

CHALLENGES FACING WOMEN IN THE MINING, ENERGY AND CONSTRUCTION SECTORS: SURVEY REPORT

(HIGHVELD, NORTH EAST AND THE EASTERN CAPE REGIONS)

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Presentation Outline

- Introduction and context
- Methodology
- Profiles of respondents
- Key findings
- Conclusions and way forward

Introduction and context

- ❑ **Research motivation** – Establish progress made in creating women-friendly working environment in the traditionally male dominated workplaces in the 3 sectors – mining, energy and construction sectors
- ❑ **Key assumption** - female employees generally face a different set of challenges compared to their male counterparts in the workplace
- ❑ Given the desire to increase women participation, there is need to understand the specific nature of challenges women face
- ❑ Contribute to national transformation policy discourse in the 3 sectors from a woman worker perspective

Methodology

Research methodology:

- ❑ Survey
- ❑ A questionnaire with 36 questions used as the tool for collecting the data
- ❑ 1498 women interviewed across 3 regions and 3 sectors
- ❑ 90% of respondents were from the mining sector

Profile of respondents

Majority of respondents were black and between the age group of 31-40 years

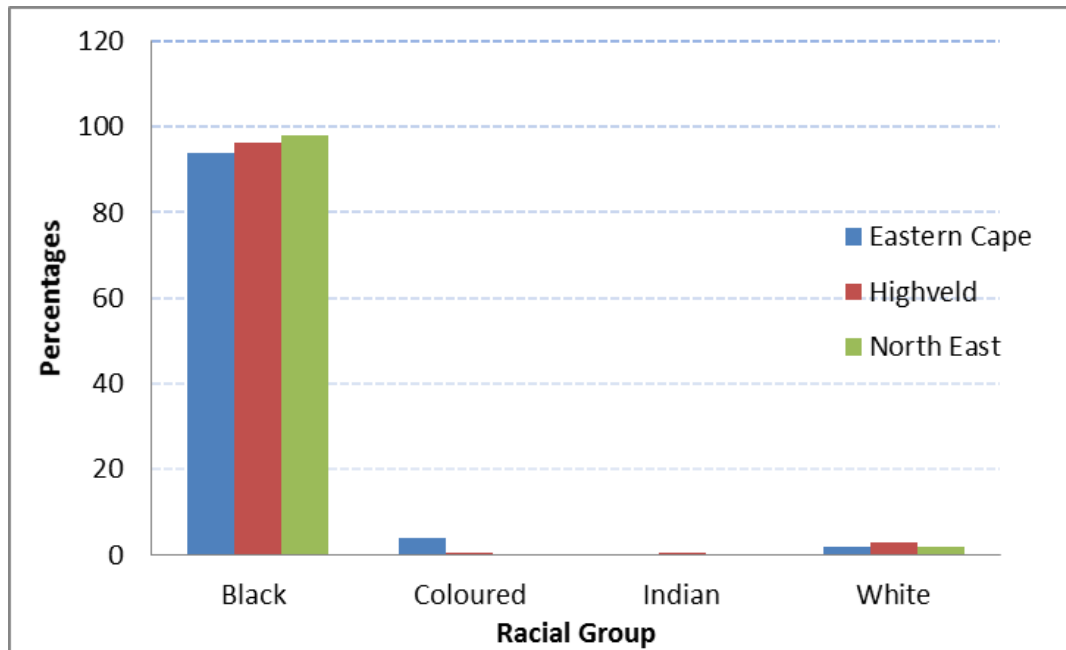


Figure 1: Race profile of respondents

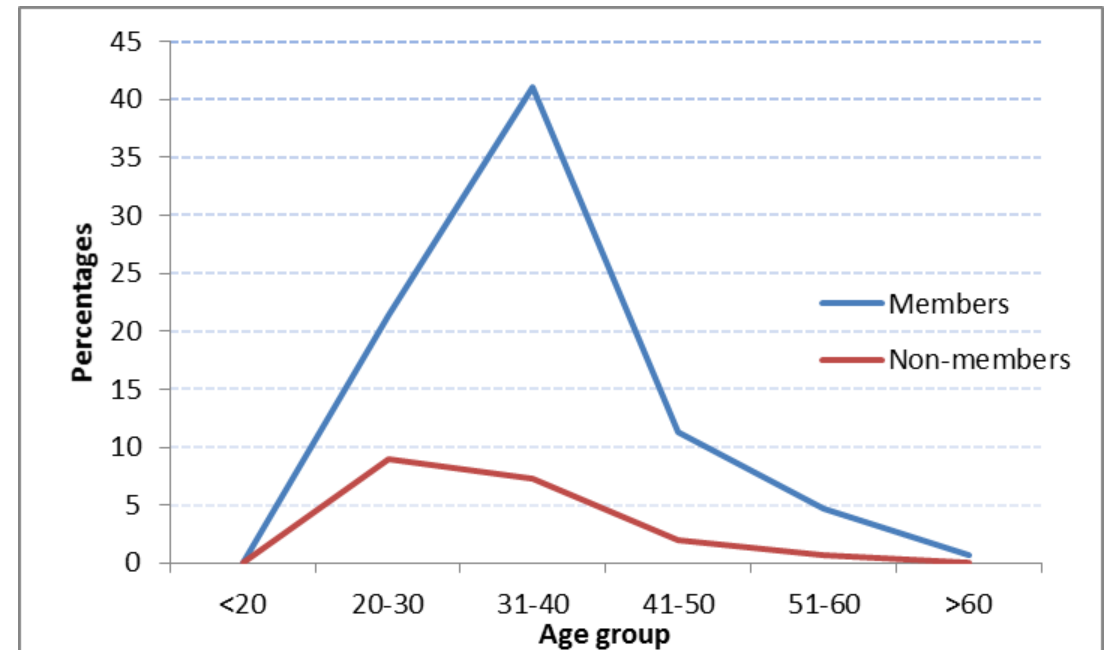
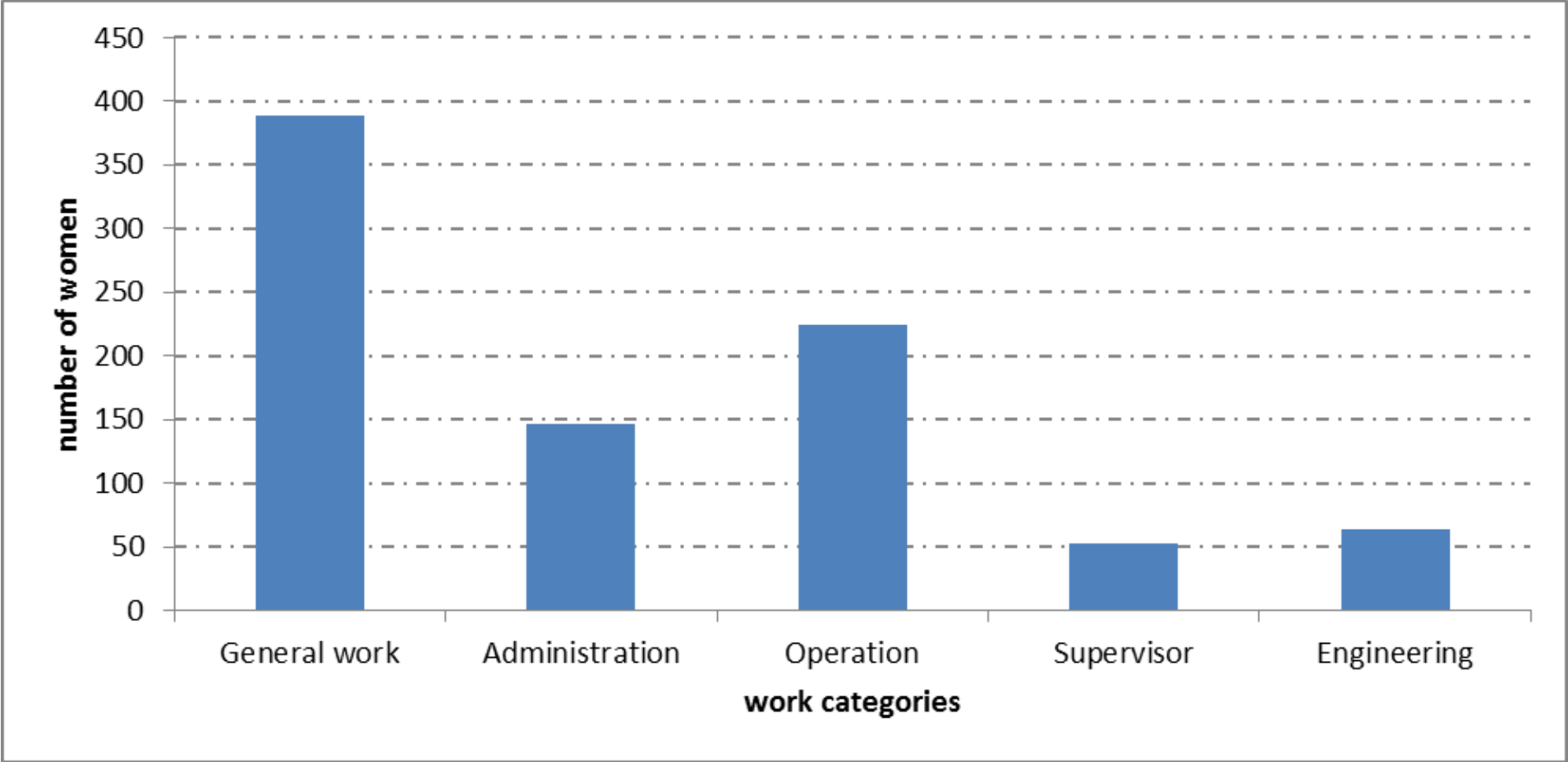


