



International Women in Mining Newsletter January 2014

1. NEWS FROM THE WIM GROUPS

AUSTRALIA

NSW Women in Mining

New group to offer women in mining more networking opportunities

December 17, 2013

We're pleased to announce that our **NSW Women in Mining network** (WIMIN NSW) is collaborating with the AusIMM's **WIMnet** to launch a brand new group to give women in the industry more networking opportunities.

We launched WIMIN NSW on 8 March 2012 (International Women's Day) with the vision of creating a sustainable and productive network of women in the mining industry right across NSW.

In less than two years, the network has grown to over 500 members, seen the social media pages go from strength to strength, held regional forums and, in March 2013, established the **Women in Mining NSW Awards**. We'll continue to host the awards going forward, and will move our focus towards advocacy work, while the new

collaborated group will focus on regional networking events.

The collaborated group will be known as **WIMnet NSW** and run by AusIMM, in partnership with the NSW Minerals Council, with the sole purpose of hosting networking events in Sydney and the regions including the Hunter Valley, Illawarra and Central West. The NSW Minerals Council will be handing over the established **WIMIN NSW Facebook page** of over 1000 followers and website to the new group.

We and our members companies are always actively working to increase the number of women who work in, or for, the NSW mining industry. The launch of this new networking group is a positive step forward for all, as we'll be able to more actively participate in diversity policies and advocate for change on behalf of our members from 2014, and also help bring women in the industry together through WIMnet NSW networking

events.

"By combining the networking efforts of the two organisations it will allow the groups to achieve their common goal of developing a vibrant networking platform to assist with the attraction and retention of women to the mining and resources industries," said Fiona Robertson, WIMnet NSW Chairperson.

"I am excited about launching the collaborated networking group WIMnet NSW and our future networking events"

At the NSW Minerals Council, we'll continue to work on exciting gender diversity initiatives in 2014. Stay tuned for updates and announcements on our **website**.

If you have any queries about NSW Women in Mining please contact Chrissie Clarke, Policy Manager People & Skills on cclarke@nswmining.com.au or 02 9274 1423.



International Women in Mining Newsletter January 2014

WIMARQ

Resources Awards for Women

It's time to enter the 2014 Resources Awards for Women.

Become an ambassador for women in the resources sector by entering these awards, which have been presented by the QRC in partnership with Women in Mining and Resources Queensland (WIMARQ) since 2006.

Winners of past awards have been listed on the list of 100 global most influential women by Women in Mining UK.

And don't forget that the Gender Diversity Champion category is open to men and women, and we also want to know about companies who have implemented outstanding diversity initiatives.

Click the links below to download the entry forms. <https://www.qrc.org.au/01 cms/details.asp?ID=2921>

Kind regards,
Caroline Morrissey
WIMARQ Committee member
+61 (0)417 770 893
<http://www.womeninminingg Queensland.com/>

Women in Resources (WiR)

Women in Resources Inc. are a voluntary, not-for-profit member organisation that represents and promotes women in the resources sector in the **Territory**. The network originated out of a need identified by industry and driven by committed women in the sector. A committee consisting of 11 individuals represent the following sectors: construction, mining,

oil and gas, transport and logistics and support services. Women in Resources works together with government, industry and community organisations to champion initiatives such as talks and networking events primarily aimed at bringing together women in varied job roles from all areas of the primary resources industry. Events are scheduled to run quarterly to bring women

together to discuss points of interest, initiate strategies for increasing the female workforce and provide professional development through workshops and guest speakers.

Marcia Kelly, Chair – +61 (0)408 066 661
<http://www.wir.org.au>, info@wir.org.au
[December 2013 Newsletter](#)

Women In Resources South Australia (WinRSA)

MEDIA RELEASE
Friday 8 November 2013

Women in Resources SA joins South Australia's peak mining and energy association

The South Australian Chamber of Mines and Energy (SACOME) is pleased to announce an exciting partnership with Women In Resources South Australia (WinRSA), which last week saw a landmark agreement signed, formalising WinRSA's integration with SACOME.

WinRSA was incorporated in 2010 to provide opportunities for women in the resources industry to network, discuss common issues and promote the participation of women in the resources industry in South Australia.



International Women in Mining Newsletter January 2014

Over the past four years, WinRSA has run regular, free, technical and professional development events and programs for women in the industry. The WinRSA database currently includes 450 members and events now typically attract 100 people. WinRSA is primarily funded through the generosity of industry organisations Beach Energy, DMITRE, Finlaysons, OZ Minerals, PwC and Santos. These industry organisations will continue to support WinRSA as part of SACOME.

