POLYTECHNIC OF NAMIBIA

Strategies to promote women participation in mining

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Presentation Outline

- Mining in Namibia
- Introduction
- Objectives
- Factors affecting women participation
- Holistic Approach needed
- Conclusion

Introduction

- Traditionally male dominated and the opportunities for women to be involved are restricted by patriarchal societal traditions and lack of education for women.
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Introduction

The Namibian economy and minerals:

- Rough diamonds, uranium, gold, zinc, fluorspar, copper, lead...
- Big contribution to the Namibian Economy.

Sustainability of Minerals Education at Polytechnic of Namibia

Who is Mining in Namibia??

Mining in Namibia

- A number of mines extracting
  - Uranium
  - Diamonds
  - Copper
  - Lead-Zinc
  - Gold
  - Fluorite
  - limestone (cement)

Source: Chamber of Mines Annual Report 2006

Challenges Minerals Industry

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OBJECTIVES

- Investigate the strategies being utilised by all the stakeholders in the Namibian minerals industry in a bid to address the gender imbalance.
- Explore mechanisms which could be used to bridge the policy and implementation divide and to encourage an enhanced participation of women in the Namibian mining industry.

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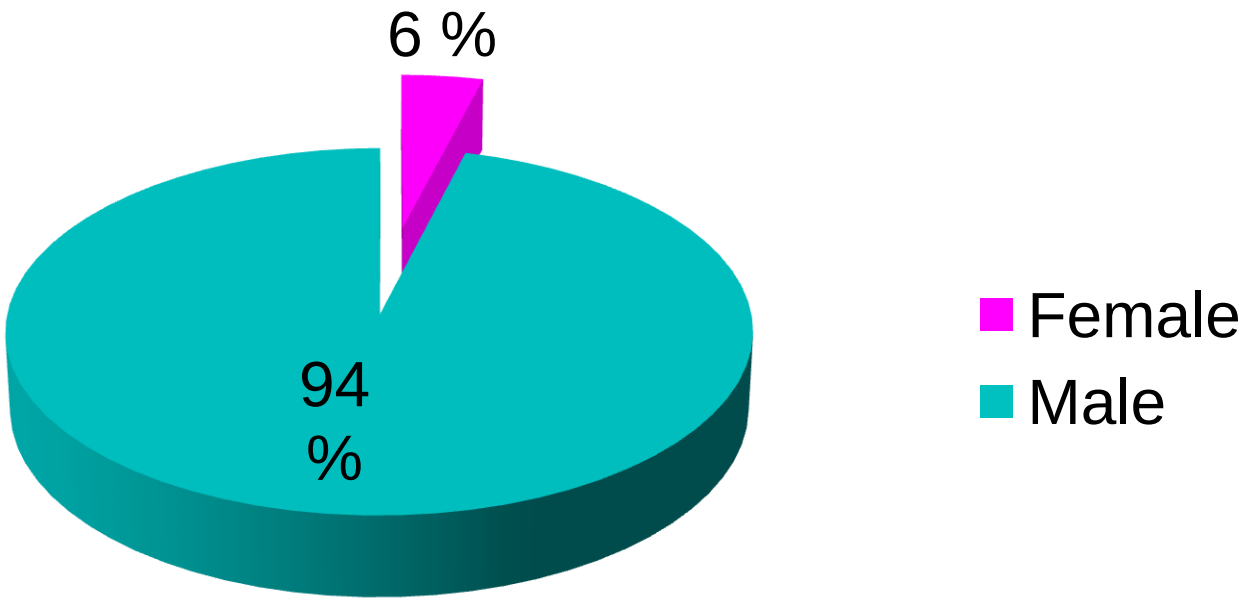
Gender Distribution in the Namibian Mining Industry

Job Category	Men	Women	Total	% Women
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
Casual/Temporary& Seasonal	476	68	544	13
Total	7356	1557	8913	17

Women in Mining (Executive Level)



Cost of primary and secondary educations

In the past the high direct costs of educating a child which tend to be prohibitive to many parents with a desire to see their children progress in school.

- Since 2014, both primary and secondary educations have been declared free by the Namibian government.