Figure 2: Age profile of respondents

Profile of respondents: Work Positions



Key findings

Unionized respondents were more aware of workplace policies

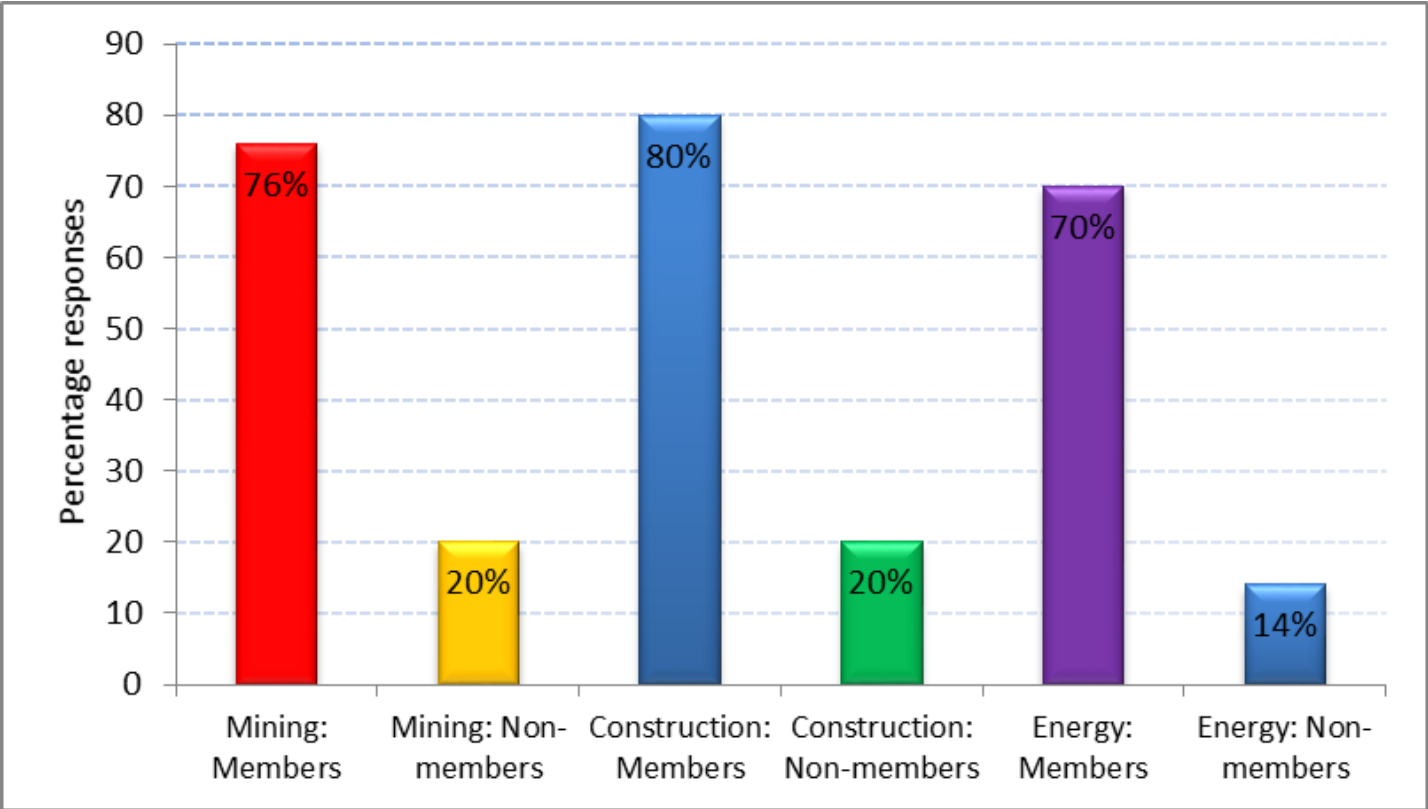


Figure 3: Awareness of workplace policies – Union members versus non Union Members

Key findings

Lack of career guidance was the highest ranked challenge; managers the major cause of challenges