The success and growth of WinRSA since its inception has been tremendous and with this growing success comes a greater demand for resources. SACOME has always had representation on the WinRSA committee since it began and now it is taking its commitment further by funding a WinRSA Project Officer to support the great work of the committee. This will enable the committee to accelerate the achievement of its goals and most importantly, increase the participation and leadership of women within the State's resources industry.

Julia Dnistrianski, Chair of WinRSA, said "The resources industry offers a wide range of

employment opportunities and careers and it is important that the minerals, oil and gas sectors are able to attract and retain the best talent, which includes both males and females."

"The strong support received by WinRSA from resources companies, government, industry service companies and industry bodies to implement its initiatives, is a key indicator of the industry's commitment to improving gender diversity in the workplace at all levels. WinRSA looks forward to continuing its initiatives under the auspices of SACOME and collaborating with industry to get more women participating in the industry and into the leadership pipeline" Ms Dnistrianski said.

Jason Kuchel, Chief Executive of SACOME, said "The Charter of WinRSA is consistent with SACOME's objective to promote an enduring resources sector in South Australia."

"A greater participation of women in the sector is important to meet workforce needs, but also to flow through to greater representation and

participation in all roles and through to Board level within the mining and energy sectors," he said.

Mr Kuchel said "In addition to providing administrative and project support, the partnership will enable greater liaison and collaboration with other industry groups including State and national committees with similar goals, fostering broader cross promotion of initiatives and communications. It is also hoped to enable the identification of additional opportunities to promote women's participation, including funding opportunities for training and development."

The WinRSA committee is comprised of representatives from Beach Energy, DMITRE, Finlaysons, OZ Minerals, PwC, Santos and SACOME, who also sponsor and support the initiatives of WinRSA.

Media Contact:
Jason Kuchel, Chief Executive
T: 08 8202 9999 M: 0448 848 848
Julia Dnistrianski, Chair
WinRSA
T: 08 8235 7814 M: 0401 033 501



International Women in Mining Newsletter January 2014

CANADA

WIM Elk Valley

News from December 2013

There is an Elk Valley Women in Mining member who deserves a huge round of applause for taking the lead on an amazing charitable venture - Barb Anderson! Thank you for seeing this project through from the beginning of the year until now. Thank-you also to everyone else who helped with this project and thanks to Teck for working with us on this. This really makes me glad to be a part of the Elk Valley Women in Mining group.

The Story:

Over the past year, Elk Valley Women in Mining was collecting Canadian Tire money from employees at all of the Teck Coal minesites in the Elk Valley. The goal at the start of 2013 was to collect as much Canadian Tire money as we could and then buy necessities from Canadian Tire for the Chrysalis House,

and Canadian Tire offered to match the amount of Cdn Tire money we raised. The Chrysalis House is a women's shelter in Fernie, and is a charity that we initially committed to support after forming Elk Valley Women in Mining.

After speaking to the Co-ordinator of the Chrysalis House, they suggested that some fitness equipment would be an important addition to the House, that they had the space and this would also allow the ladies to be able to work out in a safe environment.

The amount of Canadian Tire money raised totalled approximately \$180 (that's ALOT of Canadian Tire money!). As well, Teck was approached to partner with us to furnish the fitness room at the Chrysalis House. Teck responded in a big way and

contributed immensely by purchasing three major pieces of equipment (a treadmill, an elliptical and an exercise bike).

Elk Valley WIM would like to thank Teck for working with us to make the fitness room happen for the House. The Canadian Tire money then went toward the purchase of a 32 inch flat screen TV and wall mount for the fitness room.

The Fernie Ghostriders hockey club volunteered to pick up the items and deliver them to the home. They also set up the equipment. This was done last week. So a big Thank-You to the Ghostriders for their help as well!

Cheers,
Jo-Anna Singleton, President

Elk Valley WIM
elkvalleywim@gmail.com
ElkValleyWIM.com
Advancing in the Valley

WIM Thunder Bay & Northwestern Ontario

Nominations are open for the *Influential Women of Northern Ontario Awards*. New categories including Tradeswoman of the Year
Deadline is February 28 and we look forward to receiving your submissions.
www.influentialwomen.ca



International Women in Mining Newsletter January 2014

WIM Vancouver

For Immediate Release
January 21, 2014

Women in Mining Proudly Participate in Vancouver Mining Conferences

Vancouver, BC – With two important resource exploration conferences taking place this month, Women in Mining (WIM) Vancouver is proud to participate as part of the resource industry community.