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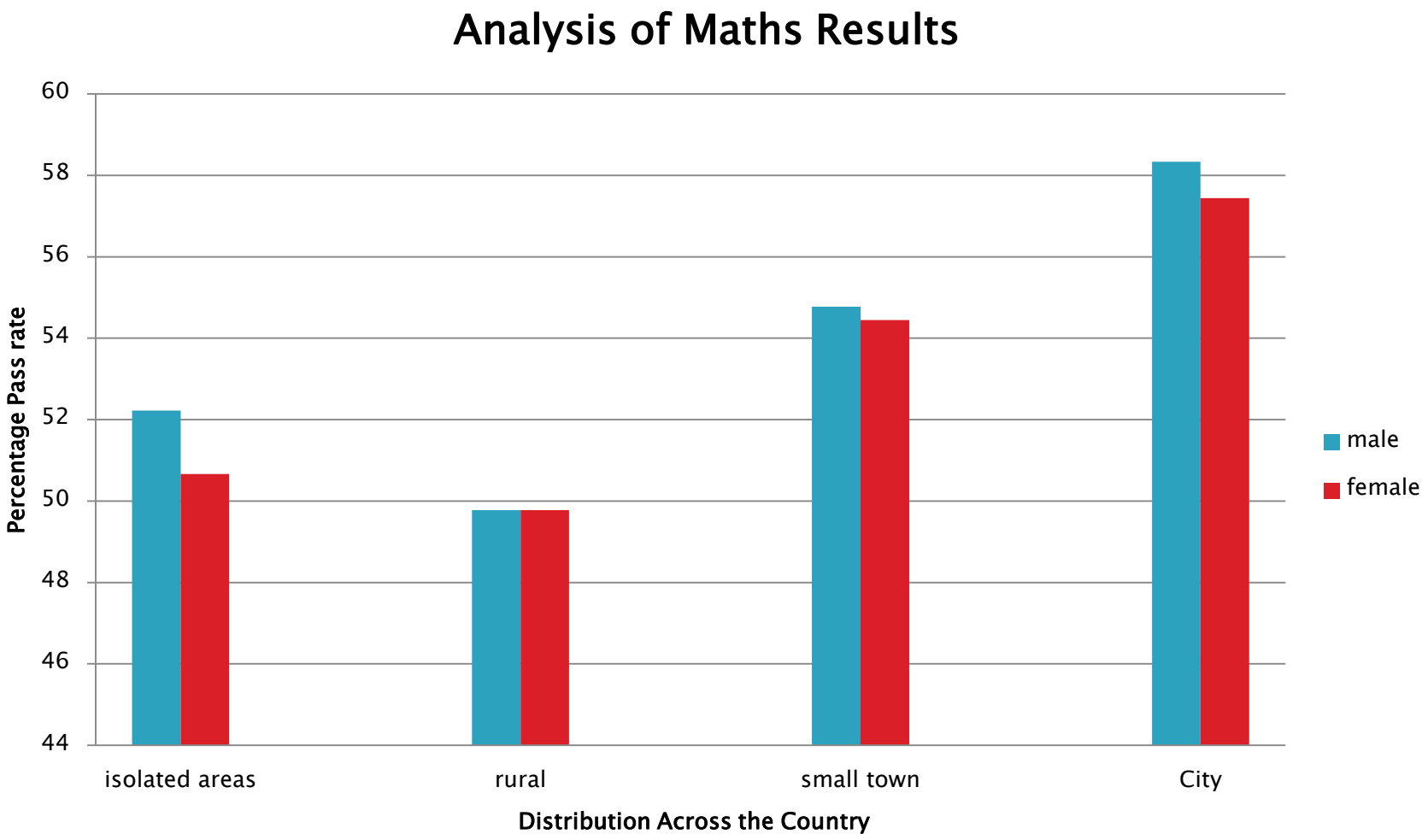
Maths Pass Rate



