



Women in Mining

Global Perspective

Cases and Best Practices from
Australia and South Africa

Ludivine Wouters, Bjanka Korb,
Juleen Brown, Jennifer Purdie



Women in Resource Management

Webinar Series

Women in Mining: Global Perspective
Cases and Best Practices from Australia and South Africa

15 October 2020

Women in Mining | A Global Perspective



UNESCO



Female Workers, Spanish Mines
1860-1936 - [Intl Rev Social History](#)



Geologist and mining engineer,
Teranga Gold, Senegal - [IWiM](#)



Elsa Nielsen, jackleg miner
Goldcorp – Hoyle Pond Mine,
Canada – [IWiM](#)



Pit brow workers Wigan Junction
Colliery, Lancashire, 1900 -
[AtlasObscura](#)



Female welder Erdenet Institute of
Technology, Mongolia - [IWiM](#)



Woman sieving soil in search of
beryl ore, Mzimba, Malawi - [IWiM](#)

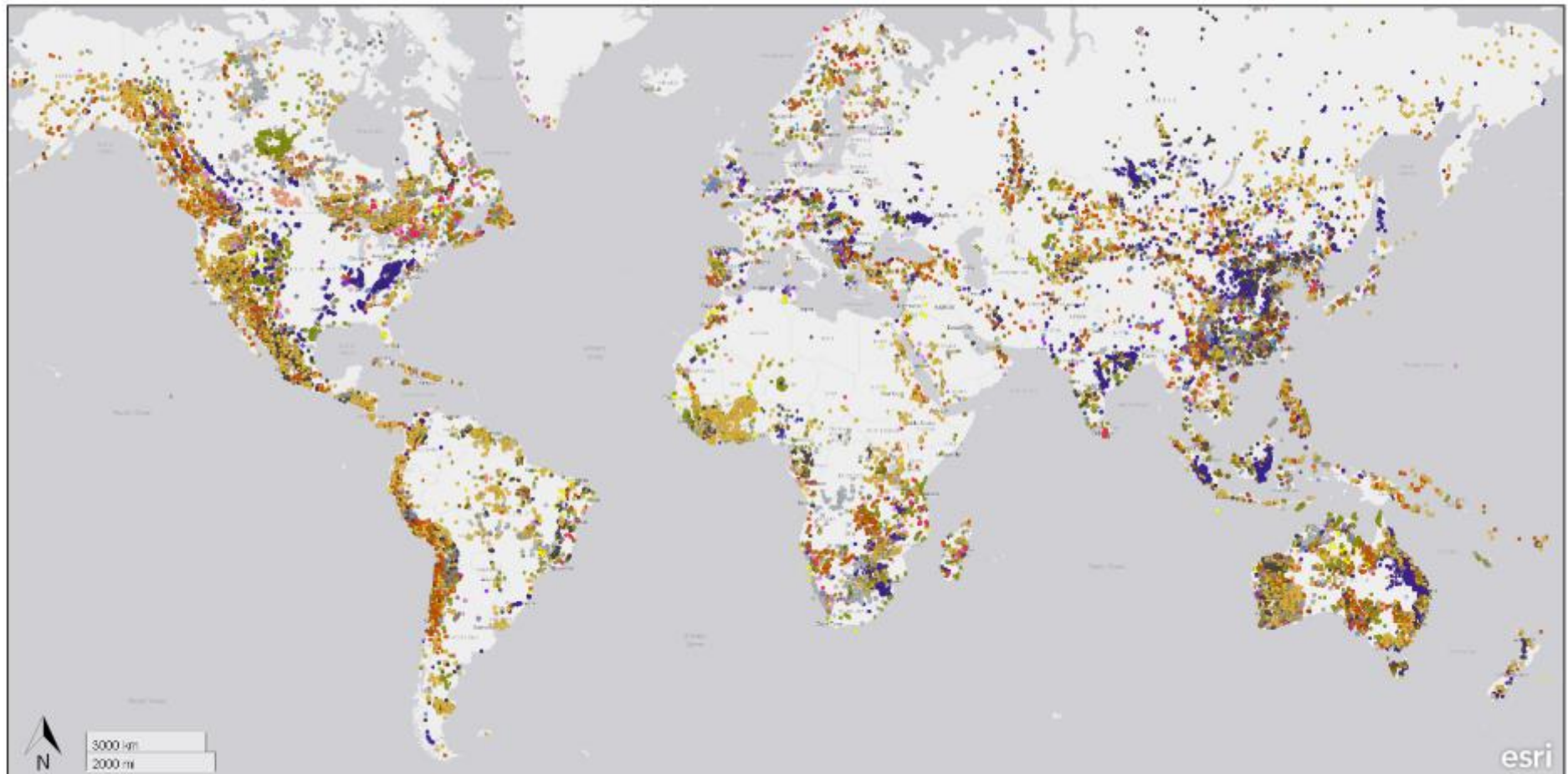


UNECE

S&P Global

Market Intelligence

Mining Assets



International Platform in support of a Global Agenda

**UNEP**

- **12+ years' experience**
in setup, growth and management of WIM organisations
- **Fastest growing network for women in mining**
Relationships with 40+ WIM organisations and 10,500+ IWIM members and followers
- **Not-for-profit organisation**
Registered as a community interest company (C.I.C.) in the UK
Operating with the support of sponsors and partners
- **Global and diverse team** of volunteers and Directors



VISION

A global change of
mindset to achieve
gender equality in
mining



MISSION

To promote a strong,
unified WIM voice,
lead global change and
increase support
to WIM organisations



VALUES

Respect and inclusivity
Integrity
Collaboration
Accountability and
