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Extractive Industries and Sustainable Job Creation

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

By

Nagat Osman Mahmoud
HR Section Head, Training and Development,
Petro-Dar Operating Company, Sudanese Business Women
Secretariat, Sudan

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



Republic of Sudan
Ministry of Petroleum & Gas

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

By

Nagat Osman Mahmoud - Oil & Gas
Amani M. Yousif MOM
Siham Sharif Abdalla SBWS



Cubic Globe



OUTLINES

- Objective
- Introduction
- Background of Women in Sudan
- The Structures
- Employment Opportunities
- Investment Opportunities
- The Artisanal Mining
- Challenges & Opportunities s
- 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%parliment 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



مصنع البجراوية للمعدات
Bajrawia Factory for Equipments

International Operating Companies



Rawat Petroleum
Operating
Company (RPOC)



Mining Sector Structure

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)



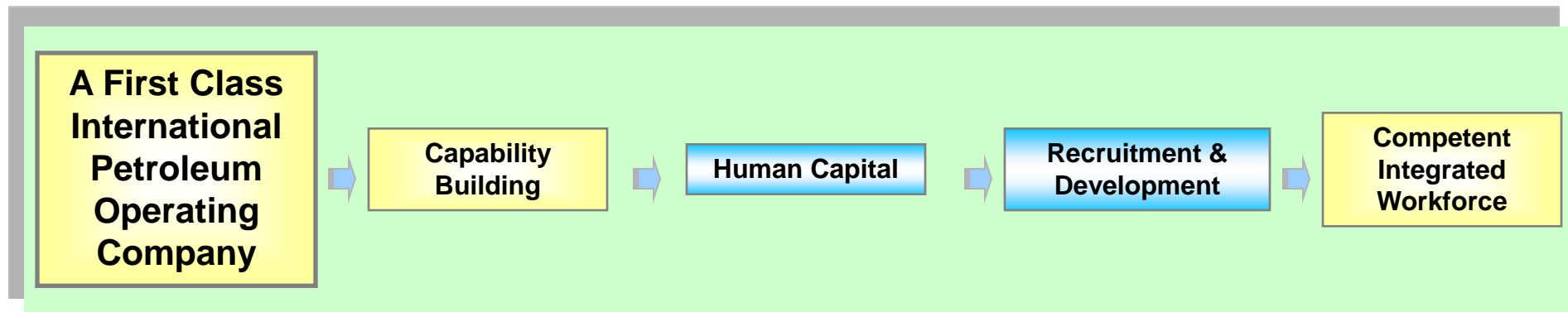
Employment Opportunities

- 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.