The Vancouver Resource Investment Conference, which took place from January 19-20, 2014, at the Vancouver Convention Centre West, is the world's largest investment conference dedicated to resource exploration. Thank you to our sponsor The Cambridge House, the organizers of the conference,

for generously donating a booth to WIM each year since 2009.

The Mineral Exploration Roundup Conference, which takes place from January 27-30, 2014, at the Westin Bayshore Hotel, is the world's premier technical mineral exploration conference. WIM Vancouver will be there from January 27-28, 2014.

Organized by the Association for Mineral Exploration British Columbia (AME BC), this event provides a forum for connecting people in the exploration and mining industry. Thank you to our sponsor, AME BC, for generously donating a table for WIM Vancouver each year since 2009.

WIM Vancouver proudly participates in these important conferences, raising awareness about WIM and the important causes that we support

including the CIBC *Run for the Cure* and Mining for Miracles. Thank you to our sponsors and the volunteers who will be attending on behalf of WIM Vancouver. We hope to see you there!

Women in Mining Vancouver is a networking organization that connects professionals and students involved in or affiliated with the mineral exploration and mining industry. Our primary goal is to foster relationships to promote opportunities, share knowledge and experiences to encourage growth and diversity. As industry ambassadors, our secondary but equally important goal is to encourage industry participation in our community.

www.wimbc.ca

To [subscribe](#) to our email list

WIM/WiN-Saskatchewan

We have been asked to send the survey below out to our members. While this may not apply to all of you, we would ask you to go in and complete the survey. As it deals with diversity, we would love to have our demographic represented.

Anne Gent
WIMWiN-SK Co-Chair

Bersin by Deloitte just launched our new *D&I Leader*

Survey on High Impact Diversity and Inclusion (HIDI). This research will provide both benchmark data and explore the link between D&I strategies and business and talent outcomes.

We'd love to get your perspective since you play a leadership role in the strategic direction and planning of diversity and inclusion (D&I) initiatives within your

organization. If you think someone else could answer these questions better, please forward this email to your colleagues.

Click [here](#) to take this 15-20 minute survey:

All participants are eligible to receive a summary of the results, plus a complimentary copy of Bersin by Deloitte's recent report, *Why Reputation*



International Women in Mining Newsletter January 2014

and Networks Matter in the Open Talent Economy.

All of your information will remain strictly confidential and will only be reported in aggregate.

We hope you can participate in this important research initiative. If you have any questions, please contact us at USBersinSurveyResponse@DELOITTE.com If you require a paper copy of the HIDI Leadership Survey, please

GUINEA

I hear that a WIM group is being formed but have no detail, if someone is able to put me in touch or share with us what is happening let us know..

GUYANA

The **Guyana Women Miners Organisation** celebrated its 2nd Anniversary on the 25th January 2014 and on that day launched its report on Trafficking in Persons (TIP) and mining in Guyana.

INDIA

I need moderators or volunteers to help me with the [WIM India group on LinkedIn](#). If you have any suggestions please let me know. The idea has been to start with a web presence as the country is so big. I have talked to some people but progress is very slow.

MEXICO

Olga Ramos, the current moderator of [WIM Mexico on LinkedIn](#) is soon going to go on maternity leave so please if there are any volunteers to help drive WIM Mexico forward please contact me at Barbara@womeninmining.net.

MONGOLIA

Amar baina uu?

As many of you know, Mongolia is celebrating lunisolar calendar based New Year on January 31st, 2014. Many of us are busy with preparations of buuz (Mongolian dumplings) and trying to close out some of unfinished matters. Every household is busy with cleaning and planning for a great Year of the Horse!!! ["Tsagaan Sar"](#) is the first day of the

spring month and ["Bituun"](#) is the Mongolian New Year's Eve, a holiday that is very much like Christmas Eve when Mongolians spend time with their closest friends and family.

For newcomers to Mongolia, on November 28th 2013, Parliament made amendments to the law on public holidays which now allow celebrations of Tsagaan Sar nationwide over three

email kshellenback@deloitte.com

Please note: At the end of this D&I Leadership Survey, you will also have the opportunity to receive information regarding participation in the second phase of this comprehensive research project. The *HIDI Employee Survey* will help your organization understand 1) how employees perceive the effectiveness of your D&I solutions and 2) benchmark

your organization against D&I leading practices via a customized output report.