effectiveness

Advancing Women in the Mining Sector



UNEP

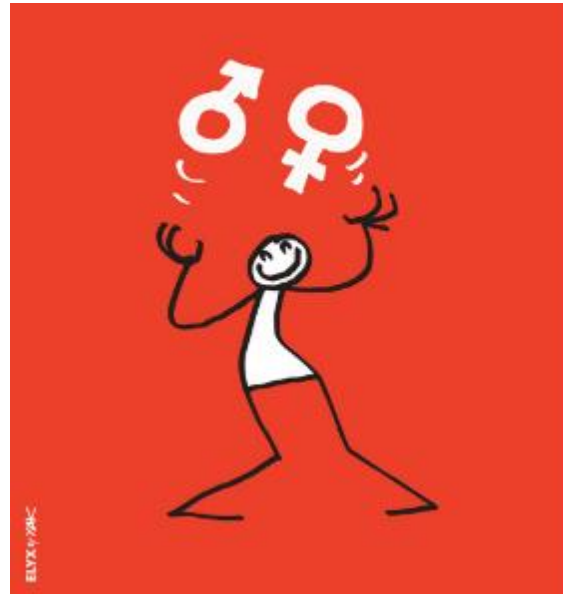
Role	Industry Change Agent	WIM Champion	Diversity Trend Setter
Actions and Initiatives	<p>Make Mining a better industry through diversity, gender equality and inclusion</p> <ul style="list-style-type: none"> • IWRMP international cross-company mentoring programme building a pipeline of future leaders • IWIMSpeakUp improving female representation in industry events and thought-leadership initiatives • Global Exchange with international organisations on gender policies in extractives and SDGs where women are pivotal 	<p>Strengthen and coordinate Women in Mining (WIM) organisations to achieve global cohesion</p> <ul style="list-style-type: none"> • Recognition of WIM organisations' incredible work and results, as well as gaps to address • International Coordination of WIM organisations to promote a strong, unified industry message • Support 40+ WIM organisations globally • Promotion of 10,500+ members and followers across 100 countries 	<p>Collect and dispense knowledge supporting the enhancement of women's role and participation</p> <ul style="list-style-type: none"> • Data collection for baseline and progress assessments of position and presence of women in mining • Best Practice identification and promotion to all stakeholders • Thought Leadership through research and awareness campaigns • Policy initiatives and proposals
Impact	Stronger position and presence of women at all levels of industry	Diverse and local WIM organisations, game-changing collective strength	Knowledge-driven policies, impactful decisions and measurable progress

