

Are South African mining boardrooms ready for women? The equality case unmasked

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Abstract

Colonisation has direct links to economic inequalities for African women in post-colonial countries. As members of the previously subjugated groups, women are prioritised for mainstream economic participation, and in leadership roles, such as boards, through empowerment policies. This research argues that women studies in Africa should be studied in cognisance to its unique post-colonial history. Qualitative results display lingering patriarchy, gender and racial bias for women who entered mining boards as directors. This article calls for business studies focussed on women voices emancipation to improve the attraction and retention for women on boards, instead of arguing women's impact in business.

Keywords: African women, racial bias, patriarchy