

AAPF ACTIVITY COMPLETION BRIEF (11 March 2013)



African Women in Mining and Development Study Tour to Australia

26 October – 8 November 2012



Activity description: The study tour included a one-day 'African Women in Mining and Development Leadership Forum' in Johannesburg, South Africa. The Leadership Forum encouraged participants to discuss the opportunities and challenges faced by women in mining from an African perspective, and to share lessons and best practices. It also created an opportunity for African women working in the mining sector to brainstorm on ways to solidify ongoing relationships, mentoring networks and learning across the continent.

During the study tour, participants took part in theoretical discussions and field trips in Western Australia and Queensland. They met with Australian women's groups, private sector companies and community groups; visited large-scale mining operations; and interacted with relevant government departments.

Activity outcomes: Participants provided feedback via the Study Tour Participant Survey and verbally to facilitators and the AAPF. All 28 participants answered, among other questions, whether the study tour met its objective of exploring concepts and principles of women's direct employment or engagement in mining and related services. Their average score was 4.3/5; thus, the study tour was a success.

Participation by country:

Country	Total
African Union	1
Burkina Faso	2
Democratic Republic of Congo	2
Ethiopia	3
Gabon	2
Ghana	1
Lesotho	2
Madagascar	2
Malawi	3
Mozambique	2
South Africa	3
South Sudan	2
Uganda	3
TOTAL	28

Feedback from participants: Guembre Maimouna, Executive Member of the Women in Mining Association of Burkina Faso, said: "This study tour taught me that my country could emerge from its state of under-development through the profits generated by mining resources. It also taught me that I haven't been sufficiently proactive, as a member of the Gender Unit, when dealing with the difficulties facing local communities (especially women whose interests I'm supposed to be defending)."

Next steps: During exit interviews between country teams and the AAPF at the end of the study tour, members of each country group reflected on their action plans and areas of proposed follow-up support from the AAPF. The AAPF will be in touch with participants within six months to track the progress made on their respective action plans.

Background: The Australian and African governments are collaborating to share mining governance experiences. This interest comes from the significant expansion of the mining, oil and gas industries in Africa; the challenges of directing the benefits of these industries to sustainable development impacts; and the long history of these industries contributing to Australia's growth.

Gender and diversity considerations have become increasingly significant within debates on the impacts and challenges arising from growth in the mining sector in both Australia and Africa. Such impacts and challenges can be viewed from two perspectives:

- women's engagement, leadership and influence through employment and career pathways within industry, government and peak bodies; and
- the impact of mining on women as employees, suppliers and members of mining communities, and women's influence and leadership of development outcomes in mining impacted regions.

Objective: The objectives of the Women in Mining Study Tour were to:

- introduce the basic governance and operational structure of the mining industry in Australia;
- explore concepts and principles of women's direct employment or engagement in mining and related services from a range of occupational, institutional, disciplinary and cultural contexts (including participation and leadership 'enablers', such as the role of mentors, industry programs, peer support, advocacy and targeted employment); and
- explore concepts and principles of women's experiences of mining and development (positive and negative) with a focus on women as change agents and leaders in: the mining service industry; regional governance; and mine-impacted communities including Indigenous and Traditional owner groups.

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