Coordination to Accelerate Positive Impact for Women



UNEP

- Increased focus on opportunities and risks for women in mining (WIM)
 - Well-established business case for performance of companies employing, retaining and promoting women
 - Long-term skills shortage in mining
 - Significance of SDG 5 across development initiatives around extractives
- Significant engagement area for many organisations, companies and institutions, enhancing mining's role in engaging and benefitting women in the workforce and communities
- Lack of coordination dilutes resources, risks repetition or interference among initiatives and diminishes positive impact



5 GENDER EQUALITY



To achieve gender equality and empower all women and girls



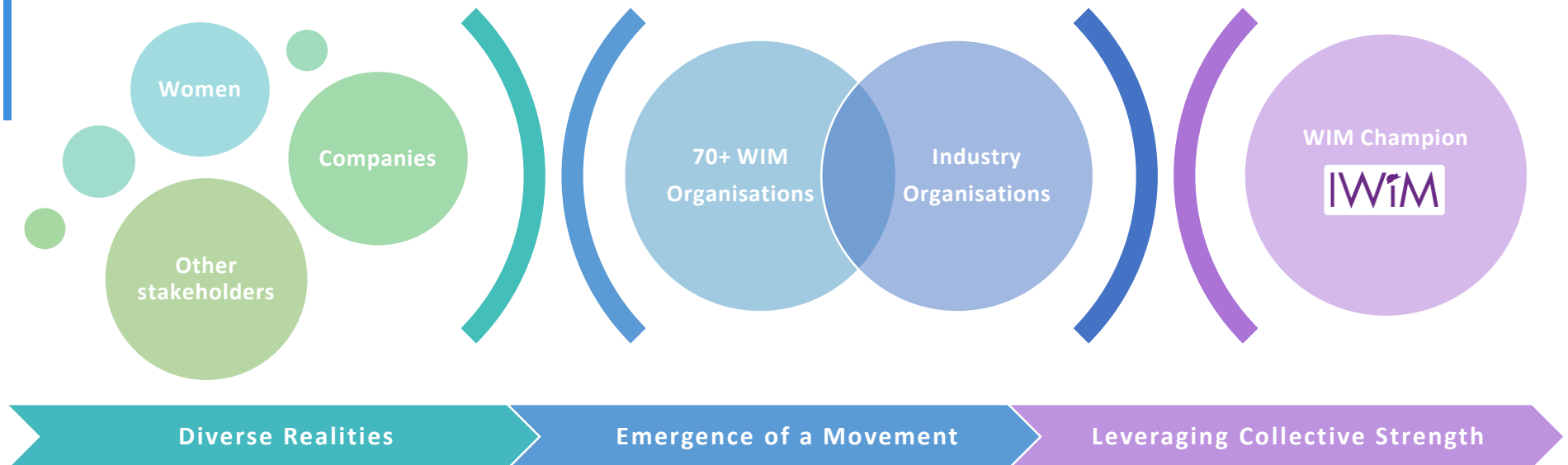
IWiM Global Exchange

launched September 2020

International Platform in support of a Global Agenda



UNEP



Women work in, around and with the mining sector across all functions and continents

It is vital that their individual and collective voice be heard for the industry to improve in diversity, governance and sustainability

Women in Mining (WIM) organisations play an essential role

- Bringing women and stakeholders together
- Supporting women in mining and diversity
- Being the voice of women in mining vis-à-vis regional, national and local industry initiatives