Employment Opportunities

PDOC People Corporate Strategies

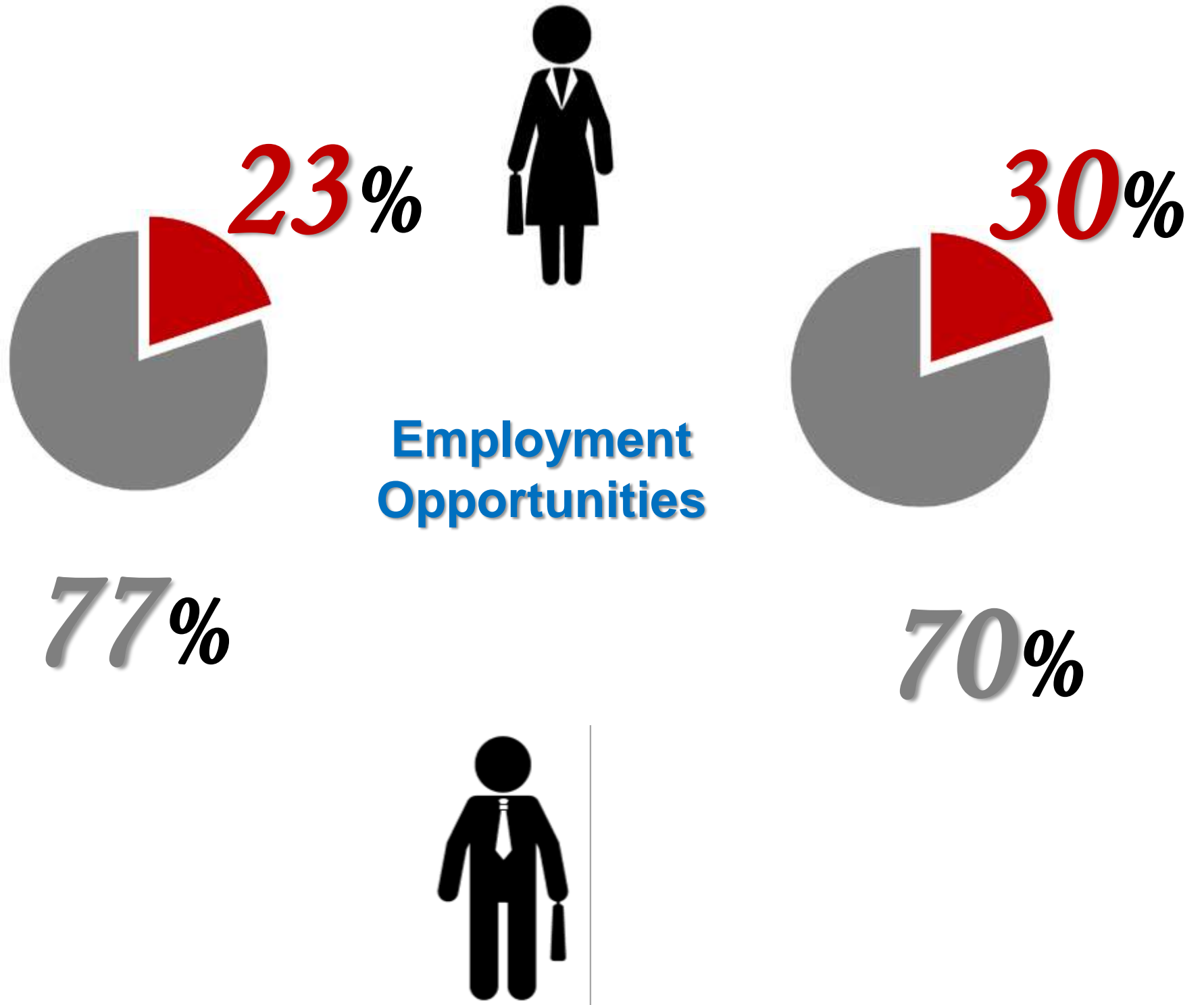


PEOPLE are the key asset to the organization

Equal Rights ; Equal Opportunities



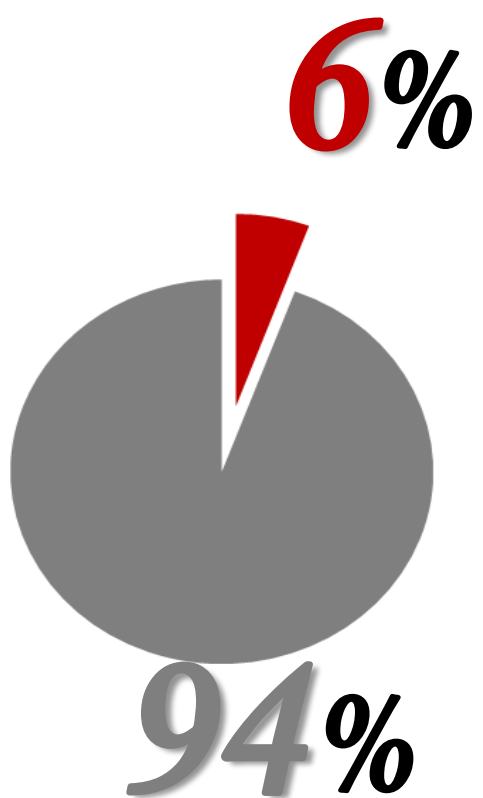
Women in learning interaction Oil & Gas



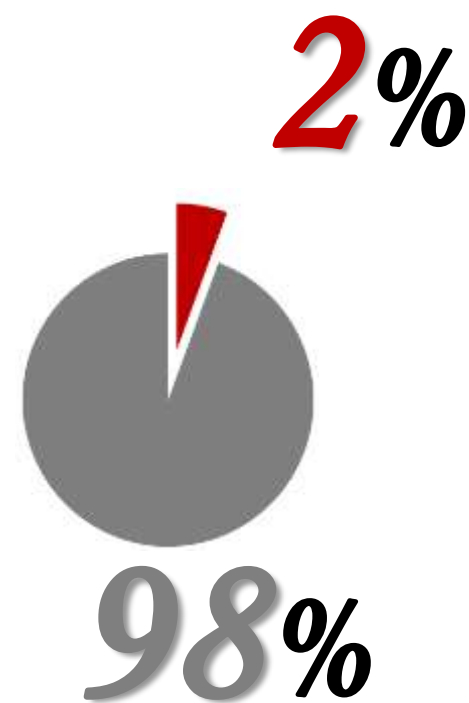


OIL

Mining



**Women at
Operating
Companies**





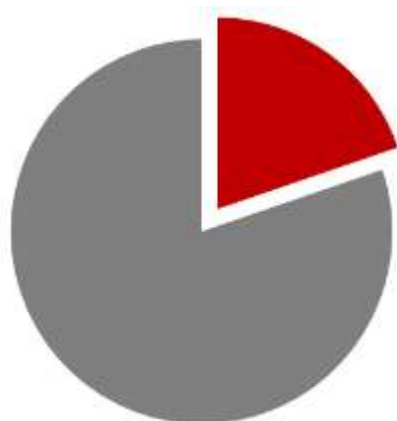
21%



20%



Women Decision Making Levels @ MOPG



79%



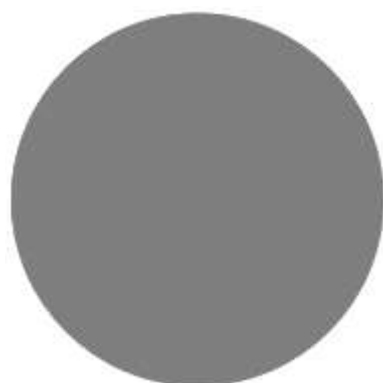
80%



0%

**Women Decision
Level @
Operating Co(s)**

11%



100%



89%

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



Technical career Path for women

Career Path is one of the challenges facing women who are seeking Technical career path in oil; gas and mining

