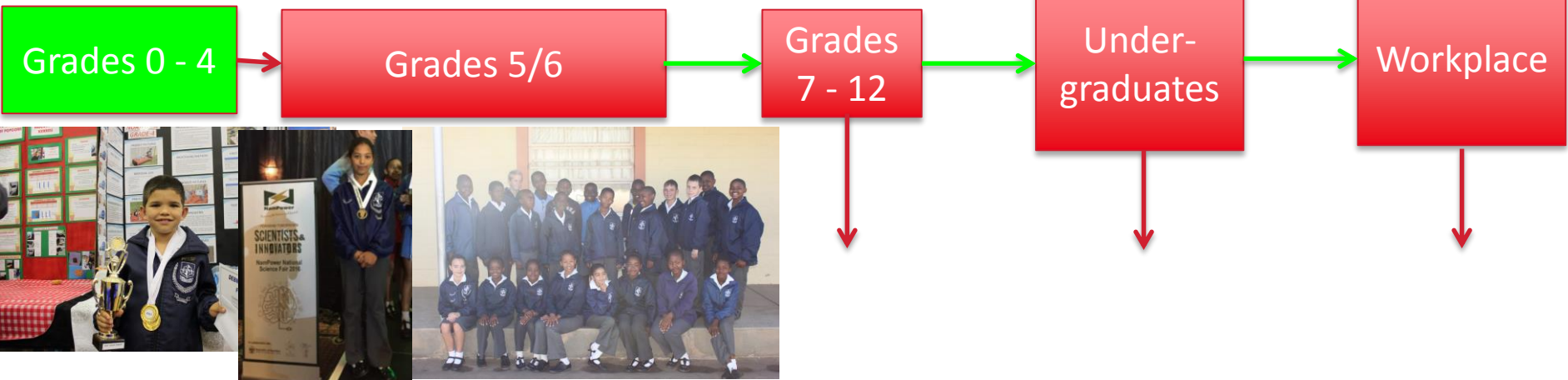
WOMEN IN Science, Technology, Engineering and Mathematics (STEM) FIELDS

- Human Resources 
- Finance Management (Costing) 
- Geology 
- Engineering 
 - i. Mining, Electrical, Chemical, Mechanical



PSHYCOLOGICAL FACTORS

- Perceptions
- Self-esteem
- Self-efficacy
- Perceived Social support



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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
 - i. 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.



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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.



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THANK YOU

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