



Activity brief (December 2014)

Mining and Gender Study Tour to South Africa and Australia

25 October – 7 November 2013

Background: 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:

- 'gender *in* mining' – how women and men differ in engagement, leadership and influence in the mining sector, including employment and career pathways within the industry, government and peak bodies; and
- 'gender *and* mining' – the different impact of mining on women and men, as employees, suppliers and members of mining communities, and women's and men's influence and leadership of development outcomes in mining impacted regions.

In October 2012, the AAPF, in collaboration with the International Mining for Development Centre (IM4DC), organised an *African Women in Mining and Development Study Tour to South Africa and Australia* for 28 female participants from 12 African countries and the African Union. Feedback from the study tour was extremely positive, including informal feedback that indicated that participants undertook activities in their home countries reflecting lessons learned during the study tour.

Objective: The objectives of the study tour were to:

- introduce the basic governance and operational structures of the mining sector in Australia;
- examine the ways in which men and women are directly engaged and employed in the mining sector and identify policies and approaches for improved recruitment, retention and leadership of women in the sector; and
- explore the gendered impacts of mining and identify best practices to promote the equitable distribution of the costs and benefits of mining.

Activity description: Following on from the success of the *African Women in Mining and Development Study Tour to South Africa and Australia*, the Australian Government supported a study tour focused on mining and gender. Whereas the *Women in Mining* study tour focused solely on women's roles, this study tour focused on women's and men's roles, and how they relate to each other to achieve improved male/female engagement and industrial, social and economic development.

The study tour began with the one-day *Mining and Gender Forum* in Johannesburg, South Africa. Hon. Susan Shabangu, South Africa's Minister of Mineral Resources, and Hon. Graeme Wilson, Australian High Commissioner to South Africa, addressed the forum. The event encouraged participants to discuss the gender challenges and opportunities in mining and mining education. It also created an opportunity for shared learning and networking.

During the study tour, participants were exposed to both theoretical discussions and hands-on field trips, where they met with women's and community groups, private sector

companies, relevant local and state government departments, and visited large-scale mining operations.

Sector: Extractives

Outcomes: Meeting with relevant Australian institutions and professionals enabled participants to understand some of the challenges faced in Australia, as well as industry best practice. The participants had the opportunity to create partnerships and linkages with Australian organisations, which can provide future support.

During the study tour, the relevant topics were unpacked in considerable detail, and participants were exposed to appropriate topics through both theoretical discussions and site visits.

Participants' feedback has confirmed that study tours have provided helpful exposure to mining governance issues and an excellent forum to build professional relationships.

Participating countries and organisations: African Union Commission, Cameroon, Ghana, Kenya, Liberia, Madagascar, Malawi, Namibia, Nigeria, South Africa, South Sudan, United Nations Economic Commission for Africa (UNECA) and Zambia



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