

HIGHLIGHTS OF 2011

- ▶ ANGLO AMERICAN BECOMES WiMSA SPONSOR
- ▶ LAUNCH OF MENTORSHIP PROGRAMME & SPEED MENTORING EVENING
- ▶ SNOWDEN PHOTO COMPETITION DISPLAY OPENING
- ▶ FRANK GREGORY'S TALK ON "THE MINING INDUSTRY'S BIG 5 CHALLENGES"



newsletter

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WiMSA: ADDRESSING THE PROFESSIONAL NEEDS OF WOMEN WORKING IN THE MINING INDUSTRY

Japanese women face similar problems in the workplace as South African women

A recent article in the Harvard Business review by Sylvia Ann Hewlett (15 November 2011) looked at the issues faced by Japanese women in the workplace.

There is a definite gap in the employment statistics for women in Japan, which is directly related to deeply rooted social customs and Japan's corporate culture. The following is extracted from the article:

"Japanese tradition defines a woman's primary role as ryosaikenbo — "good wife, wise mother." Because it is assumed that most women will quit their jobs when they marry — a phenomenon known as a "happy resignation" — at many domestic firms, female college graduates are automatically shunted into the "office lady" track, a dead-end support staff role whose duties include making tea for male managers, dusting their desks, and serving drinks at after-hours functions.

Even though more highly qualified women have moved into "career track" positions in recent years, there's a huge earnings gap: On average, women only earn 72% of the compensation paid to men for equivalent jobs."

These shocking statistics naturally result in a number of women leaving the workforce to concentrate on raising a family as there is very little recognition for their contributions at work. Ms Hewlett further states that among the Japanese college-educated women surveyed, 63% say that they quit because their career was not satisfying and nearly half left because they felt stalled in their careers.

The women in Japan that continue to work or return to work after having children also find that Japan's rigid work schedules make being a "good wife, wise mother" almost impossible. Flexible work arrangements have not taken hold and the Japanese work culture routinely includes overtime and "face time" at the office.

Two large corporates have recognised the problem and have taken steps to support Japanese women in their careers. This includes establishing child care facilities on site, after-school programmes and part time employees to relieve full-time ones who need to attend to child care or elder-care.

Japan has a large pool of well educated woman to draw on to boost the economy and productivity, if the effort is made to meet their needs.

South Africa, which is also trying to solve issues of skills shortages and unemployment, could take advantage of the example set by Japan of identifying the barriers to women in the workplace. Like Japan, we have strong traditions of child and elder care as well as traditional values that see women based more at home.

However, a number of women are also breadwinners for their families and companies need to start encouraging women to join the formal workforce. This will require establishing care facilities which will create more employment while at the same time providing an opportunity to raise the future generation in a safe environment.

Pamela Naidoo-Ameglio

WiMSA 2011 in review – message from the Chairperson

It's been another eventful year in which WiMSA has grown tremendously with a highlight being the launch of our mentoring programme. We now have 460 members on our database as well as social networking links. We are still working on getting our website together but plan to have that up and running early in 2012.

WiMSA kicked off 2011 with a strategy meeting in January aimed at finalising our Constitution, committee roles, sponsorship and marketing policies. We made contact with the South Afri-

can Women in Science and Engineering (SAWISE) during the Colloquium of African Geology.

The first event was the Snowden photo exhibition at the JSE on 2 February. We also met with Ludivine Wouters of WiMUK to establish closer ties with our organisation.

Then on behalf of WiMSA and Rio Tinto, I gave the keynote presentation at the 2nd annual Women in mining conference at Gold Reef City on 23rd February, where I spoke about the

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Achievements in 2011

- Strategy meeting
- Constitution approved
- Key note address at the 2nd annual Women in Mining Conference
- Launch of Mentorship Programme
- Presence at Geosynthesis
- Appointment of administrator
- Streamlined mailing system
- Implementation of newsletter template
- Design of marketing material
- Website www.wimsa.org.za imminent

2nd Half 2011 Events

Sponsorship

Anglo American became WiMSA's official sponsor, which means we can now do even more to facilitate growth and participation of women in the mining industry in South Africa.