Type of Challenges	Percentage of Responses
Lack of career advancement	70%
Health cover	37%
Discrimination: Remuneration	36%
Discrimination: Decision making	35%
Work load	31%
Abuse(verbal, physical, sexual)	29%
Maternity Benefits	27%
Lack of support from male colleagues	25%
Family issues	20%
Personal issues	20%

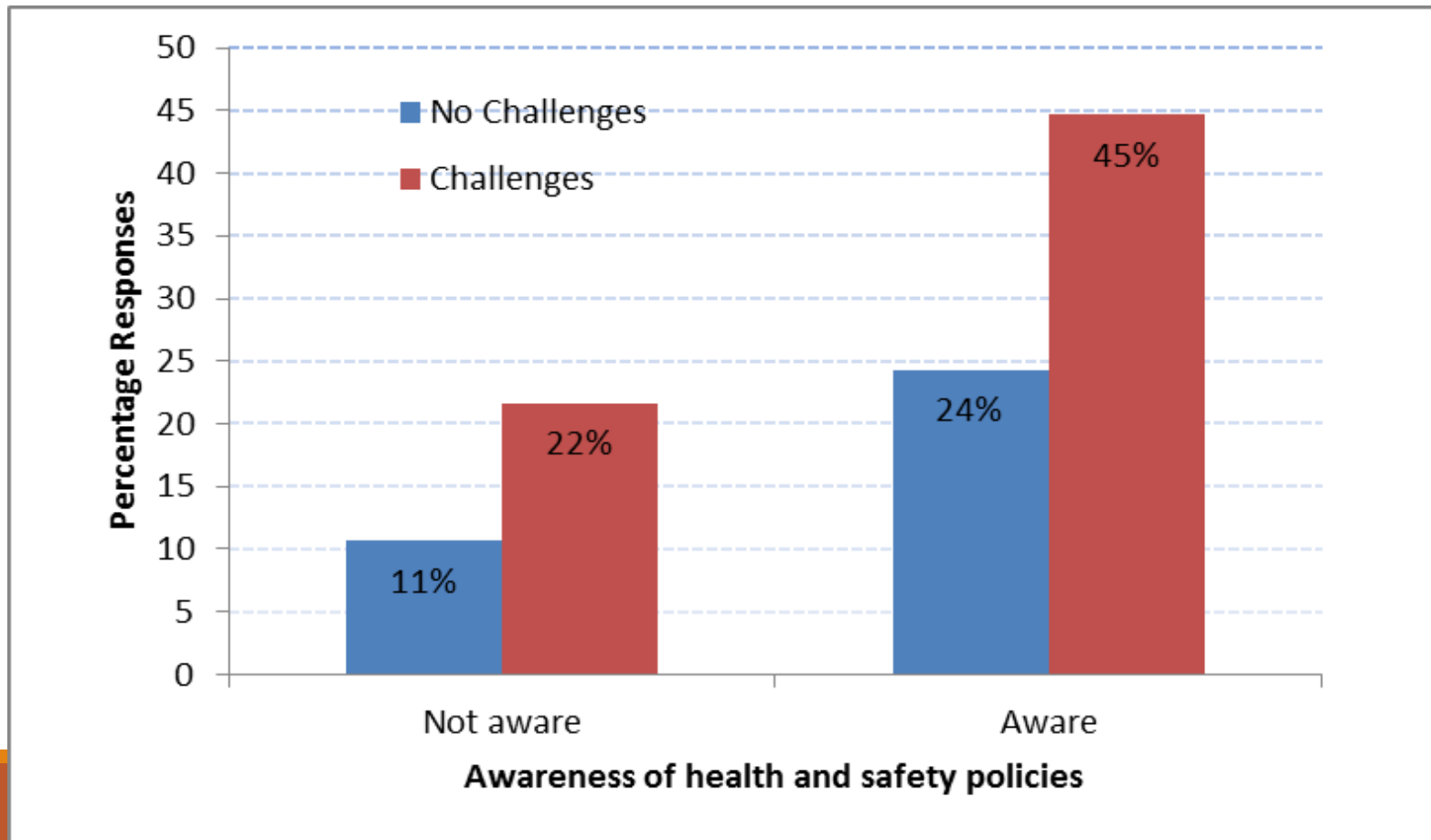
Ranking of challenges faced by women in the workplace