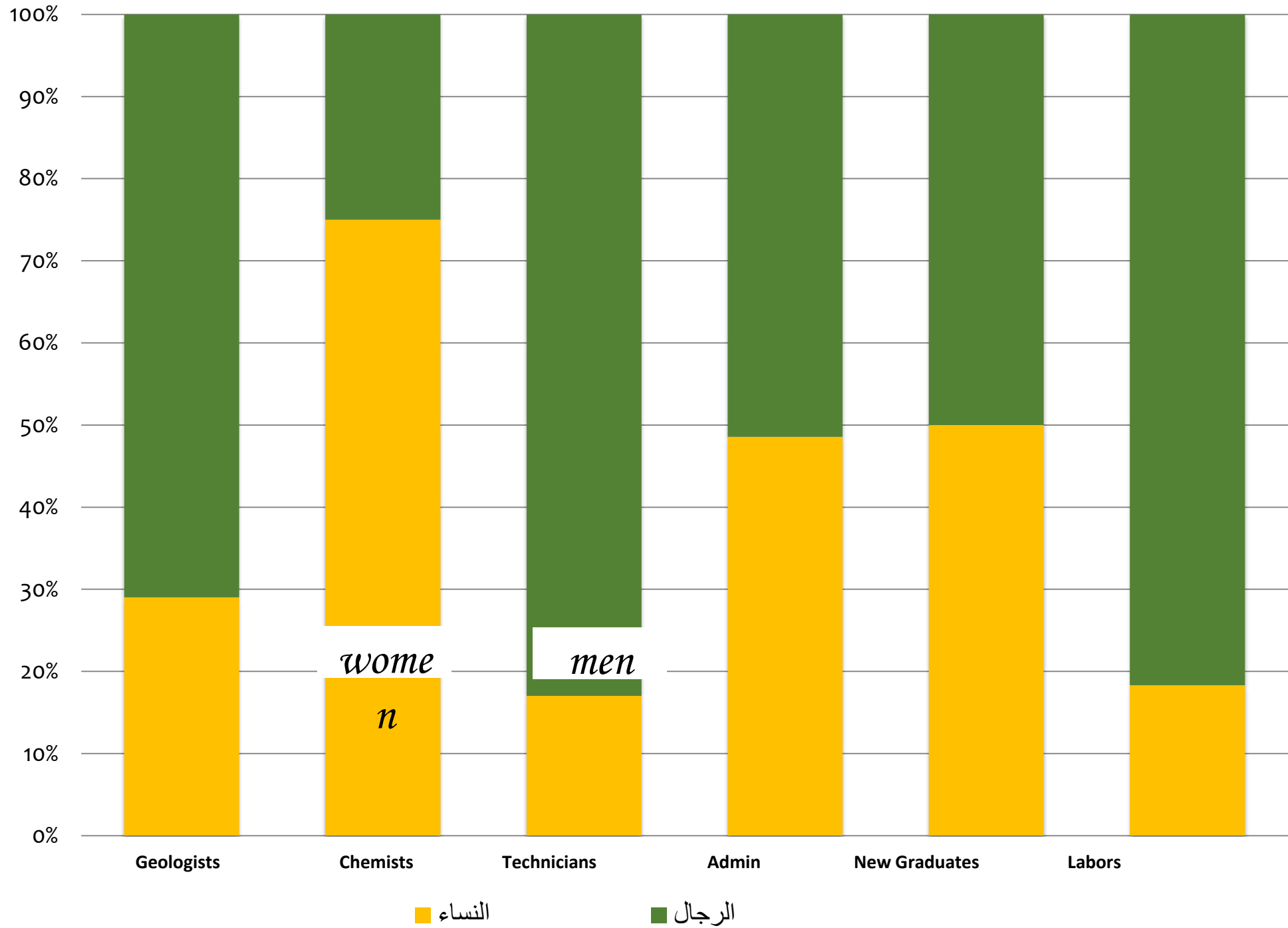
80 % of the technical jobs are located in the field