Thank you in advance for your participation. We look forward to sharing the results with you.

Thank you for your time.



International Women in Mining Newsletter January 2014

consecutive days. Thus, this year all Mongolia-Russia & Mongolia-China border checkpoints are closed for three days starting from January 31st to February 2nd of 2014.

Stay tuned in February!!! We'll unveil our Board of Directors, 10 Committee Chairs and lastly six international branches.

Happy Tsagaan Sar!!!

SENEGAL

WIM Senegal has a monthly column presenting one member each month and during that entire month a dialogue ensues as all other members comment/ask questions. These are in French and I am reproducing January's entry.

J'ai ainsi l'honneur de vous présenter une personne intelligente et remplie de générosité dont le métier est assez peu connu au Sénégal. Il s'agit de Mme Aminata Ly Faye, Trade Commissionner à l'Ambassade du Canada. Ce portrait du Mois est divisé en deux parties. La première partie nous présente le parcours brillant de Aminata qui mérite une attention particulière ; la deuxième partie sur le rôle de l'Ambassade du Canada dans le monde des affaires Sénégalais.

« Après un Bac C, j'ai fait partie de la première promotion de l'université Gaston Berger où j'étais inscrite en Mathématiques et informatique. D'ailleurs le ministre de l'enseignement supérieur actuel, M. Mary Teuw Niane, a été mon prof; j'en garde un excellent souvenir. Je me suis par la suite rendue au Canada où j'ai étudié l'économie et l'administration des affaires. J'y ai obtenu un Bachelor en économie et un MBA. J'ai travaillé comme analyste d'affaires à la fin de mes études et ensuite comme économiste. Lorsque je suis rentrée au Sénégal, j'ai intégré l'équipe de l'Ambassade du Canada au sein de laquelle je

travaille comme Trade Commissionner (Déléguée Commerciale). J'ai récemment obtenu de McGill un certificat en management et stratégie de la RSE. Mon travail en tant que Trade Commissionner consiste à accompagner le secteur privé canadien dans son expansion à l'international, précisément au Sénégal et en Guinée. Nous couvrons aussi la Gambie, le Cap-Vert et la Guinée-Bissau, mais nous concentrons nos activités dans les deux pays cités plus haut. Nous introduisons des investisseurs canadiens auprès des autorités et de potentiels partenaires locaux. Nous les conseillons également une fois qu'ils sont présents sur le marché sur diverses questions relatives à leurs opérations. Je travaille aussi sur la politique commerciale canadienne, en participant aux discussions sur les accords commerciaux (accord pour la promotion et la protection des investissements, accord sur le transport aérien). Pour effectuer ce travail, le maintien d'un réseau relationnel fort est primordial. Nous faisons également la promotion du Sénégal au Canada comme pays attractif pour les affaires, notamment en mettant en

avant sa position de hub régional, sa stabilité politique et la qualité de ses ressources humaines. Nous facilitons la mise en place de plateformes permettant aux entreprises canadiennes actives au Sénégal ou s'y intéressant de dialoguer avec leurs interlocuteurs, de réseauter entre elles, et de partager leurs meilleures pratiques d'affaires. C'est ainsi que nous avons travaillé activement à la mise sur pied de la Chambre des Mines du Sénégal et de la première branche africaine ici au Sénégal de l'Institut Canadien des Mines, de la Métallurgie et du Pétrole dont je suis membre du bureau exécutif. »

Comme promis la suite du Portrait de Aminata LY FAYE pour entamer l'année 2014. Une série de questions réponses à laquelle Aminata a bien voulu répondre et sans langue de bois.

1/Aminata, pouvez-vous nous dire quel rôle l'Ambassade du Canada entend jouer auprès des compagnies Canadiennes installées au Sénégal? Les entreprises Sénégalaises sont-elles dans votre scope ?



International Women in Mining Newsletter January 2014

Nous les conseillons sur les us et coutumes du monde des affaires sénégalais car chaque marché a ses réalités propres. Nous les introduisons auprès d'acteurs-clé. Nous leur communiquons de l'intelligence de marché. Nous les associons à nos activités de réseautage pour leur permettre d'étendre à leur tour leur réseau.

