



# THE CHAMBER OF MINES OF NAMIBIA

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Mining and Gender:  
Promoting women in mining

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# Acknowledgement

- Word of Thanks
  - Chamber of Mines
  - Employers
  - Australian Aid



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# Introduction

The mining industry has always been male dominated industry, but the past few years things have changed with more women accepted into this harsh environment.

It has not been easy for most of them but through perseverance they achieved success.



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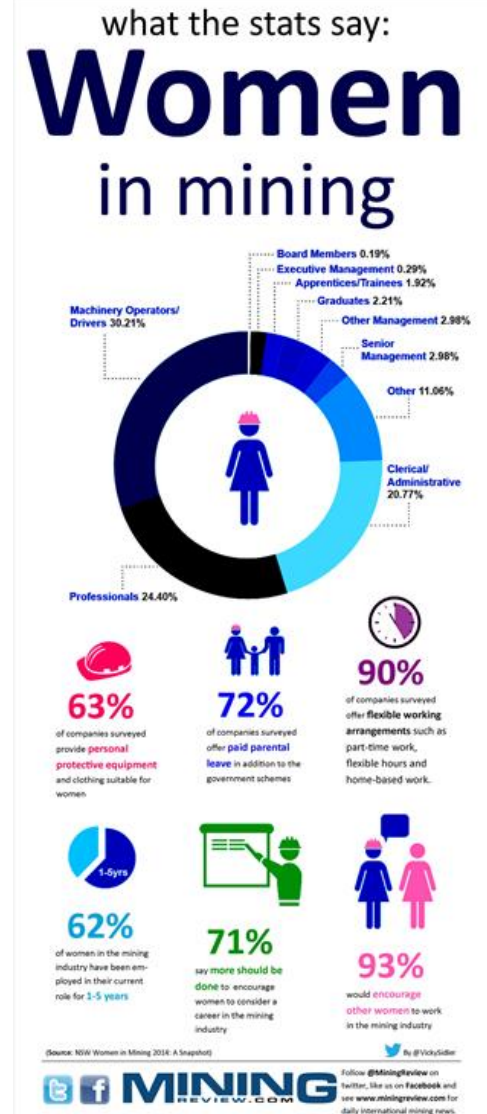
# World statistics



Women in mining (UK)  
(10 – 14%)  
Women in mining (Canada)



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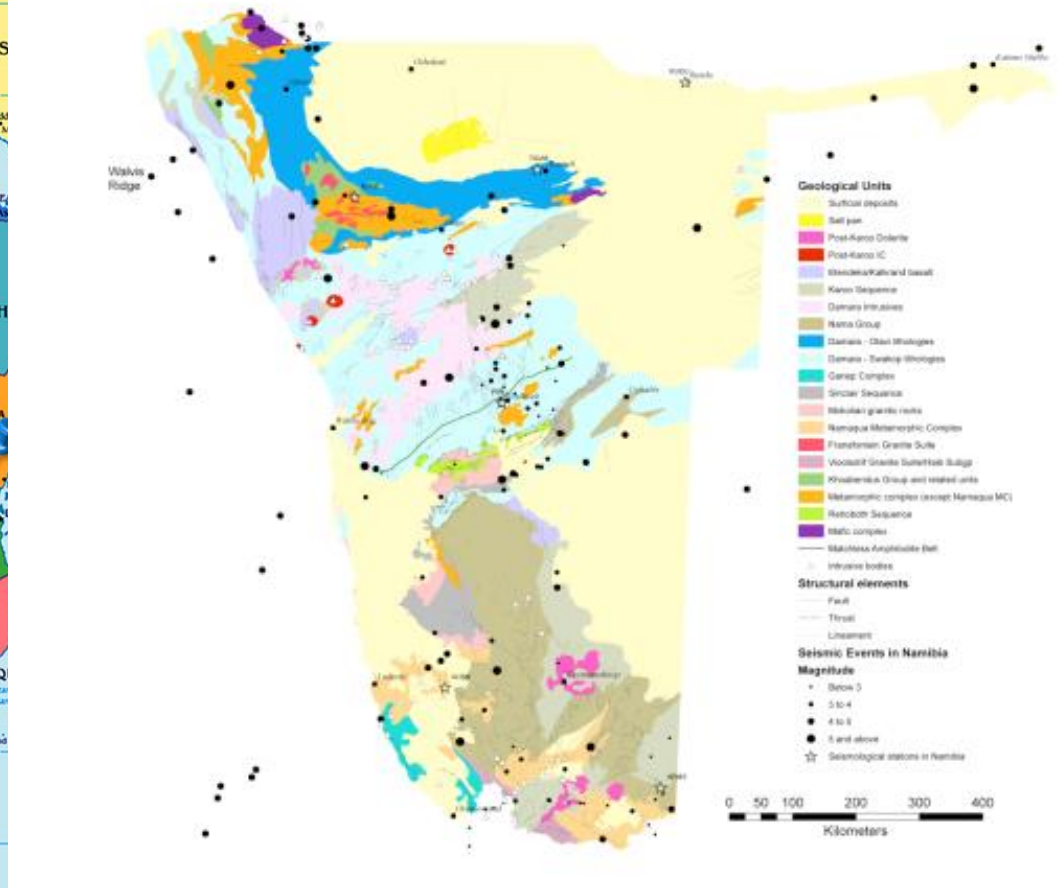