Cause of Challenges	Percentage in terms of responses
Managers/ Supervisors	56%
Company policies	40%
Work load	25%
Male colleagues	21%
Family	9%
Spouse	4%

Ranking of causes for challenges faced by women in the workplace

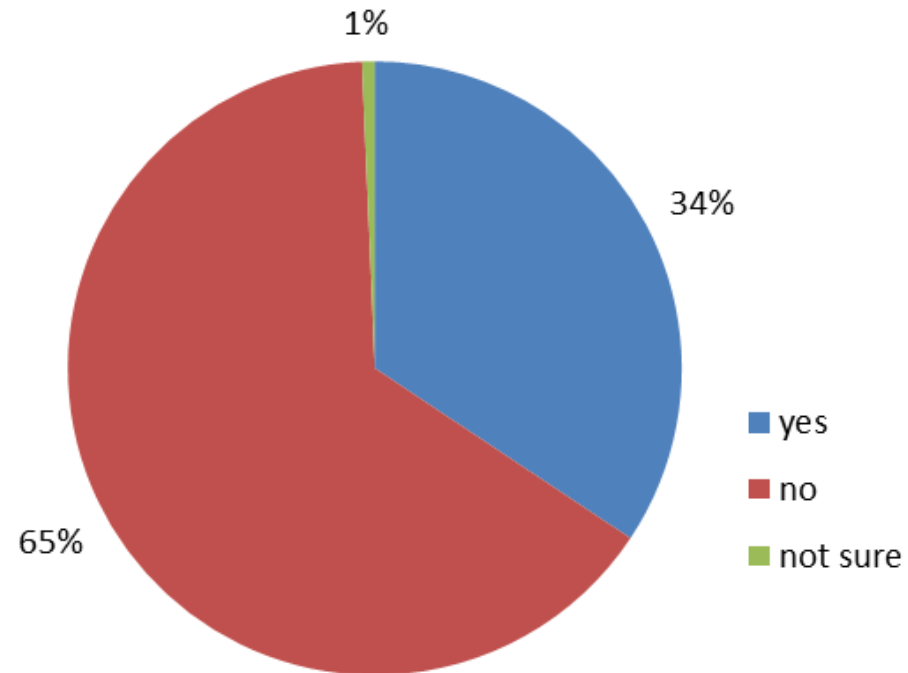
Key findings

The level of awareness safety and health challenges and existence of mitigation policies remained low across sectors



