



## Activity brief (December 2014)

### Mining and Gender Study Tour to South Africa and Australia 2015

6 – 20 March 2015

**Background:** Gender and diversity considerations are an integral part of the Australian Government’s new development policy, *Australian aid: Promoting prosperity, reducing poverty, enhancing stability*.

Gender has also become increasingly significant within debates on the impacts and challenges arising from growth in the extractives sector in 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.

This study tour builds on the success and lessons learned from the *Women in Mining* and *Mining and Gender* study tours that were conducted in October 2012 and 2013, respectively.

**Objective:**

This study tour aims to enable participants to understand:

- the basic governance and operational structure of the mining industry in Australia (legislative framework, cadaster/licenses, fiscal/revenue, environment, skills development and employment, logistics, community involvement, local and regional planning);

- concepts and principles of women’s and men’s direct employment or engagement in mining and related services – including the differences and similarities; participation and leadership ‘enablers’; the role of mentors, industry programs and peer support; and targeted employment and work practices;
- concepts and principles of women’s and men’s experience of mining and development, both positive and negative, with a focus on women and men as leaders in the mining service industry, regional governance bodies, and mine-impacted communities.

**Activity description:** A ‘Mining and Gender Forum’ will take place in Johannesburg, South Africa, on 6 March 2015 to mark the start of the 14-day study tour to South Africa and Australia. The forum will be co-hosted by the South African Department of Mineral Resources (DMR). DMR will assist to arrange a one-day mine site visit for the group.

During the study tour, participants will be exposed to both theoretical discussions and hands-on field trips, where they will have an opportunity to meet with a range of stakeholders, including Australian women’s groups, NGOs, private sector companies, community groups and government representatives. The groups will also meet with unions to learn about the role of unions in promoting good employment practices.

Field trips will take place in Western Australia. Participants will be supported to develop links and networks with institutions, companies and individuals that they meet during the study tour, and to use platforms such as the M4D link ([www.m4dlink.org](http://www.m4dlink.org)) to continue to strengthening these linkages upon their return to Africa.

**Sector:** Extractives

**Participating countries and organisations:** TBC



<b>Date approved:</b>	23/10/2014
<b>Implementation partner:</b>	South African Department of Mineral Resources
<b>Total cost:</b>	AUD 782 364