Les entreprises sénégalaises qui présentent un intérêt pour les entreprises canadiennes dans certains secteurs clé font bien sûr partie de notre scope. Elles peuvent être des partenaires d'affaires, des fournisseurs, des sous-traitants, des clients d'entreprises canadiennes.

2/Jouez-vous le rôle d'interface ou de médiateur entre les compagnies Canadiennes et l'État Sénégalais? en cas de conflits? Quelle est la limite pour vous ?

Notre accompagnement peut effectivement prendre la forme d'une facilitation entre entreprises canadiennes et État du Sénégal. Notre objectif étant que chaque partie y trouve son compte. Nous évitons à tout prix que la situation devienne conflictuelle, car elle devient alors plus difficile à gérer. Nous utilisons nos leviers locaux pour

offrir une plateforme de dialogue. Par contre, nous ne pouvons en aucun cas nous substituer à l'entreprise.

3/Quelles stratégies face à la concurrence des autres pays investisseurs comme la Chine?

Une concurrence saine est utile pour une économie et offre plus de choix au Sénégal et aux sénégalais. L'expertise canadienne jouit d'une excellente réputation au Sénégal et nous faisons en sorte que cette position soit bien reconnue par les acteurs. Le Canada ne peut pas être partout, sur tous les segments de marché, ni dans tous les secteurs. A l'Ambassade, nous travaillons à partir de l'identification de secteurs prioritaires, c'est à dire des secteurs dans lesquels le Canada a une expertise avérée et qui correspondent à l'intérêt des entreprises canadiennes présentes au Sénégal ou qui s'y intéressent. Nous nous concentrons sur ces secteurs et déroulons un plan de travail pour y positionner le Canada. La concurrence nous stimule d'une certaine façon car nous devons suivre en offrant des outils adaptés à la réalité du marché.

4/L'Ambassadeur du Canada a parlé de WIMS lors de son allocution au forum RSE. Quelle politique pour la promotion du Genre ?

La question du genre est centrale dans la politique du gouvernement du Canada. Dans les projets de développement, c'est une dimension qui est systématiquement prise en charge. Dans le domaine minier en particulier, les femmes sont encore peu nombreuses, car ce secteur est encore perçu comme très masculin, et pas qu'au Sénégal. L'Ambassadeur du Canada est heureux de savoir qu'un réseau tel que WIMS existe et fonctionne. D'ailleurs, il a été impressionné lors de son passage récent à Kédougou d'apprendre qu'une douzaine de femmes conduisent de gros camions sur le site de la mine de Sabodala, et que leur performance et leur efficacité sont supérieures aux normes. Ici à l'Ambassade, je suis le point focal en matière de RSE.

*Discover us via wimsenegal@blogspot.com
Contact us via wim.senegal@gmail.com
Join us via [www.linkedin.com](http://www.linkedin.com/group/WIM_Senegal)
group WIM Senegal*



International Women in Mining Newsletter January 2014

SOUTH AFRICA

The January 2014 newsletter is out. Read it [here](#)
 The new committee is formed by :

Chairperson	Noleen Pauls
Administration	Charlene Skipp
Research	Sonya Girnat- Hallett
Events	Wilna Lamb Charlene Skipp Muriel Mushariwa
Finance	Claire McMaster
Sponsorship	Sue Brandt
Marketing	Noleen Pauls
Website	Musarat Safi
Newsletter	Linert Mavengere
Social Media	Petro du Pisani
Mentorship	Adele Lombaard
Student Chapter	Mpai Motlaung Andronica Mathobela
Conferences	Nina Fiaschi
Strategic Partnerships	Claire McMaster

UNITED KINGDOM

Mining for Talent 2014

WIM (UK) will be publishing the second in the series of three reports on women on boards in the mining industry – Mining for Talent 2014 on the 12th of February. Written in conjunction with PwC, it is sponsored by Anglo American, Rio Tinto and BHP.

This year's report includes an interview with Lord Davies, who is leading the debate in the UK on women on boards and an interview with Dafna Tapiero from the World Bank who leads on diversity issues there.

The report sets out 10 key findings from our study of women on the boards of mining companies and covers

the top 500 listed mining companies in the world. The report looks at the progress made since last year and takes a closer look at the background of board directors and the different routes men and women take to the board. It also takes a look at the impact women make on sustainability and CSR in mining companies.

