

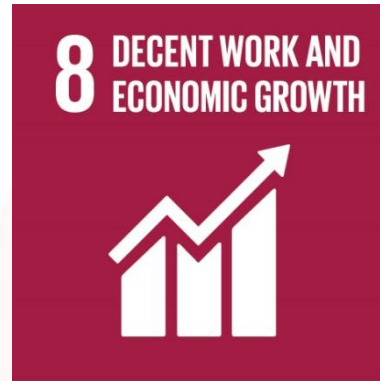


WOMEN IN MINING GHANA



Introduction

- WIM Ghana aims to increase the number and retention of women in mining contributing to SDG Goals 1, 5, 8 and 10





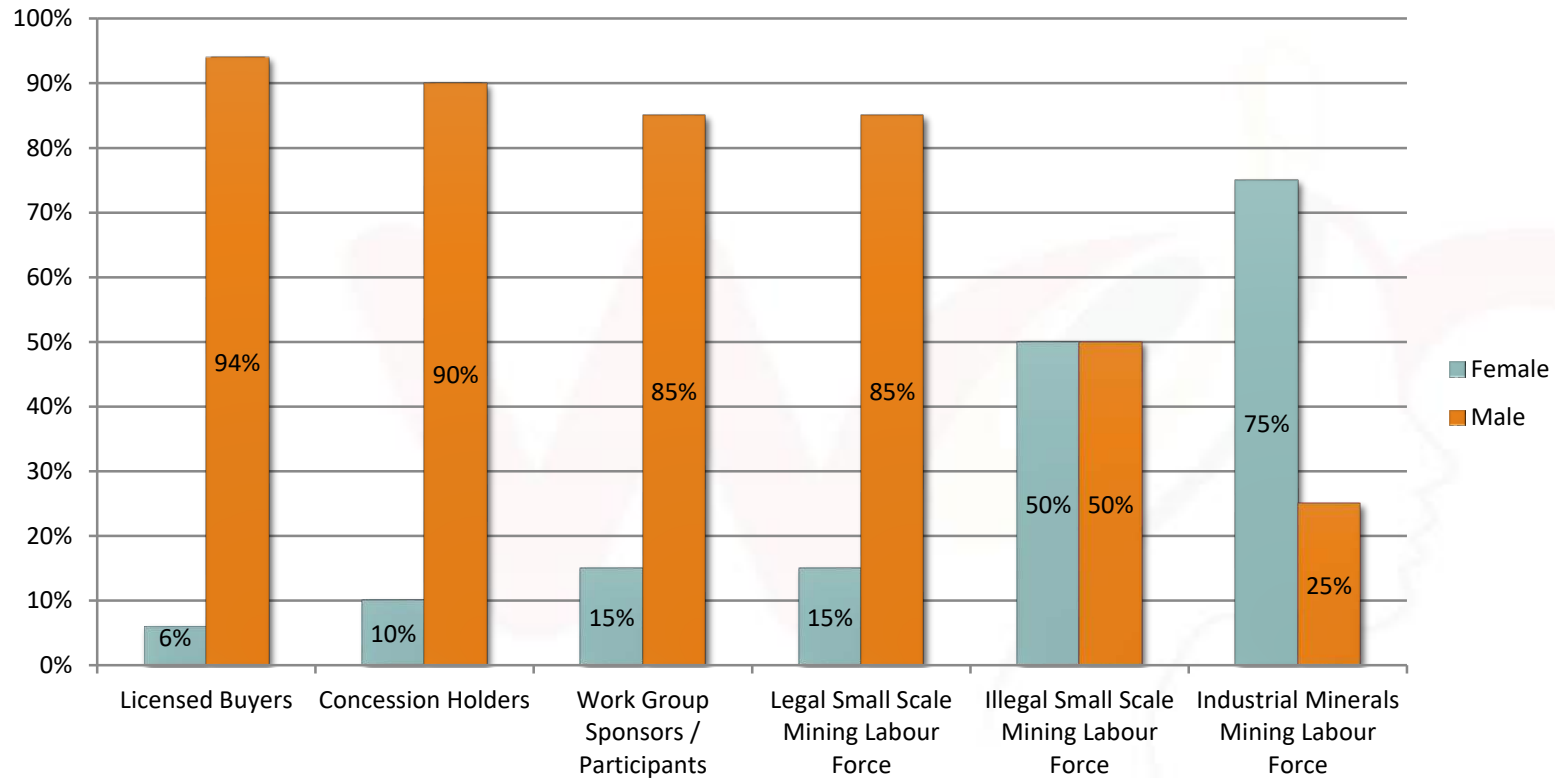
Justification for Women's Participation through Employment and Supply Chain

- 1990 - 2014, ASM produced 9,717,730 oz , 34% of the total gold mined in Ghana.
- Gold mining is a part of the Ghanaian identity - forms a part of our culture and history - we were known as the Gold Coast
- Mining's contributes 1.7% to GDP and 1.1 % direct employment



