

Recommendations – Gender and the Workplace Summary Table

Issue	Recommendation	Responsible Stakeholder	Time Scale
Low numbers of women in the mining industry – at all levels	Industry strategy in partnership with SADC, governments and trade unions for the advancement of women	Mining industry	5 year plan to be initiated as soon as possible
Lack of measurable indicators to track the advancement of women in the sector	Develop measurable indicators, including targets for women's advancement. To be reported on an annual basis by SADC ministers, and individual companies to report on progress in social reports	SADC Mining Ministers and mining companies	To begin as soon as possible - ongoing
Lack of information on SADC-wide barriers to women's participation, including information on gender and mining legislation in all SADC countries	Conduct SADC-wide research on this issue to create a base resource for further interventions	MMSD and SADC Mining Ministers	As soon as possible
Lack of research on gender and mining issues in the SADC region	Need for greater support for research on a range of issues relating to gender and mining including health and safety, issues of race, basic statistical data	MMSD	In next planning cycle