Extractive Industries and Sustainable Job Creation

Women in extractive industries in Sudan – Oil, Gas and Mining (opportunities and challenges)

By

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The views expressed are those of the author and do not necessarily reflect the views of UNCTAD.
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Republic of Sudan
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OUTLINES

- Objective
- Introduction
- Background of Women in Sudan
- The Structures
- Employment Opportunities
- Investment Opportunities
- The Artisanal Mining
- Challenges & Opportunities
- Way Forward
Objective

Explore and allow the discussion on how the extractive industries sectors in Sudan contribute to the empowerment of Sudanese women through:

- Creation of Job Opportunities
- Participation in Decision Making processes
- Provision of Investment Opportunities

...... and highlight, challenges and opportunities and way forward.
Introduction

1) The Extractive Industries in Sudan consists of:
   a) The Oil; Gas Sector.  
   b) The Mining Sector.

2) These sectors are considered the most potential sectors in Sudan economy that can impact positively the life of Sudanese by:
   - Creating Job Opportunities.
   - Reducing Poverty
   - Increasing Economy Growth
About Women in Sudan

Researches and Reports revealed that:

- Sudanese women composed half of Sudan’s population.
- Women in Sudan have very good records in public life.
- Big proportion of Sudanese women are household heads.
- Women in Sudan have union to represent them e.g (Sudanese Women General Union and Sudanese Business Women Secretariat).
- Sudanese women are more empowered on political aspects and leadership at the country level. (25% parliament seats occupied by women)
- Women are majority in public sectors as many public departments considered as women-dominated.
Oil & Gas Sector Structure

Ministry of Petroleum and Gas (MOPG) and Sudanese Petroleum Corporation

- Petro-Trans company for Transportation
- Petro-Lines for Transportation of Crude Oil (PETCO)
- 3 Refineries (Port Sudan and EL Obied)
- The General Directory for Lab. and Oil Researches

Sudapet Company and its subsidiaries

International Operating Companies

Rawat Petroleum Operating Company (RPOC)
2. The Mining Sector in Sudan composed of:

**Ministry of Minerals (MOM)**

- The General Authority for Geological Research
- The Sudanese Company for Mining Resources.
- Sudamin Company
- Aiab Company
In addition in mining there are:

more than 162 mining operating companies

51 foreign

111 national

177 small-mining national Co(s)
Employment Opportunities

- The extractive Sector in Sudan contributed significantly in generating thousands of job opportunities in the country.
- Contributed in human development aspects by providing considerable training and development opportunities for nationals employees.
- Support knowledge transfer and engagement of new technologies.
- Building the capacity of the local institutes
- The women as part and parcel of the workforce have shared the benefits and enjoyed the privilege provided by the sector.
- Policies and procedures in the sector are free from discrimination towards women and providing equal rights and opportunities.
PEOPLE are the key asset to the organization

Equal Rights ; Equal Opportunities
Women in learning interaction Oil & Gas
Employment Opportunities

- MOPG and Sudapet: 23% (77%)
- MOM: 30% (70%)
Women at Operating Companies
6%

OSil Mining
Managers+

Women Decision Making Levels @ MOPG

21% Women

79% Men

20% Women

80% Men
Managers and above positions are shared between the partners and are filled on secondment basis.

Section Head is the highest direct hire level in operation companies.
Career Path is one of the challenges facing women who are seeking Technical career path in oil; gas and mining.

80% of the technical jobs are located in the field.

PODOC Sr. Engineer in a field mission
Job Opportunities Mining – MOM

The chart illustrates the percentage distribution of job opportunities in various categories, including Geologists, Chemists, Technicians, Admin, New Graduates, and Labors. The chart compares the number of women and men in these roles.

- **Geologists**: Women (wome) are 30% and Men (men) are 70%.
- **Chemists**: Women (wome) are 40% and Men (men) are 60%.
- **Technicians**: Women (wome) are 50% and Men (men) are 50%.
- **Admin**: Women (wome) are 60% and Men (men) are 40%.
- **New Graduates**: Women (wome) are 70% and Men (men) are 30%.
- **Labors**: Women (wome) are 80% and Men (men) are 20%.

The percentages are represented by different colors: Yellow for women and Green for men.

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Women Opportunities in Investment

- Few women in the vendor’s lists of extractive sectors are registered as investors in the core operation.