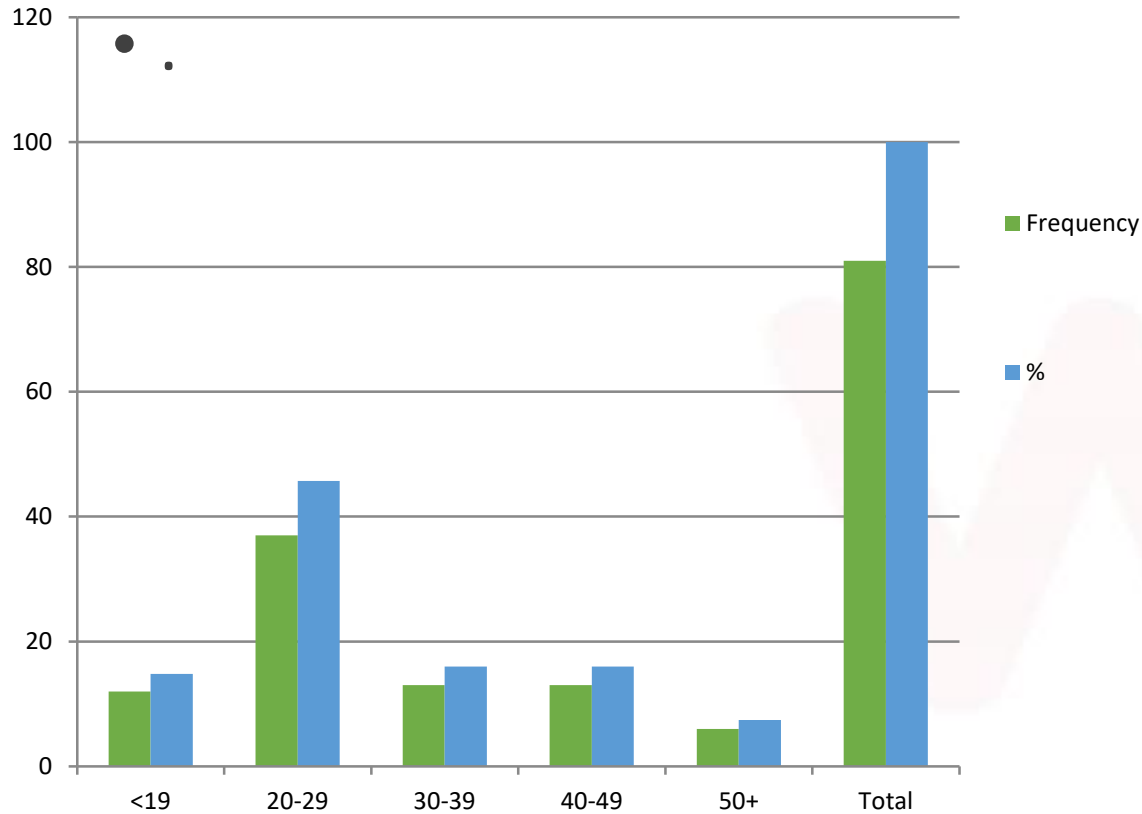
Male Female Participation (Gavin Hilson 2001)

Female/Male Involvement in Small Scale Mining





Age Range of Women at Dakete



- Ages of 80 women at the Dakete small scale gold mining company limited in Tarkwa Nsuaem.
- Most of the women around that age involved in mining have to balance their domestic responsibilities with their careers.



Business and social case for diversity in mining

- Increase organisational performance and productivity
- Improved workplace culture
- Better access to talent
- Increase innovation and creativity
- Less operational risk
- Reputational benefits and community engagement
- Increase investment in families and communities



Mining Sector Policy

- Reserve 15% of viable concessions for women interested in licensed small-scale mining
- 15% of jobs reserved for women in licensed small-scale mining
- 15% of service and supply contracts for women in licensed small-scale mining
- **SHOULDN'T JUST BE LIMITED TO ASM!**



Where it is working...

- South African Mine Charter in 2002
 - required companies to ensure 10% of workforce comprises women by 2009 (2000 it was 2%)
- Indigenous Procurement Policy in Australia
 - by 2020 3% of government contracts to business with 50% or more Indigenous ownership
- BHP 50/50 by 2025
 - work in progress women - now 20.5 per cent of its workforce, up from 17.6 per cent in 2016,)
- Norway
 - For boards - 40% minimum for each gender for public companies, imposed in 2006
 - Companies may be subject to forced dissolution if they do not meet the quota.



The Challenges

- Legal requirements to incorporate women in mining do not necessarily translate to equal treatment of women
- Women fronting for men for concessions
- Monitoring and reporting
- Women's access to finance
- Women SMEs
- Implementation/guidance/enforcement



Complimentary Actions

- Create awareness on ASM and the impacts it has on the livelihoods of women in mining communities
- Sensitize and showcase the operations of active women in ASM engaging in best mining practices as well as those involved in the supply chain with research outcomes
- Ensure SSMs have internal policies for operations
- Ensure the health and safety measures are followed in ASM operations
- Advocate for sustainable mining practices with no or little environmental impacts
- More women in decision making roles representing women in mining



Outcomes

- Creating employment and businesses for women
- Women working under responsible & safe conditions
- Improved public opinion on LSM and ASM
- Improved reporting on gender equality
- Change in beliefs and attitudes towards women
- Contribution to SDGs 1,5,8 and 10!





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