The handing over took place during a colourful and informative Women's Day celebration at Anglo American's head office on 4 August.



Geostaff Breakfast

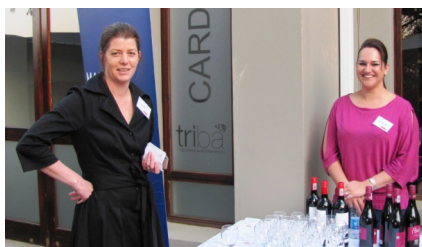
Geostaff hosted a breakfast at Triba in October. Frank Gregory, the Managing Director of The Mineral Corporation, spoke about the challenges for mining on the African Continent.

Among the issues he raised were resource distress, economic factors, the emerging economies, Africa's opportunities and alienation and the greater natural environment. Definitely food for thought!



Speed Mentoring

On 8th September we hosted our first speed mentoring event in which potential mentors and mentees met with each other for a few minutes each to determine if they would make suitable mentorship partners. This will be a regular event, so watch this space for the next one.



End-of-year Function

As the pictures show, the year end function at Triba was great fun. Kim Meredith from the Dealmaker Group gave a talk entitled "The Deal Diva". Kim is the winner of the 1st for Women Business Icon and Entrepreneur Feather Award for 2011, and is truly inspiring.

The evening was wrapped up with a belly dancing demonstration, cocktails and canapés, after which we weren't shy to take to the floor to show off our skills.

This unforgettable function was made possible through the sponsorship of Anglo American and BHP Billiton. A big thank you to them.



Industry Profile

Zanele Sibisi – Rehabilitation Manager, BHP Billiton

What did you study?

I studied Coal Mining at the former Technikon Witwatersrand, and later obtained a B-Tech in Mining Engineering from the University of Johannesburg. In 2003 I obtained a Mine Managers Certificate of Competency that proved to be a basic need for my further career development.

What does your job entail?

My current portfolio is Mine Manager – Rehabilitation. I am responsible for the restoration of already mined out areas between two open cast mines. I have to ensure that we have proper plans, designs, contracts, contractors and other resources to do land management as per our commitments from the EMPR.

What other positions have you held?

I have worked for other coal mining houses in the past. Prior to this appointment I was a mining manager for two underground mines at Greenside Colliery, and before that I was a section manager and technical services manager at the same mine.

What are you mostly proud of in your career or major achievements?

Being one of the few women pioneers that decided on a career in mining when it was still very much a man's world and being part of the transformation that we see today is very fulfilling. So many milestones have been achieved the past ten years, and to know that I was part of some of the changes that we see today is humbling. I do recognize that the road ahead is still long and winding but I think it is important to acknowledge the work that has been done in the past. Co - presenting a paper titled "Towards a transformed mining industry in SA" in 2005 at an international conference for women scientist and engineers in South Korea, Seoul was one of my career highlights.

What has been your general experience of the mining industry as a woman?

I do believe that all of us have the ability to create the environment that we would like to be in; through our attitudes, choices, net work and behaviour. It has never been an easy and welcoming environment but I chose to focus on my

personal goals and anticipated some kind of reaction from that too. I guess it's true what Ghandi once said that "you've got to be the change that you want to see". If none of us persuaded such opportunities then, our children would have still not been aware of the vast opportunities and possibilities within mining. For as long as we can count within one or two hands the number of women that are successful with the sector, we still have some challenges ahead of us.

Is mining industry still a man's world or just another workplace?

Yes it is still dominated by males, however I choose to look at it as my working place and interact with them as my colleagues.

Share your secrets to success with fellow WIMSA members?

Personal vision - you've got to first know what you want

Have a plan on how you wish to achieve that desired vision

Network, get to know the influential people within your sector

Volunteer some of your valuable time to worthy projects, you just might bump into people that can help shape your career / future!

Always remember that at the end of the day, it is your career after all and you hold the keys to your destiny in your hands.

Any social involvement in the community towards girl children & women?

Where possible I try to support girl child projects e.g. give talks to such workshops and also support some of our female engineers that are involved in such activities, I have also in the past supported the school of mines at UJ on similar activities.

How do you balance family and professional life?