# South Africa – Women in Mining



# Namibia



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# Namibian Gender statistics

<b>Job Category</b>	<b>Men</b>	<b>Women</b>	<b>Grand Total</b>	<b>% Women in industry</b>
Executive Directors	34	2	36	6%
Senior Management	158	37	195	19%
Middle Management	358	124	482	26%
Specialised/ skilled/ senior/ supervisory	1193	334	1527	22%
Skilled	1776	423	2199	19%
Semi-Skilled	2328	384	2712	14%
Unskilled	1033	185	1218	15%
Total Permanent	6880	1489	8369	18%
Casual/Temporary and seasonal	476	68	544	13%
<b>Total</b>	<b>7356</b>	<b>1557</b>	<b>8913</b>	<b>17%</b>

Source:

*Employment  
Equity  
Commission*



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# The Women in Mining





# The Women in Mining



# The voices of some of the women

Mining has a reputation for being rough, remote and dangerous, as well as being one of the most male-dominated industries in the world but to me I regard the mining industry as an interesting place to be; you work with a diverse range of people across many skills.

I strive for success and I love being part of the “Male” industry as some may call it, personally I regard myself as a man in my own ways.

Women  
normally have  
to work twice  
as hard to  
prove your  
worth

Starting a family in diamond industry is tough as you are away from your work area for nearly 12 months due to SCANNEX facilities.



# The voices of some of the women

Most men still carry the believe (cultural in most instances) that they cannot be led/commanded by a woman, and so they tend not to follow orders given by such one.

Physical work can be quite challenging for us ladies due to the fact that we do not possess the physical strength men do.

I feel very proud to be working in the mine, mostly to do what man do. I always want to compete with guys who are working with me that what they can do I can do it also.



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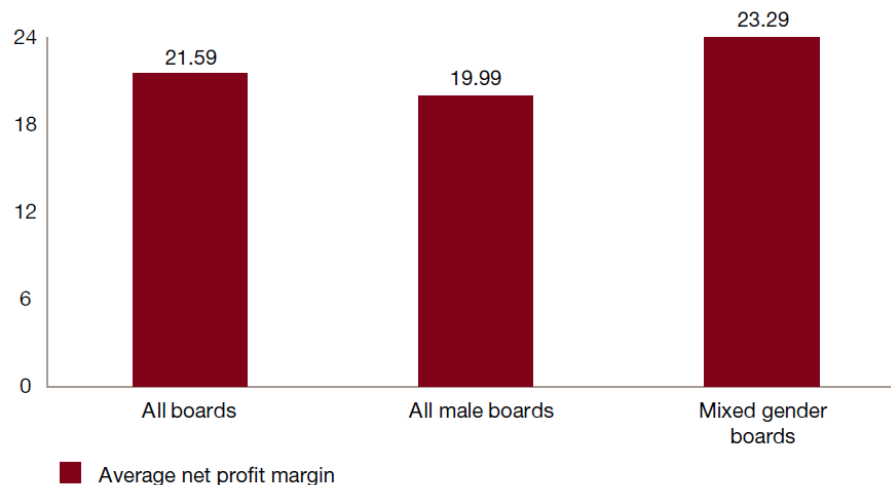
# What Women do to Mining (+)

*Our research showed that a more gender diverse board is linked to better financial performance.*

*Of the top 500 mining companies surveyed, the 18 mining companies with 25% or more of their board comprised of women had an average net profit margin for the 2011 financial year that was 49% higher than the average net profit margin for all top 500 mining companies.*