UNITED STATES

WIM National

The new national quarterly is out, reporting on the activities and events of the different branches over the past 3 months. Check it out [here](#)



International Women in Mining Newsletter January 2014

WIM California reports on their meeting at the Victoria Valley Gem & Mineral Club – 28 January 2014



We had a fantastic meal provided by Ceci and her husband George along with a great Business Meeting. Lois Papner and Cyndy Mandell (Teachers and members of the V V Gem & Mineral Club) taught us how to make a necklace which wrapped itself around a beautiful polished GEM. We had a great time, learned a lot and also took care of the necessary WIM Business. Thank you Lois and Cyndy and especially Ceci for the best lasagna this person has ever had!



Lisa Mahr ~ Brenda Adams ~ Gena Oliver ~ Crystal Howard ~ Cindie Palmer ~ Leslie Seneff



Rhonda Wright – Kim Critchfield – Darlene Bray / Zach & Christne Jones checking out rocks



A Great Meeting / Lois and Cyndy teaching us how to make the necklace



International Women in Mining Newsletter January 2014



Kim – Brenda (not as easy as it looks) / Vicki White with finished product



Ceci and George – wonderful home-made meal provided – THANK YOU!
THANK YOU to Steve Hendrix - Our tour guide and information expert

Women Miners Coalition

WOMEN'S MINING COALITION FLY-IN 2014

May 19-23, 2014, Washington D.C.

Consider joining us in Washington DC this spring. We have lots of work to do to educate the members of Congress about the importance of a robust domestic mining industry. Scheduling and housing details will be available soon.



A poster put together by the Society of Women Engineers of the Colorado School of Mines for Facebook



International Women in Mining Newsletter January 2014

ZAMBIA

Mary Mphande Lubemba Chair of AZWIM (Association of Women in Mining) won the Entrepreneur Woman of the Year 2013 award on the 29th November 2013. The award was presented by the Vice President of Zambia



ZIMBABWE

A brief history on our country, about 60% of our country's land is said to comprise of ancient rocks renowned for hosting rich varieties of mineral resources. We have a diverse mineral resource base dominated by two prominent geological features namely the Great Dyke and the ancient Greenstone Belts also known as Gold Belt.

Minerals found include: gold, diamonds, coal, platinum group metals, chrome, nickel, copper, iron ore, uranium, pegmatite minerals and dimension stones. The mining sector contributes about 50% of our country's foreign exchange earnings.

It also caters for around 4.5% of employment. Currently the Government has identified mining as the lead sector in the country's quest for economic growth. In Zimbabwe women in mining exist mainly within the small scale miners. There is no one umbrella body representing them but rather various associations which are scattered around the country. Although on appearance they seem distinct from one another, a closer look at them will show they have similar objectives mainly to empower Zimbabwean women in mining, create business for them as well as to give them a voice. The main groups currently in operation are:

- Zimbabwe Women in Mining,

- Women in Mining (Zimbabwe Artisanal and Small Scale for Sustainable)
- Progressive Women In Mining,
- Zimbabwe Women Rural Development Trust and
- Women in Rural Mining in Zimbabwe

Women miners have traditionally been looked down upon as mining was generally seen as a sector for men. Things have changed indeed as there is a whole new thrust on gender equality and currently a national call for one umbrella body to represent all small scale miners.

It is with this in mind that we at Mambosasa Legal



International Women in Mining Newsletter January 2014

Practitioners have opened our doors to all the women in mining associations and try to work towards integration.

We have a mining department that offers highly bespoke legal advisory services to the sector not limited to but includes procurements of mining licences and regulatory approvals, project formulation and implementation, financial structuring, capitalization, drafting world class agreements/joint ventures, due diligence exercises and also a research unit.

Being that mining sector has always been a male dominated sector, we have a natural soft spot for women miners. It is for the women miners in particular that we offer free legal advice, that we also draft trusts and contracts at reduced rates. We have various projects on the go and are currently working together with some of the associations on a project where a foreign investor is seeking to equip the miners.

There is a local cultural saying “musha mukadzi”, meaning for a home to be a home it’s because of a woman; we believe if women are empowered in the mining sector this causes a chain reaction of a cycle of beneficiaries.

Lilian Mugwambi
Mambosasa Legal Practitioners
11th Centre, Harare, Zimbabwe
Telephone: cell phone
0026377885528358 landline
002634764214
Email: lilian@mambosasa.com
or queenli9@yahoo.com

2. UPCOMING WIM EVENTS

Check the [event calendar](#) on the WIM Portal to get updated regularly.