I also am still in pursuit of that balance, so far it seems to be a dream that I am yet to live. I however try my best to prioritise and manage my time proactively. That seems more attainable! I also make use of all my support structures, especially my mother and sisters.

Committee for 2012

Chairperson—Claire McMaster

Mentoring —Mpai Motloung

Events—Wilna Lamb

Communications—Noleen Pauls

Social Networks—Bukiwe Pantshi

Website—Regina Molloy

Administration—Charlene Skipp

Marketing & Alliances—Pamela Naidoo

Anglo Liaison & other—Petro du Pisani

Musarat Safi

Siphelele Buthelezi

How would you describe yourself in three words?

Introvert, resolute, and resilient

What makes you smile?

The smile in my daughter's face, it always reminds me that it's okay to have fun and be carefree!



(Continued from page 1)

influence of education on the choice of a career in mining. Jenny Johnson also presented on how organisations attract and retain women.

On 28 February we launched our National Mentorship Programme. This was sponsored by Rio Tinto and Niel Steinmann, who gave a riveting talk on talent management and mentoring conversations. It was the start of a number of mentoring relationships between WiMSA members in different organisations.

In April we evolved our 5 year plan and embarked on conversation with Anglo American, exploring options in support of women in mining. This culminated in an agreement by Anglo American in July to sponsor our 2011 budget. I would like to sincerely thank Anglo America for becoming our major sponsor for 2011 and partnering us in our objectives.

In June we opened a WiMSA bank account, enabling us to have more transparent financial practice. July saw the appointment of Charlene Skipp as our administrator – she is doing a sterling job keeping us all in touch, helping with marketing and making sure

everything is running smoothly at events

Expertise in Geophysics aka EXIGE and the GSSA kindly agreed to place WiMSA flyers on their stands at the Geosynthesis event in August, which was attended by more than 500 Geoscience delegates in Cape Town.

We welcomed new committee members Petro Du Pisani, Wilna Lamb and Siphellele Buthelezi this year. Sadly we have had to say goodbyes to Kate Lindsell Stewart and Jenny Johnson, who both moved to Australia and to Liza Paluzzi and Robyn Henderson due to work and other pressures.

I thank all our sponsors and supporters during the year i.e. Anglo American,

BHP Billiton, Snowden, Geostaff, Rio Tinto, Triba, Niel Steinman, Frank Gregory and Kim Meredith. Without them the committee would have been unable to put together the various events and further market WiMSA.

Voluminous thanks are also due to the hardworking committee members who balance work, home-life and WiMSA. These caring, successful and enthusiastic women embody the spirit of WiMSA.

I wish all our members a joyous and relaxing year end break and look forward to being in touch once again in the New Year, for which we are planning more exciting events.

Best wishes

Pamela Naidoo

Women in Engineering, Science and Technology Conference

An ambience of intellectual capacity combined with femininity is one way in which to describe the event. Present were women from diverse cultures and backgrounds who have lived through different ages of our scientific and technological advancements. Amongst me were women who have contributed significantly to innovation, technology and science. The group constituted of engineers, scientists, technologists and government representatives; our task was to tackle common issues and grievances shared among our different professions. The discussions focused on the various causes of the low numbers of women in science and engineering, the means of attraction and retention of women in this field, the choosing of mentor, and the ways of maintaining a work-life balance.

It is evident that there is still a lack of easily accessible information regarding career opportunities to our youth. A need has been identified to promote, from an early age, mathematics and science amongst young women; career guidance is also a must as many are unaware of the possibilities that lay ahead. Other initiatives by women are education programmes aimed at students who do not meet requirements for further stud-

ies; these programs are aimed at improving their maths, science and management skills. Trudy Sutherland is one such woman, who runs a programme from The Vaal University of Technology.

It has been noticed that women excel in these professions due to their ability to switch roles swiftly and efficiently. In addition, some of the qualities that set women apart from men are the innate capabilities to be patient, nurturing and to see the bigger picture.

A few key points which were discussed during the workshop was the importance in keeping a good work-life balance and staying true to our feminine side in these male dominated work fields; Women should learn to let themselves be heard, learn to negotiate, and learn to build their own networks. Furthermore an emphasis was placed on the need for women to continue to educate and develop themselves as well as those around them.

