

Research on Challenges Facing Women in the Workplace (Mining, Construction and Energy Sectors)

BY DR. MARTIN KAGGWA

EXECUTIVE RESEARCH DIRECTOR – SAM TAMBANI RESEARCH INSTITUTE
(SATRI)

About SATRI

- Established in 2012 by NUM\MIT to undertake research and analysis on issues that affect the lives of workers in the mining, energy and construction sectors, including their families and their communities
- From research undertaken to produce recommendations\publications that inform NUM\MIT policy positions and interventions aimed at enhancing the well-being of targeted beneficiaries and all workers in general
- To also provides mentorship opportunities for young and novice researchers in undertaking applied research

SATRI research agenda is and will be informed by needs of NUM\MIT structures including the women structure

Challenges of women in the workplace research project – Implementation plan

- Project one of the six the pillars of NUM organizational renewal intervention
- Research aims:
 1. Investigate challenges facing women within the mining, energy and construction sectors
 2. Assess the extent to which women have benefited from developments in their respective workplace
 3. Identify areas for intervention based on women needs and expectations
 4. To enable the union to assess and review internal processes with a view of coming up with solutions\interventions to address women-specific challenges as identified

Challenges of women in the workplace research project

- Scope: Six regions, targeting 8,000 women.
 1. Highveld
 2. Carletonville
 3. North East
 4. Kimberley
 5. Eastern Cape
 6. PWV
- Choice based on region's activities and budget constraints

Progress thus far

- Research roll out began in the Highveld region:
 1. 2 weeks a period taken place
 2. 270 women interviewed; number may increase (some questionnaire still in the field)
- Next phase planned for February 2015 depending on regions' communication of their readiness

Challenges

- Response time between regions and our offices
- Active participation of women structures in project roll-out (there are exceptions)
- Coordination between regions and branches, branches and the employer
- Getting women participants at all levels of employment (been improving overtime though)

Expectations going forward

- Attain total buy-in of leadership in the selected regions and branches
- Mobilization by regional and branch leadership for more women to participate
- Better communication between SATRI, regions and branches
- Women structures taking a more active role in and take ownership of the project

SATRI is a **resource** available to the women structure to offer support with **information gathering, analysis, and dissemination – Use it!!**

Thank you all