February

8 [Girls Lead the Way](#)

Venue: Colorado School of Mines, 1500 Illinois Street, Golden, CO 80401, United States
Girls Lead the Way is a single-day Leadership Conference for girls of high school age in the greater Denver/Boulder area. It is organized by the Society of Women Engineers (SWE) - jointly hosted by the Rocky Mountain Professional Section and the Colorado School of Mines Collegiate Section. This event is made possible through the generous support of our sponsors. Participants will be introduced to a wide range of leadership skills in science and engineering through meeting with successful women engineers and scientists and learning the ingredients of success. Please visit the Session Descriptions page to see the sessions planned. Participants must register by January 31st 7:30am.

13 [WIMARQ Mentoring Program Commencement Sundowner. Sponsored by AngloAmerican \(Australia\)](#)
Goal Setting with Dr Margaret Byrne: Plan an exceptional 2014 Make this your best year yet! Join WoB colleagues who share your interest in getting ahead and planning a fantastic 2014. This is a unique opportunity to experience a day-long, group coaching session with Dr Margaret Byrne, a highly experienced executive coach. You will learn the latest ideas about well-being and success and how to apply these step-by-step to create your own personal plan for the year. The workshop is a fabulous opportunity to network and share insights with other women who, just like you, are determined to make 2014 their best year yet. 09.00 – 16.00
For more information and registration, visit: <http://womenonboards.org.au/my/events/684>

28 Mentoring portal launch (WIMSA, South Africa) at Full Stop Cafe for pizza and wine



International Women in Mining Newsletter January 2014

March

- 6 NSW Women in Mining Awards (Australia)
The second annual NSW Women in Mining Awards acknowledge and promote the contributions and achievements of women in the NSW mining industry, including recognising groundbreaking efforts by individuals and companies to encourage and retain female participation in the NSW minerals industry. The Awards will also recognise accomplishments of recent entrants to the NSW mining industry. Nominations across four categories - **Rising Star**, **Aspiring Star**, **Outstanding Woman** and **Outstanding Initiative** - are now open.
- 7 CMEWA Women in Resources Awards (Australia), Perth
- 7 Queensland Resources Council (Australia)
International Women's Day breakfast and presentation of the 2014 Resources Awards for Women (RAW). It will take place at the Brisbane Convention and Exhibition Centre

April

- 24 WIMSA & Deloitte: Empower Women. Inspire Futures (South Africa)
Panel discussion on Change Management at Deloitte. [To register & find out more](#)
- 28 – 23 May [Women in Real Life leadership Summit](#)

May

- 5 Women in Mining Day (organised by TAWOMA – Tanzania Women Miners Association)
- 19-23 WOMEN'S MINING COALITION FLY-IN 2014, Washington D.C., USA
- 25-29 Women Advancement Forum, Banjul Gambia
Women Advancement Forum brings together once a year over 250 women in business, politics, education, banking, insurance, medical and para-medical, judiciary, NGO, public/civil service, wife of public/political office holders, and every woman.

3. ARTICLES OF INTEREST

General

[There Aren't Enough Women and Minorities at Conferences](#)

Women on Boards

[Women on boards: it's not a problem of supply but rather of demand](#), The Guardian, 23 December
[2013 Catalyst Census: Fortune 500 Women Board Directors](#), December 2013

An overview of what is happening and being decided around the world at present in terms women on boards:



International Women in Mining Newsletter January 2014

Germany

Germany is set to introduce legislation that will require German firms to allot 30 per cent of their non-executive board seats to women from 2016.

[Bad news from Germany: 6,3 % women on German Management Boards, 1,5 % less than last year.](#)

The Economist: [German boards have long been cosy men's clubs. But things are changing](#)

The Independent: [Germany to Introduce Legal Quota for Women in Boardrooms](#)

BlueSteps and the AESC recently released the "Executive Search: Focus on the German Market 2013" white paper. In the white paper, the AESC conducted a Q&A with five of the leading retained executive search consultants who specialize in placing executives in the German market. Topics covered during the interviews include the overall state of women on boards, executive search and current trends in a variety of sectors.

[Download the full white paper](#)

Japan

Japan's Prime Minister Shinzo Abe set a goal of increasing the percentage of women in executive positions in the country's companies to more than 30 percent by 2020. He also called for each Japanese company to have at least one female executive.

Currently, women hold just 1.6 percent of executive roles at Japanese public companies, and only 15 percent of its companies meet the requirement of having at least one female executive.