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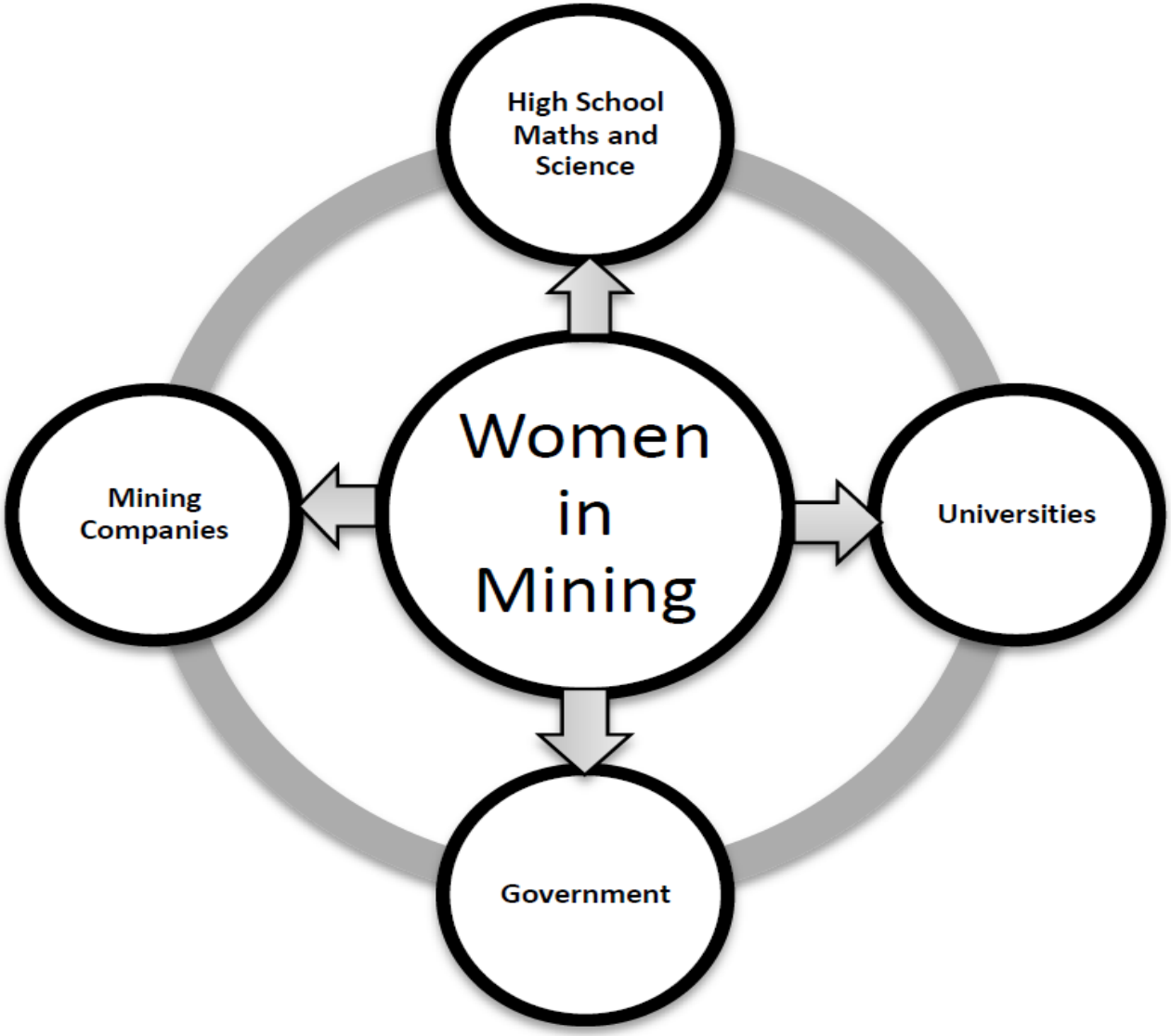
Holistic Approach Needed



Education Campaigns in Schools and Communities

- Encourage women participation
- Create enabling environment
- Involve all the role players:
  - high schools
  - tertiary institutions
  - governments
  - non-governmental organisations
  - private companies
  - financial institutions