Rallying together brings global cohesion and game-changing collective strength

- Increase global recognition
- Promote a strong, unified WIM voice
- Increase support to and among WIM organisations world-wide

Building a Pipeline of Women Leaders



International Women in Resources Mentoring Programme Support to women working in, around and with the mining sector and building the pipeline of women leaders for the industry

- IWIM Global Project in collaboration with Metisphere Ltd
- Global cross-company mentoring programme for women in mining
- Launched in 2018 and organised annually
- 130 mentees to date, increasing year on year to 53 mentees in 2020
- 9 company sponsors including 5 repeat sponsors
- Consistently excellent feedback from mentees and mentors
- Active alumni network and lasting mentee-mentor connections
- 2020 programme April to October, 2021 registrations open
- Areas of focus include communication in a cross-cultural partnership, enhancing emotional intelligence to improve leadership, developing a personal brand strategy and self-confidence and setting SMART(ER) career goals

Creating high-performing and innovative leaders that practice agility to adapt to a changing environment is imperative to successful team productivity and success

Metisphere

A mentoring culture leads to better retention, more loyalty and commitment among employees and strengthening of resilient developmental networks in the workplace

HBR, Dec 2019

Although advantageous for all employees, mentoring is particularly helpful to women for addressing the myriad barriers to career advancement

HBR, March 2018

Perspectives from South Africa



UNECE



Source: Sasol Mining

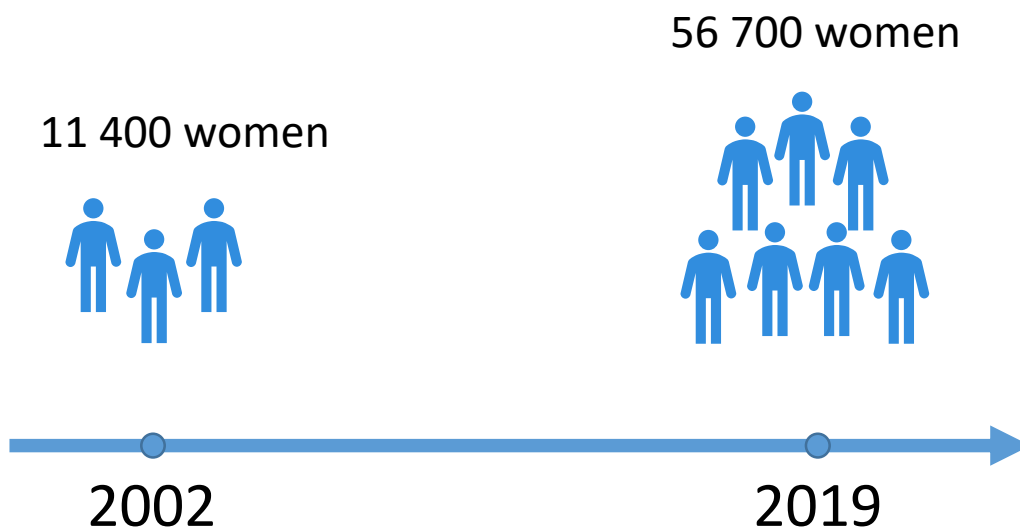
Women in Mining Statistics

Source: Minerals Council SA, 2019



UNECE

- The mining industry in South Africa employs **455 000** people
- Women represent **12%** of this number



QUICK FACTS 2019

17%



Top management

17%



Senior management

24%



Professionally qualified

18%



Skilled technical professions

Challenges to advancing representation

Source: Minerals Council SA, 2019



UNECE

- Safety and gender-based violence (GBV):
 - Women working underground face the risk of sexual harassment, and even sexual violence, directed at them by their male colleagues and by illegal miners
- Physical strength:
 - Labour-intensive mines, requiring physically arduous work under challenging conditions.
 - In general terms, most women do not have the same levels of physical strength as most men.
- Equipment:
 - Equipment, including personal protective equipment (PPE) and tools; has historically been designed and manufactured with men in mind
 - e.g. One-piece overalls; ill-fitting shoes, hats and gloves