Spain

[Spain signed an agreement with 31 companies to increase women presence on their boards](#) by 20% in four years. Out of these 31 companies 13 are listed companies: Acciona, Sabadell, Santander, CaixaBank, Ferrovial, Repsol, Enagás, Iberdrola, Indra, Jazztel, NH Hoteles, REE y Sacyr. Some of the other names: Renault, Vodafone, IBM, BT, Adecco o Mutua Madrileña.

Turkey

On January 3 2014 Capital Markets Board of Turkey issued a decree introducing amendments to its Corporate Governance Principles. The previous version required listed companies to have at least one female director on their boards. The principle was a recommendation based on "Comply or explain" approach. The recommendation was largely ignored by the companies and the improvement in the % of women on boards was a marginal 0.5 basis points. The new principle requires listed companies to set board diversity targets of no less than 25% and report their progress annually. This self regulation approach with a transparency requirement may work if the compliance reporting on this specific principle becomes mandatory. This is yet to happen pending the revision of the CG Compliance Report Standards which defines the content of the compliance reporting. An improvement over the previous version in line with IWD Turkey's proposal, but we would like to see this principle to become mandatory for 2015.

France

The government (Ministère des Droits des femmes) has launched a website called [Women on BOARDS in FRANCE / FEMMES ADMINISTRATRICES](#) to link board candidates and companies as well as provide guidance and information on the subject

European Union

A directive is currently being discussed regarding women on boards (applies to all member countries). As an article from the Financial Times from the 15th of January explains "The wording of the draft directive is still being negotiated, but neither the European Commission proposal nor the European Parliament proposal impose a mandatory quota. Both propose that if fewer than 40 per cent of the non-executive directors are



International Women in Mining Newsletter January 2014

women (or men) the listed company must appoint non-executive directors on the basis of a comparative analysis of the qualifications of each candidate, by applying clear, gender-neutral and unambiguous criteria.

The listed company is required to give priority to the under-represented sex only if there are candidates with equal qualifications. It should make listed companies think more carefully about the criteria they apply when appointing non-executive directors. It is difficult to see why this should be objectionable.

The more important issue is the slow advance of women to senior executive positions. Here, the draft directive requires listed companies to set their own target for the representation of both sexes by 2020, with an obligation to report annually on progress (or lack of it)."

Diversity

[Women Matter 2013—Gender diversity in top management: Moving corporate culture, moving boundaries](#)
[Moving mind-sets on gender diversity: McKinsey Global Survey results](#)

Female executives are ambitious and sure of their own abilities to become top managers, though they are much less confident that their companies' cultures can support their rise. In our latest survey on gender and workplace diversity, the results indicate that collective, cultural factors at work are more than twice as likely as individual factors to link to women's confidence that they can reach top management. McKinsey, Jan 2014

I came across a magazine that specialises in diversity and is called [Racing Towards Diversity](#). Racing Toward Diversity magazine showcases today's best diversity efforts and initiatives. Written with business and educational audiences in mind, stories highlight messages from influential leaders and their organizations.

Leadership

[Setting Goals the Womanly Way!](#) It is a goal setting system that takes into account the different constraints women business owners have on their time.

An Amazing TED talk by Amy Cuddy on [Your body language shapes who you are](#)

Women affected by mining

The UN has recently published a report on *Women and natural resources: Unlocking the peacebuilding potential*. Published jointly by the United Nations Environment Programme ([UNEP](#)), the United Nations Entity for Gender Equity and the Empowerment of Women ([UN Women](#)), the United Nations Development Programme ([UNDP](#)) and the United Nations Peacebuilding Support Office ([PBSO](#)), this report is the product of a two-year collaboration between the four partners to: (i) improve the understanding of the complex relationship between women and natural resources in conflict-affected settings, and (ii) make the case for pursuing gender equality, women's empowerment and sustainable natural resource management together in support of peace building. More info [here](#)

[Link](#) to our page dedicated to this subject. Let us know if you have interesting contributions.



International Women in Mining Newsletter January 2014

To end I leave you with this photo



Licia Ronzulli is an Italian member of the European Parliament known for bringing her daughter, Vittoria, to the Parliament's plenary sessions. She first brought her daughter to a plenary session when she was 44 days old as a symbolic gesture to support more rights for women in reconciling work and family life. This composite picture shows the mother-daughter duo at Parliament sessions from September 22, 2010 to November 19, 2013.

Next Newsletter will be out end of February 2014

Please send your contributions and comments to barbara@greenmining.net by the 19th of February