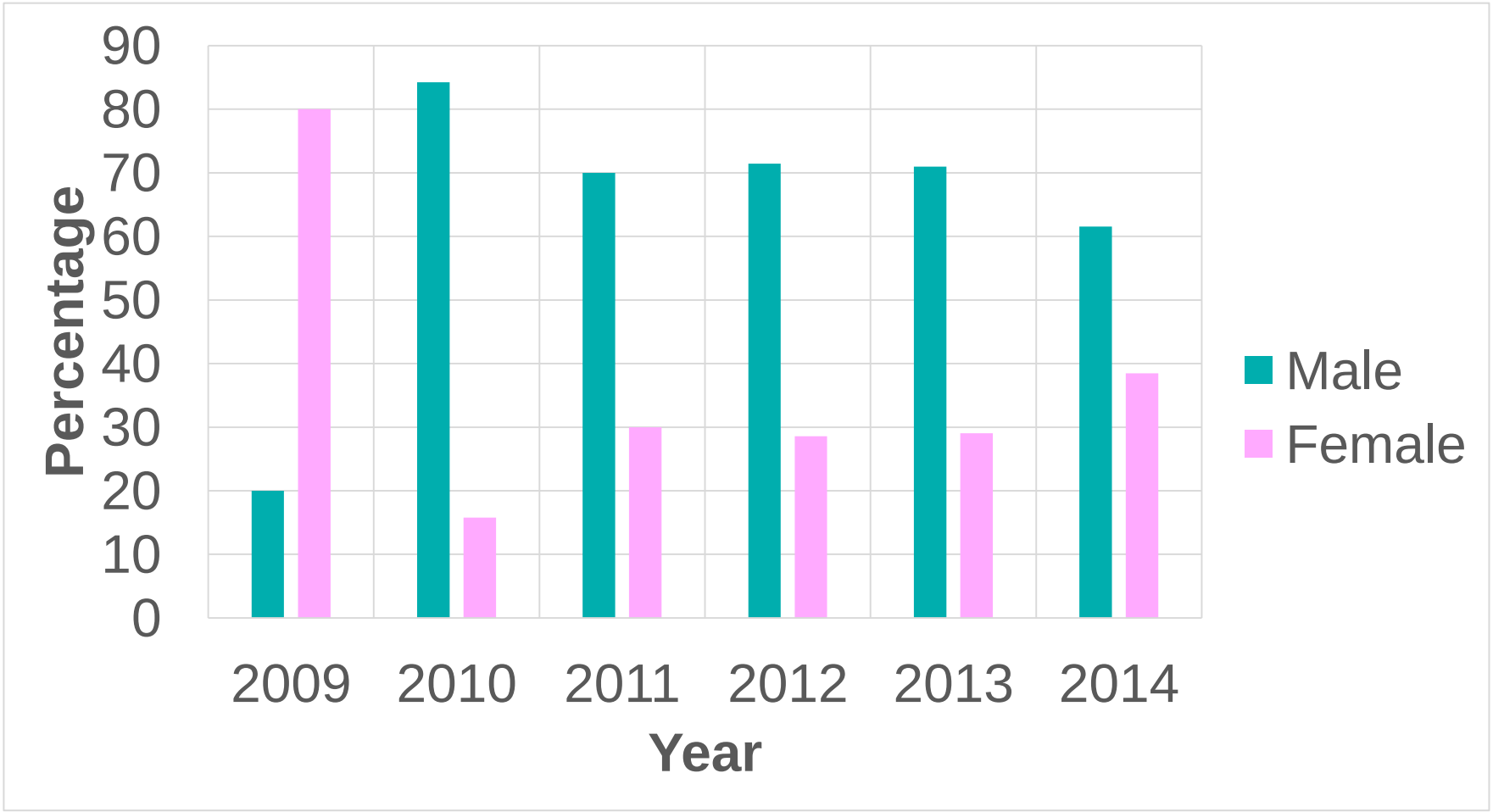
School Outreach

Quiz

Helping the community

Helping the community

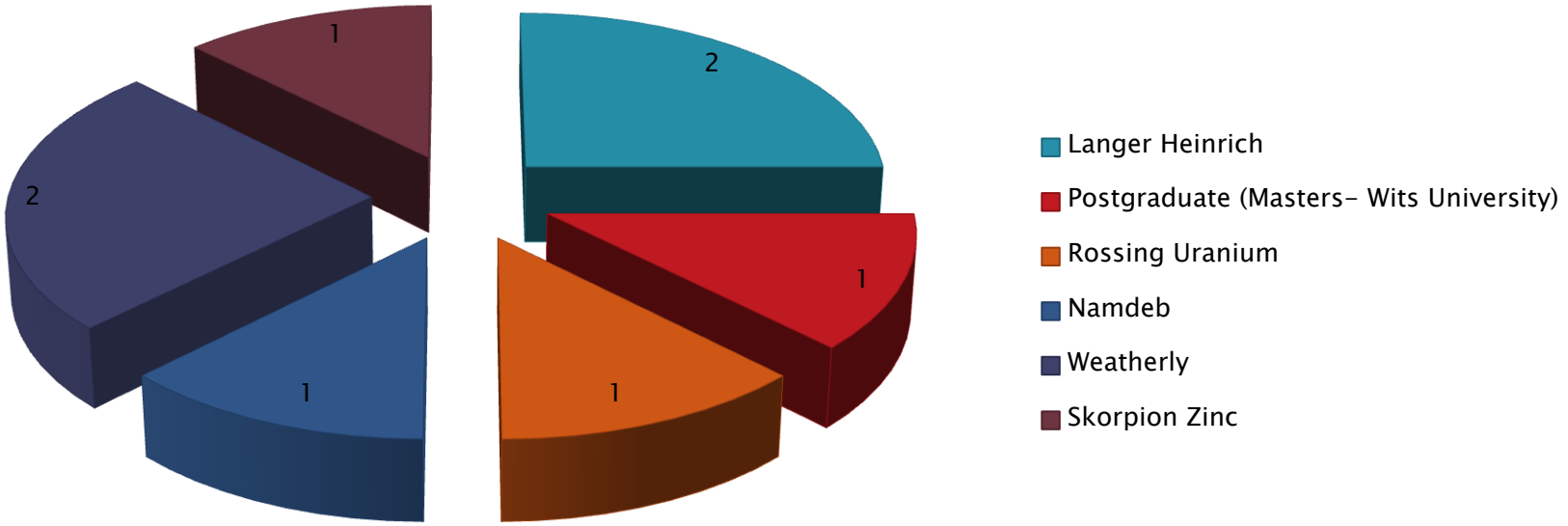
Women Enrolment figures in Mining and Metallurgy Programmes (PoN)



Student Experience

First Graduates Employment

- Producing "Mineral ready" graduates



Comments from Industry

- "These two young professionals are just so hard-working and dependable! We all love them here and it is testimony to an excellent coach and lecturers to have yielded these two graduates who have no noticeable knowledge gaps and have such a productive approach to work! Harmony, congratulations on this".
  - *Mr Hein Daiber, the HR Manager Langer Heinrich Uranium Mine : Email to HOD Dr Harmony Musiyarira in November 2013*

Comments from Industry

- "I thank you very much for your invitation to attend your mining engineering students presentations. I really enjoyed mentoring them during their recent time at Namdeb, all your students showed a willingness to learn and a positive attitude and it was a pleasure having them do their projects at our mine. ".
  - *Mr Stephen Kirpatrick, Mining Lead: Technical Services, Namdeb: Email to HOD Dr Harmony Musiyarira on 30 March 2015*

Mining Companies

- Targeted Bursaries
- Recruitment & Promotion
- Defined mentorship and succession planning
- Open and Career days.
- Salary loadings on High School Science & Maths Teachers---Okorusu
- Education Centers (Sustainability Concept)- B2Gold

Government

- Implementation remains a major challenge & use of incentives must be explored for compliance purposes
- Use of Gender balance Legislation should be pursued and review of regulations on maternity leave for women.
- It is necessary to monitor and measure performance against set milestones

CONCLUSIONS

- Advocacy group comprising of industry, universities and the government with defined roles and responsibilities for each group to promote the participation of females from primary and high schools to universities and to empower the females already within the mining place

- Primary and secondary schools and tertiary institutions to champion or make their own contribution in ensuring gender equity and equality in traditional male dominated fields of study.

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Namibia's university of science and technology

THANK YOU

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