- Women investment limited to small scale level e.g. oil product marketing; earth moving; and other support services e.g. catering; building and assets renting; and small scale and traditional mining as family investment.

- The overall percentage of women as investors is insignificant compared to the huge numbers of men.

- Many women are potential to invest; however they are reluctant.
Sample for Women’s investment in fuel marketing
Participation in Artisanal Mining

Artisanal Mining contributing to economy by:

- Creating hundreds thousands of job opportunities.
- Improve the economical status.
- Helping in poverty combating in Sudan communities.

Mining Activities in Sudan

Bayoda desert; Rahib Mountain

Engasana

Red see Mountain

Hofrat EL Nehas

Noba Mountain
Spreading Size of Traditional Mining Activities in Sudan By States

- Blue Nile
- Red Sea
- Kasala
- Algadarterif
- South Kordofan
- North Kordofan
- Northern State
- Darfur States

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Women participate in Artisanal Mining At Blue Nile State
Data not available due to:

intermittent nature * mobility * wide spreading

Estimated numbers of miners : > 5,000,000.

No of rural women involved : Data not available
Artisanal Activities Creates Others Jobs Opportunities To Women At Artisanal Mining Areas

A rural woman selling food & tea at artisanal mining area in Blue Nile state
Employment Challenges

1) Legal
   - Labor law forbids women employment

2) Work Nature
   - Field located in remote areas
   - Field work associated with hardship hazard; security risk

3) Social
   - Women are attached to family/social responsibilities/Head of households

4) Images and Perception
   - Women look to extractive work as male-dominated

5) Company
   - Facilities and amenities at sites not readily established to accommodate women
Investment Challenges

- Funding.
- Infrastructure.
- Data and information.
- Investment Complexity.
- Images and perception.
- Risk.
General Challenges at Extractive Areas

- Extractive operation force women from their lands and homes.
- Prevent women to access source of clean water; land; etc.
- Changing the social dynamic of the community.
- Women may be exposed to different type of harassments.
- Extractive activities may cause damage to the environment and may threaten women health.
Opportunities

- Women in Sudan have good records in public life.
- Sudan legislative systems support women empowerment. (EEO and EPEW) concepts.
- Increasing in numbers of women with technical career.
- Women are potential to fill the gab in oil and gas skills resulted from migration of qualified calibre males.
Opportunities

- Women are already empowered on political aspects and leadership positions at country level.
- Women leadership already proved in oil and gas sector.

source: https://christianityworks.com/?series_adp=1426
Opportunities

- Globally it has been noticed that business will benefit from participation of women especially when they are appointed in leadership positions. (examples South Africa)

- The Sectors are more potential to expand and develop to generate more jobs.

Source: https://christianityworks.com/?series_adp=1426
Would an increase in the number of women entering the industry increase productivity and organizational success?

40% of employees agreed

44% of hiring managers agreed
BP has a goal of raising its percentage of female group leaders to 25 percent by 2020, according to the company's 2012 Sustainability Review.

Lab. Manager in Mining Lab- MOM
Opportunities

- The expansion of the Sudan extractive industries highlights big opportunities for women integration.
- Participation of women in the extractive sectors will impact greatly and directly the families.
- Participation of women can be enhanced by being enforced in the policies.
- Efforts needed aiming at changing culture images perceptions and the social norms.

Source: http://ourworld.unu.edu/en/the-way-forward-survival-2100
- Encourage women’s engagement to invest in the opportunities available in the extractive industries.

- Provision of funding support through financial systems e.g. business incubators and financial portfolio to help investor women.

- Women's’ economic empowerment will lead to community development.

- Raise women capabilities through structured Capability building programs.

Opportunities

- Enhancement of the investment infrastructure and facilities in the operation area.

- More consideration should be given to women at artisanal mining; e.g. training; safety measurements and awareness and financial support.

- Women leadership capabilities should be strengthened and trusted.

Source: http://ourworld.unu.edu/en/the-way-forward-survival-2100
Women in interactions
Women celebrating the Women International Day
Investor women in women project opening
Women participate in training at MOM
Women leadership in MOP&LG
Women leadership in MOPILG
A Leader women give session – Oil & Gas
Women in interaction – Oil & Gas
Women in MOM receive the Minister’s prize for outstanding performance Area
A Leader Woman Participates In Visiting Artisanal Area
Thank You