*Our research also showed that those mining companies with female board members have a higher average profit margin overall (23%) than the average net profit margin for the top 100 mining companies (20%).<sup>3</sup>*

Average net profit margin for top 100 mining companies



# What Women do to Mining (+)

- From the study by WIM UK and PWC:
  - Better profitability
  - Better talent pool
  - Better governance
  - Better stakeholder engagement
  - Better risk management
  - Better accounting



# How can we sustainably promote women in mining

- Partnerships:
  - Government
    - Ministry of Gender Equality
    - Ministry of Mines and Energy
    - Ministry of Education
  - Private Sector



# Australian examples of Government/ Private Sector Partnership



Newman High School:  
Technical section sponsored  
by BH Billiton Mine –  
Complying fully with SHE  
policy standards as well.



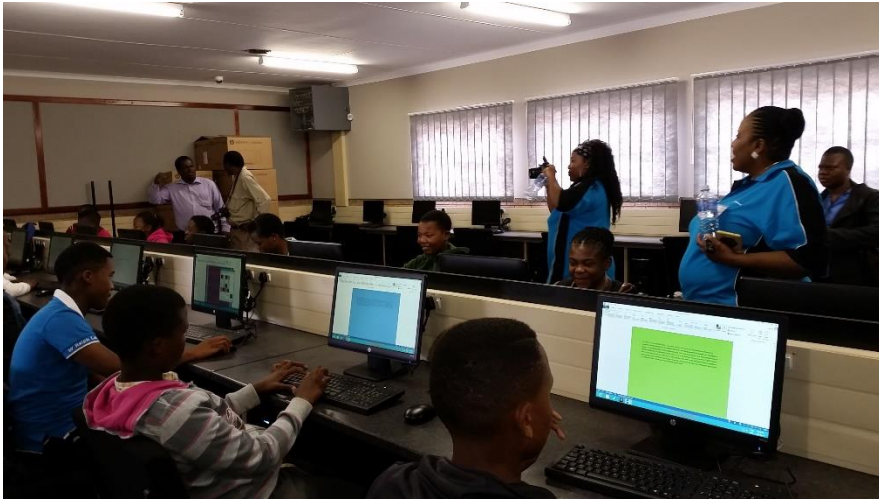
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# South African examples of Government/ Private Sector Partnership



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# Sustainable Social Impacts – Namibian Mining companies



Learners from various schools in Arandis at the Mathematics Centre, attending the Master Maths programme.

**Learners from various schools**



Some of the English teachers who taught the learners during the holiday school at the Ondangwa centre: (from left to right) Perpetua Ekongo, Michael Hercules, Avril Cordom and Libertina Nambili.

**Learners attending holiday school at Ondangwa attending Master Mathematics Programme centre**



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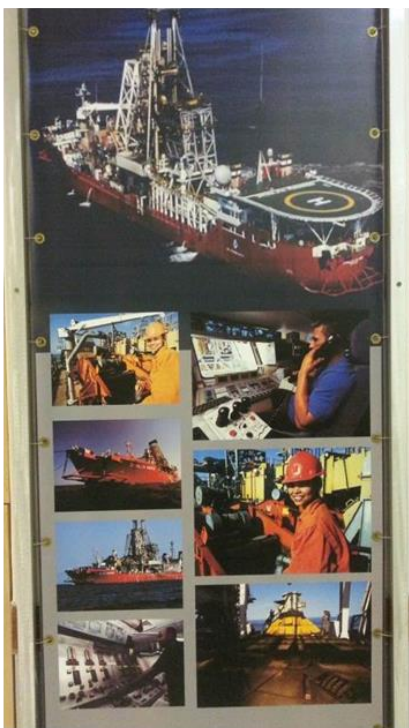


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DBMN

# Women in mining – My Journey



New Red Area Complex



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# Way forward – What can we do?

- To establish a Women in Mining forum with assistance from WIMSA
- Awareness campaigns should continue through career fairs and exhibitions (Maths and Science subjects).
- Learner support programmes, Community support programmes (training workshops and professional forums), Teachers' support programmes, Youth skills development, enterprise development support should be established.
- Join He for She campaign [www.heforshe.org](http://www.heforshe.org)



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# Final Remarks



“Be the woman you are meant to be and work hard to put your mark everywhere you get assigned to.”



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