Source: Mine Health and Safety Council



- **Women in Mining Strategy**
 - Aim: to enhance representation and development of women in the mining industry

Seven foundational measures

1	Reaffirm Zero Tolerance for GBV through Stop Abuse campaign	5	Deploy ongoing companywide pulse check survey
2	Develop gender diversity and inclusion policies	6	Build inclusive physical environment
3	Provide reporting system for gender diversity issues	7	Supply PPE for women specifically
4	Initiate unconscious bias training to transform culture		

Source: MCSA





- Women in Mining Leadership Forum
- Women in Mining Task Team
 - Technical committee advising Leadership Forum
- National Day of Women in Mining (first such initiative)
 - Highlights MCSA's focus on the implementation of initiatives designed to achieve stretch targets for the representation and advancement of women in the South African mining industry
- Women in Mining White Paper published in 2020
- GBV initiative launched in 2020
 - Tripartite initiative (MCSA, Mine Health and Safety Council, Organised Labour)



National Day of
Women in Mining



- Association for women in mining, which is free to all participants
- Initiatives:
 - Informal group mentoring
 - Networking
 - Media exposure
 - Toolkit for WIM groups on mines
- Themes covered in initiatives:
 - GBV
 - Pay gap
 - Safety
 - Self leadership



Source: WIMSA



SAIMM
THE SOUTHERN AFRICAN INSTITUTE
OF MINING AND METALLURGY

The Southern African Institute of Mining and Metallurgy (SAIMM)

Initiatives



UNEP

- Committee on Diversity and Inclusion in the Minerals Industry (DIMI)
 - 10 diverse members
 - Report to President of SAIMM
- Young Professionals Council
- Six webinars for women's month (collaboration with WIMSA)
- Collaboration with Minerals Council SA and Women in Mining SA committees
- Planning to host the first-ever SAIMM conference on diversity and inclusion in the mining industry, in August 2021



Credit: Inside Mining Magazine

Mining Companies

Initiatives



UNEP

- Formation of groups:
 - Women in Mining Forums/Groups
 - Diversity and Inclusion task teams
- Compilation of Diversity Frameworks
- Implementing women-specific PPE and facilities:
 - PPE Trials
 - Women-specific toilets for underground
- Safety and GBV initiatives
 - Self-defence courses
 - Lamp panic buttons
- Participation in mentoring programmes