PDOC Sr. Engineer in a field mission



Job Opportunities Mining – MOM





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



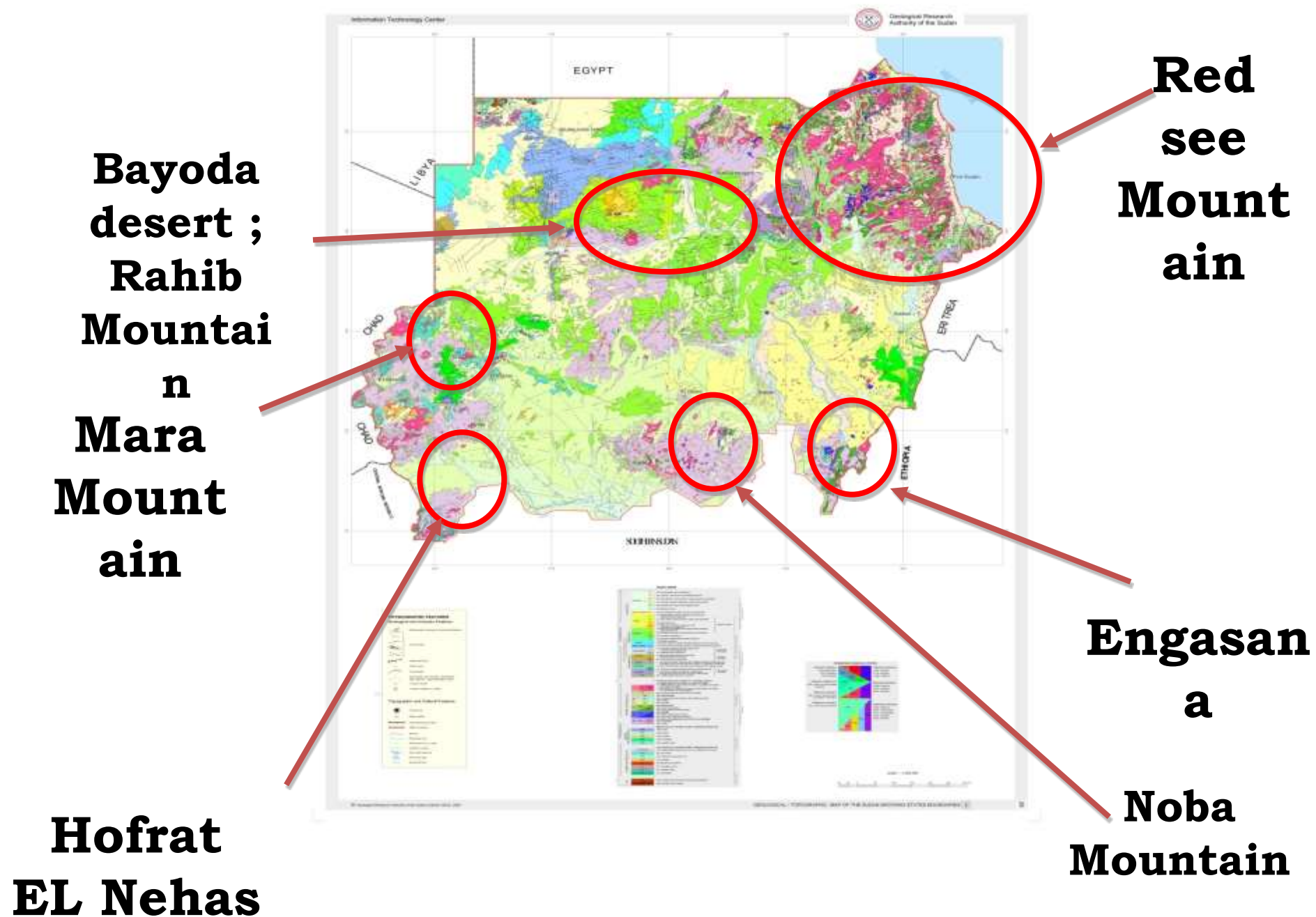
Participation in Artisanal Mining

Artisanal Mining contributing to economy by :