“An educated woman will: stay healthy, save money, build a business, empower her community, lift her country and change the world.” – Unknown

Sizakele Nandi Tshabalala

1st Quarter 2012 Events Calendar

Launch of the Snowden Photography Competition is becoming an annual WiMSA event, and a great way to start off the year.

Catch WiMSA at the Mining Indaba in Cape Town from 6-9 February.

The 3rd annual Women in Mining Conference takes place from 22-24 February.

Awards for top gender empowered company

Primary producer of platinum-group metals Anglo American Platinum (Amplats) has been named the winner in the resources category at the Top Women Awards 2011, held in Midrand, for the second year in a row.

The platinum miner also won the overall award for its commitment to the upliftment and empowerment of women, at the awards ceremony, held in September.

Several statistics support the company being completely committed to furthering the development of women.

The Amplats board has 25% female representation, in which Amplats chairperson **Cynthia Carroll** is included.

Further, there are two women on the executive committee team, and 9.4%

of senior positions are filled by women, as well as 18.4% of management positions.

Females also comprise 12% of Amplats' employees, with a large percentage working in core disciplines, such as mining, engineering and metallurgy. Specific emphasis is also placed on the recruitment of women through cadet schemes and learnerships in critical skills.

To date, 2 494 women work in various disciplines underground.

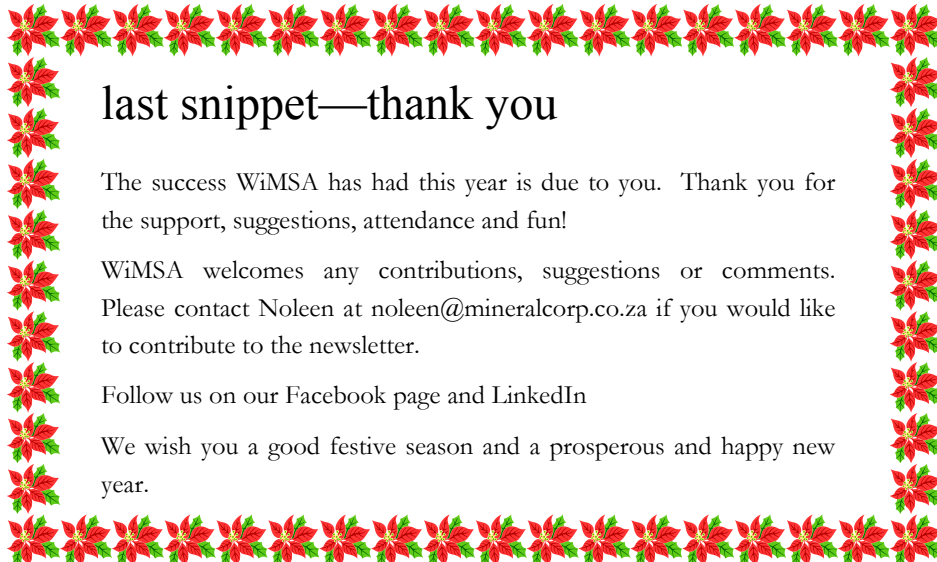
Amplats CEO **Neville Nicolau** says the achievement was in line with the company's long-term goals.

"Winning this award for the second year in a row proves that we are on track to make a real difference to the development of women by transform-

ing our organisation," he says.

Meanwhile, Amplats human resources executive head **Khanyisile Kweyama** accepted the awards and paid tribute to both the women and men working for Amplats.

"I would like to dedicate this award to the women in our organisation who are achieving great success in making their mark in a previously male-dominated environment. However, it is also important to acknowledge our male colleagues, who continue to work tirelessly to transform our organisation into one that empowers the development of women," she said.



last snippet—thank you

The success WiMSA has had this year is due to you. Thank you for the support, suggestions, attendance and fun!

WiMSA welcomes any contributions, suggestions or comments. Please contact Noleen at noleen@mineralcorp.co.za if you would like to contribute to the newsletter.

Follow us on our Facebook page and LinkedIn

We wish you a good festive season and a prosperous and happy new year.