Key findings

65% of the respondents indicated that there were no initiatives done by companies to empower women



Existence of training and development initiatives to empower women

Key findings

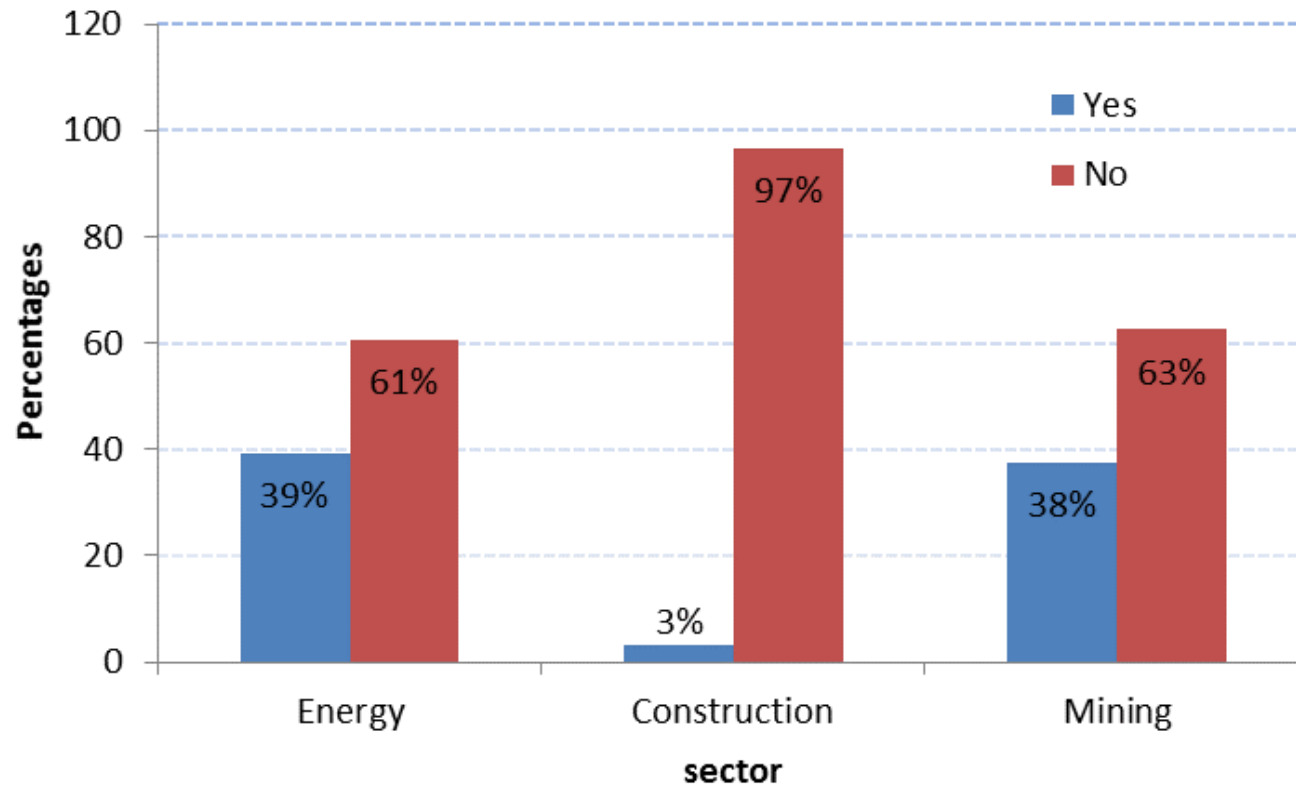
68% of the respondents indicated that salary disparities existed between women and their male colleagues doing the same work