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

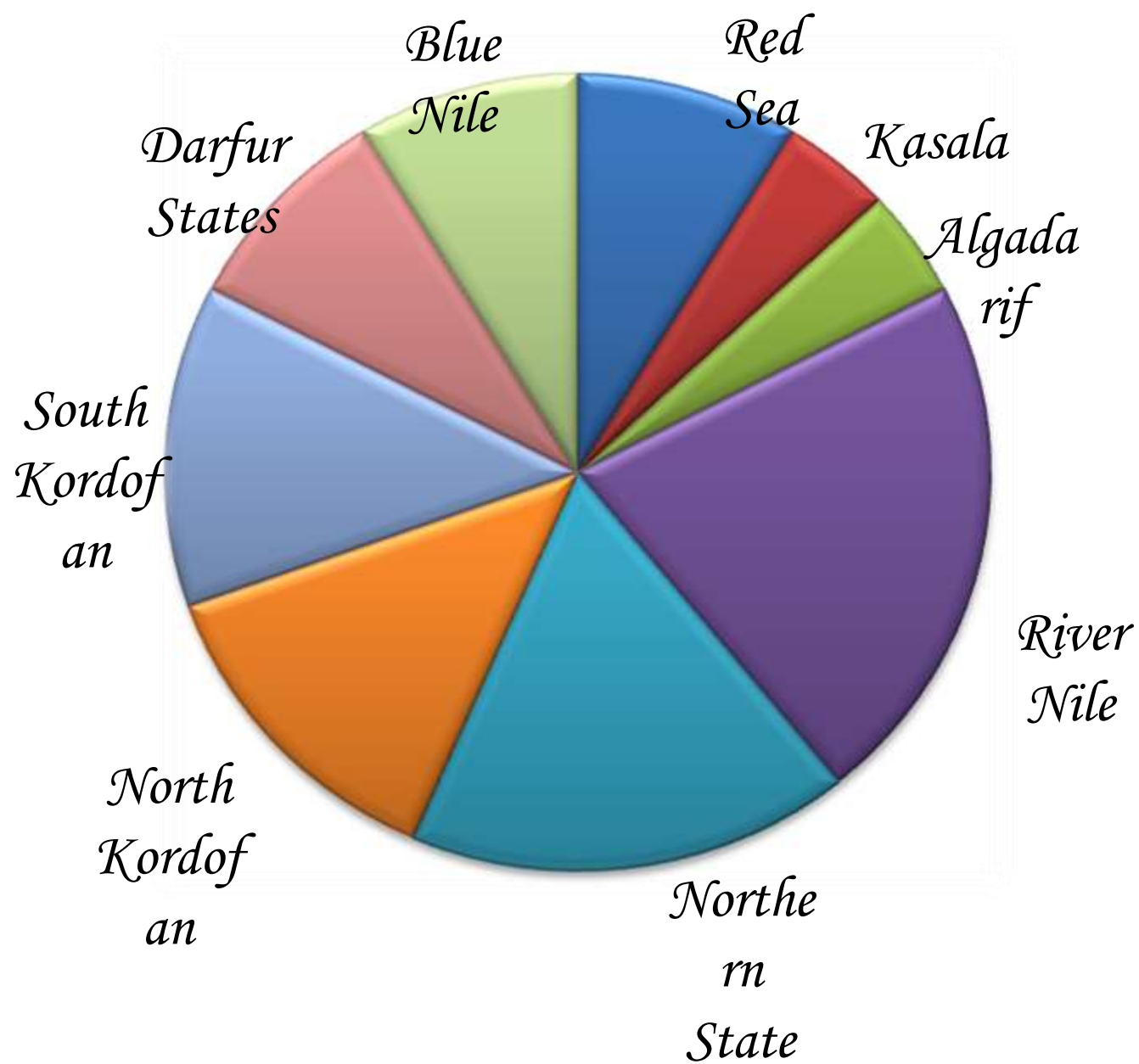


Mining Activities in Sudan





Spreading Size of Traditional Mining Activities in Sudan By States





Women Participation in Artisanal Mining



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

3) Social

- Women are attached to family Social responsibilities / Head of

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 gap 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

*Global
workforce survey
of the oil & gas
industry*



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.



http://www.rigzone.com/news/oil_gas/a/127452/Women_Fill_40_of_Vacancies_in_Oil_Gas



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.



Opportunities



- Encourage women 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' s economic empowerment will lead to community development
- Raise women capabilities through structured Capability building programs .

Source: <http://ourworld.unu.edu/en/the-way-forward-survival-2100>



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 in leadership MOP&LG

Women leadership in MOP&LG



Women leadership in MOP&LG



Ms. Mona ahmed yassin
Director General

Ms. Mona hasber galor
Secretary



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

