



Melody Kweba: President – African Women in Mining

African Women In Mining Association (AWIMA)

- Formed August 2014
- Promotion of the participation of African Women in Mining
- It is currently fully represented at 16 Member countries
- It is a member of ACMMAA

Why Women?

- Women are generally disadvantaged and under represented in business generally and even more under represented in mining
- Women need to break the male domination in mining and dispel the myth that women are not capable of working in this sector
- An African woman is a bread winner in many family circumstances
- Women need to break the economic independence
- Women are capable of being Business Owners
- Women lack the required Capital

South Africa Case

- In 2017, 13% of employees from the mining industry were women.
- 23,8% of SA women are board members of the Top 100 listed mining companies.
- 21,4% of SA women have positions on the boards of the Top 500 mining companies.
- By far, the Mining Charter requires 10% of women participation in the mining industry (this target was set in 2002, which was 16yrs ago).
- It is believed that the target should be increased.
- It should be noted that the figures are on technical capacity and not on ownership.

Opportunities

- Women also need employment opportunities but also need to create the employment opportunities in order to grow the economy.
- Women also need to enter the space of being service providers
- Affirmative action policies are created for women to enter the world and balance gender imbalance in the mining sector
- There is an opportunities for women to get into partnerships in many available business opportunities in the mining sector
- There are women with mining rights who need the get involved at ownership level in the mining sector.

Mistrust

- For women the element of mistrust is beyond government and the private sector.
- Women are generally not trusted as capable employees in the mining industry and in particular as being capable of running successful mining business
- Women need to work even harder to create the trust that they have a role to play in the growth of the industry and in particular in contributing to economic growth
- Generally there is still no trust in the fact that women are more than men in the population and therefore that women have to play a role if the mining is to grow on a sustainable basis.

INVESTING IN WOMEN IN MINING

- AWIMA would like to collaborate with other women groupings in the whole of Africa.
- AWIMA is open and would like to collaborate with other similar organizations in Canada and the world as whole.
- AWIMA would also welcome investment in particular women owned mining projects across the mining value chain
- The AMV speaks of enhancing and developing local and regional value chains and women need to be prioritised as key stakeholders in the development of these mining value chains at the up and the downstreams.