Credit: Sanitech

Perspectives from Australia

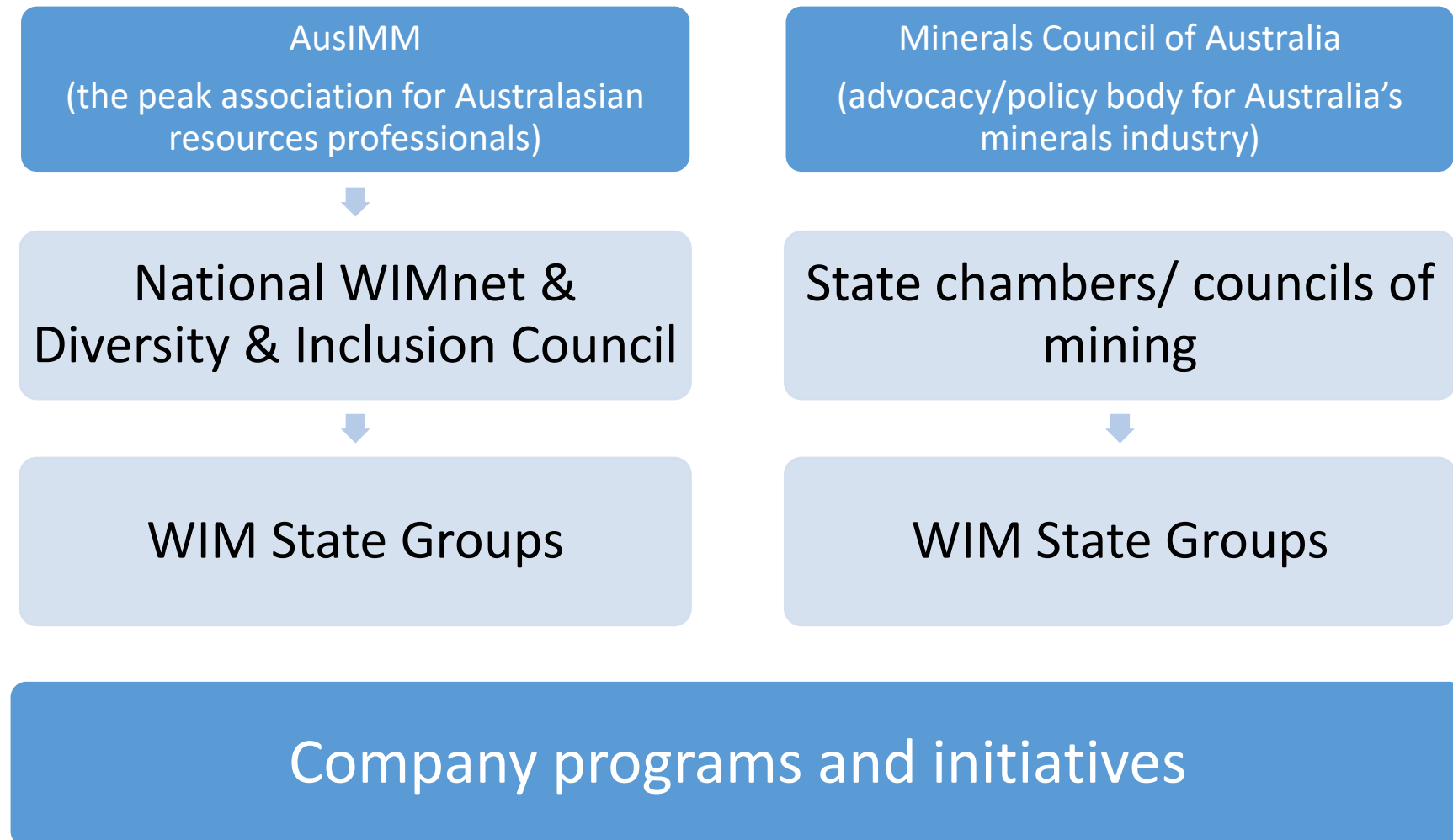


UNECE





UNECE



AusIMM Initiatives to Advance Women in Resources



UN Women

AusIMM is the peak association for Australasian resources professionals, committed to creating a welcoming, inclusive sector for people of all genders.

AusIMM sees that maximising women's workforce participation not only advances the resources sector but benefits the communities we serve.

AusIMM initiatives to maximise gender equality and empower women in resources span several critical areas:

- **Leadership** with oversight and guidance from the AusIMM Council for Diversity and Inclusion, including across:
 - Professional and role diversity
 - Aboriginal and Torres Strait Islander peoples
 - Gender and sexually diverse professionals in resources
 - Young people working in resources
- **Research** including an Annual Women in Mining Survey to understand current experience, identify best practice and inform tangible action to drive participation across all technical and professional roles
- **Advocacy** of research outcomes and implications to raise awareness and direct industry and government reform, including through sector-wide communication initiatives and events series
- **Mentoring** to support women's career progression within the sector
- **Sponsorship** including scholarships to provide opportunity for women across the industry, including indigenous and early-career women in resources
- **Networking and engagement** through partnership, participation and support for groups including Indigenous Women in Mining and Resources Australia and the AusIMM Women in Mining Networks



WRAP

The QRC's Women in Resources Action Plan (WRAP) was endorsed by the QRC Board in 2006 to increase the proportion of women working in our sector. Since that time the proportion of women in QRC members' workforces has increased from 6 percent to 16.3 percent overall and 14 percent in 'non-traditional' roles for women such as executive management, engineering, trades and operators.



