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

<table>
<thead>
<tr>
<th>Category</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Licensed Buyers</td>
<td>94%</td>
<td>6%</td>
</tr>
<tr>
<td>Concession Holders</td>
<td>90%</td>
<td>10%</td>
</tr>
<tr>
<td>Work Group Sponsors / Participants</td>
<td>85%</td>
<td>15%</td>
</tr>
<tr>
<td>Legal Small Scale Mining Labour Force</td>
<td>85%</td>
<td>15%</td>
</tr>
<tr>
<td>Illegal Small Scale Mining Labour Force</td>
<td>50%</td>
<td>50%</td>
</tr>
<tr>
<td>Industrial Minerals Mining Labour Force</td>
<td>75%</td>
<td>25%</td>
</tr>
</tbody>
</table>
• 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!
REFERENCES


5. CMEWA Paper

6. IWiM paper