Response	Percentage
Yes	68%
No	30%

Existence of Salary disparities with male colleagues

Key findings

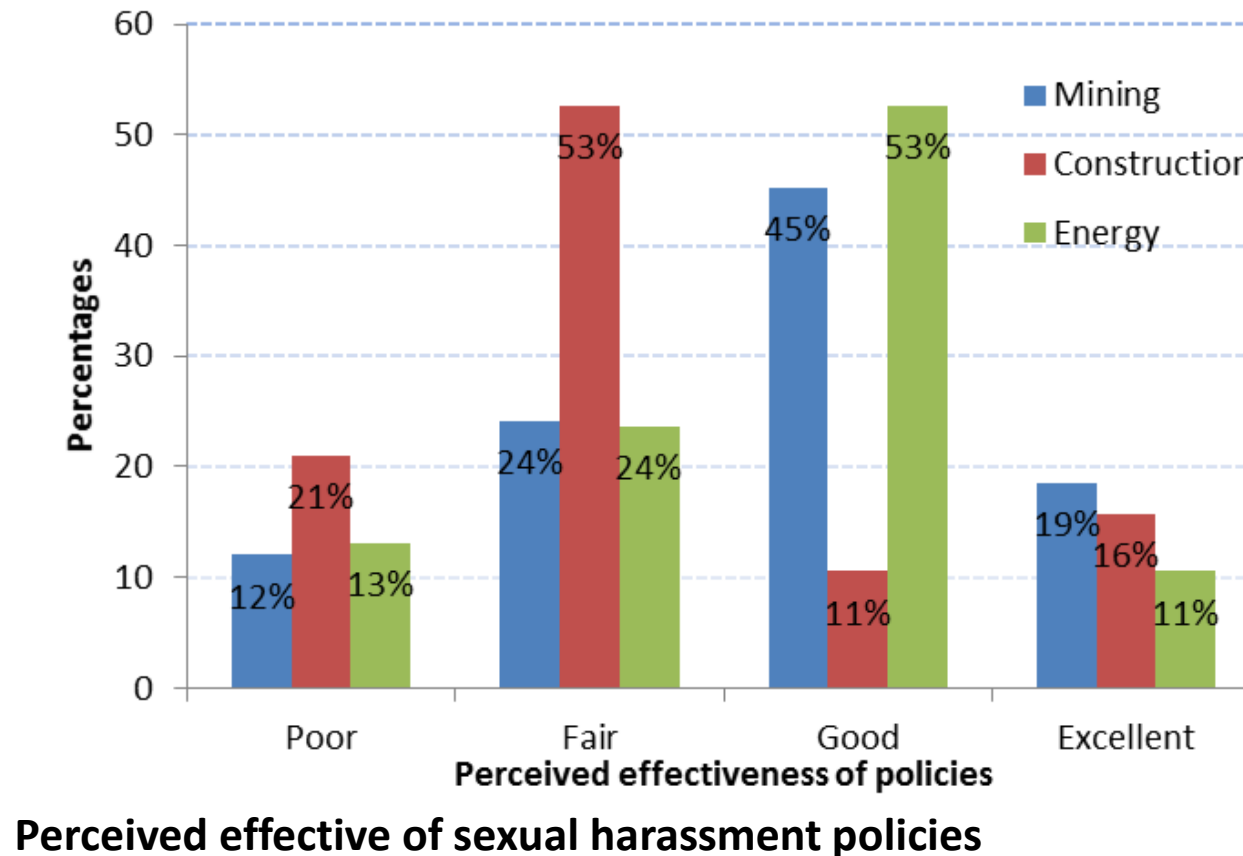
38% respondents in the mining sector indicated awareness of incidences of sexual favours



Awareness about exchange of sexual favours taking place at the work place

Key findings

45% of the respondents in the mining sector perceived sexual harassment policies at the work place as being effective



Insights and way forward

- ❑ Majority of women are employed at a lower levels positions, mainly under general work category
- ❑ A significant number of women (more than 35%) in the mining sector were not aware of work policies
- ❑ There was a high positive correlation between Trade union membership and awareness of workplace policies.

Way forward

- ❑ Interventions that increase awareness pro-women workplace policies through worker organizations have a potential to create a gender sensitive mining sector

Thank you!!!