WIMARQ Engagement

QRC works closely with WIMARQ, providing secretariat services. The QRC's Diversity Manager is a permanent member of the committee. This ensures maximum engagement at grassroots level and enables WIMARQ to be a reference group to QRC, influencing diversity policy.



Women's Mentoring Program

The aim is to retain women and to ensure that more attain leadership roles in. A longitudinal survey of participants from 2014-2018 shows 96 percent reported a positive impact on their career and more than half directly linked a promotion to their participation.



Girls Mentoring Program

Available to Queensland Minerals and Energy Academy Schools, this program places year-12 girls with graduates of the women's program who encourages them onto STEM and trade pathways into our sector. 90 percent of 2019 mentees said their mentor supported them to explore a career in the resources sector.



IWD Breakfast & Awards

Started in 2006, these awards celebrate and profile women's achievements and the achievements of companies and men and women who contribute to diversity outcomes. Presented annually at the IWD breakfast, attracting 1,000 and webcast regionally.



UNWOMEN

OUR VISION: A diverse community of passionate people collaborating to connect, nurture and support women to achieve their goals within the Queensland minerals and energy sector, and a thought leader reference group which influences the sector to improve gender diversity and inclusion outcomes.

1

Our Members

Continue to provide support, learning and connection to our members through our events, mentoring and awards.

FY21 Theme – Engaging

Continue as previous but with this focus

- Deliver Awards
- Deliver Mentoring Program
- Deliver Brisbane Events Program
- Support Delivery of Regional Events Program
- Use Inspire Convention to kick off new focus
- Podcast to reach & include those we can't connect with in person

2

The Industry

Known as an influencer in the industry for issues across gender diversity and inclusion, focusing on a theme each year.

FY21 Theme – Engaging

Demonstrate Inclusion, build influence

- Demonstrate inclusion with a male committee member
- Create a 'proposition' to speak at Organisations/ Industry D&I opportunities
- Create opportunities to speak at Organisation's Board Meetings to advise on D&I best practise / share industry examples
- Consider Community engagement | reflect community within industry

3

The QRC

A strong reference group around gender diversity and inclusion for the QRC, focusing on a theme each year.

FY21 Theme – Engaging

Utilise existing structures & industry reach

- Cement reference group process with QRC
- 2 noting papers produced each year related to theme
- Encourage QRC requests

Enabler: Admin & event support

Enabler: Social Media / Marketing reach

A photograph of three BHP workers in high-visibility orange and grey shirts and white hard hats walking through an industrial facility. The background features large, rusted metal structures, possibly part of a mining or processing plant, under a clear sky. The lighting is warm, suggesting late afternoon or early morning.

BHP

Inclusion and Diversity at BHP

2020

Inclusion and Diversity isn't just about gender...

- **We define diversity broadly:** differences in thinking styles, life and work experiences, ethnicity, race, religion, sexual orientation, family circumstances, age and so on.
- **We talk about inclusion too:** diversity is only half the conversation. This is important for us to build an inclusive workplace culture and appropriate work practices are consistently applied across the organisation so that everyone feels valued, empowered and excited to work for us.
- **We are building a flexible workplace:** where people can bring their whole selves and their ideas to work, in a workplace which helps support them to achieve the balance they may need at different life stages.



What are the business benefits?

Since 2017 our most inclusive and diverse teams have outperformed the rest on:



Safety:

Everyone goes home safe

- Total Recordable Injury Frequency up to 66 per cent lower
- More diverse teams are up to 10 per cent more likely to speak up
- More inclusive teams are up to 68 per cent more likely to speak up



People & Culture:

Empowered people

- Rate their sense of pride at working for BHP up to 21 per cent more favorably
- See up to 28 per cent lower unplanned absence rates



Productivity:

Manufacturing mindset

- Up to 11 per cent better adherence to schedule
- Up to 11 per cent higher planned and scheduled work

Why?

