

Equity for Women in the Workplace

By Lindsey Chang

Examining the landscape of gender equity in mining, Margaret McNamara Education Grants (MMEG) hosted a thought-provoking webinar titled "Equity for Women in the Workplace" on February 5, 2024. The event delved into the experiences of women miners in Ghana and Bolivia, exploring the challenges they face and the potential for transformative change through education and policy initiatives.

In this session, Obaa Akua Konadu Osei from Ghana and Evelyn Callapino Guarachi from Bolivia, both MMEG grantees, shared their insightful research and personal experiences that underscore the resilience and empowerment of women navigating the challenges of a traditionally male-dominated field. Their stories, rooted in their families' experiences in mining, were a compelling testament to the critical need for gender equity and the potential for transformative change within the industry on a global scale.

Discussion Highlights: Education, Resilience, and Change

The webinar delved into several critical issues, underscoring the importance of education as a catalyst for social resilience and empowerment. Key topics included:

Education as a tool for empowerment: The panelists highlighted how educational support is crucial for enabling women to navigate and excel in challenging environments.

Resilience in a men's world: The conversation addressed the resilience of women working in mines traditionally dominated by men, where even job postings often implicitly favor male candidates. Despite such barriers and having to overcome their own doubts and societal stereotypes suggesting they might not succeed, these women not only entered these fields, but they are able to become upwardly mobile.

Empowering change: Advocating for the recognition of women miners, whose contributions have historically been overlooked, is crucial to raise social awareness about their work conditions and risks. Supporting women's organizations who push for public policy changes is essential to secure advancements and protections for women in mining. The importance of acknowledging and rectifying women's marginalized status in the industry was also discussed.

Achievements and the Path Forward

The achievements of Obaa and Evelyn serve as a testament to the potential of focused aid in effecting significant changes in gender equity and beyond. Their work not only sheds light on the specific challenges women face in industries like mining but also offers strategies for upward mobility and empowerment.

The stories of Obaa and Evelyn underscore the transformative power of education and the importance of sustaining efforts to achieve gender equity in the workplace and society at large.

This MMEG Talk served as a powerful reminder of the collective action needed to support and uplift women worldwide, particularly in challenging sectors and circumstances.

MMEG Talks are organized by MMEG board member Priscilla Linn, who welcomes suggestions for future MMEG Talks.

To view the whole Talk press [here](#).