Because people in these teams feel safe to speak up, share ideas and work together to solve problems and make better decisions.

They bring a diversity of views, backgrounds and experiences to the workplace which are respected and valued by their peers and leaders.

What progress have we made so far?

- Global Inclusion and Diversity Council (I&DC) formed (November 2015) and chaired by CEO Mike Henry.
- Updated *Our Charter* to include 'Our teams are inclusive and diverse' (September 2016).
- Announced our aspirational goal to achieve gender balance globally by 2025 (October 2016).
- Our Executive Leadership Team is gender balanced, with half of line roles held by women.



We have an aspirational goal to achieve gender balance globally by CY2025. In FY2020, we increased the representation of women working at BHP from 24.5 per cent to 26.5 per cent. There were 1767 more women working at BHP than at the start of the financial year and we have almost 4,000 more women working at BHP that when we set our aspirational goal four years ago.



How are we going to achieve our aspirational goal?

We will continue to implement our plan on four global priorities to accelerate our inclusion and diversity efforts:

1. Embed **flexibility** in the way we work.
2. Enable our **supply chain partners** to support our commitment to inclusion and diversity.
3. Uncover and take steps to **mitigate potential bias** in our behaviours, systems, policies and processes.
4. Ensure our brand and industry are **attractive to a diverse range of people**.



Women in Mining: Global Perspective

Key Messages



UNECE

- **IWiM:**
 - Women in mining are as global and diverse as mining itself: it's important to contextualise the discussion of women's role and position in mining, and acknowledge that it is neither new nor standardised.
 - Although this makes it complex to strike the right balance between local or group-specific issues and the need to influence international policy to achieve global change, WIM organisations worldwide are working together and with other stakeholders towards these ambitious goals.
 - As a leading global women's organisation, IWiM is actively promoting this coordination towards a global change of mindset to achieve gender equality in mining.
- **South Africa:**
 - Policies need to be compiled and adopted by all industry players.
 - Safety (in the form of harassment/GBV) and PPE remain pervasive themes in the South African mining sector, but are being tackled strategically and fervently by key role players.
- **Australia:**
 - Relatively mature industry when it comes to progress on gender equality, with continued focus needed on inclusion, women on boards and leadership positions, closing the gender pay gap, and at times improving conditions for women on the front lines.
 - True commitment from boards and CEO's needed to create change.
 - Support for women in the industry continues to be critical, in particular mentoring programmes.



Thank you

Ludivine Wouters, IWIM
Bjanka Korb, SRK
Juleen Brown, BHP
Jenny Purdie, Jemena



Women in Resource Management

Webinar Series

Women in Mining: Global Perspective
Cases and Best Practices from Australia and South Africa

15 October 2020

UNECE EGRM Women in Resource Management Working Group pleased to support Gender and Mining Governance Massive Open Online Course

REGISTER NOW!



SWEDISH ENVIRONMENTAL
PROTECTION AGENCY



INTERGOVERNMENTAL FORUM
on Mining, Minerals, Metals and
Sustainable Development

LEARNING
FOR NATURE



- 🕒 Course starts: 2 November 2020
- 🕒 Duration: 4 weeks
- 🕒 Estimated effort: 2 – 3 hours per week
- 🗣 Languages: English



Gender and Mining Governance

Massive Open Online Course



Course topics

The course will cover the following topics:

- Lesson 1: Introduction to Gender and Mining Governance
- Lesson 2: Women's Participation in Decision-Making in the Mining Sector
- Lesson 3: Gender-Based Violence in the Mining Sector
- Lesson 4: Investment in Gender in Mining Governance

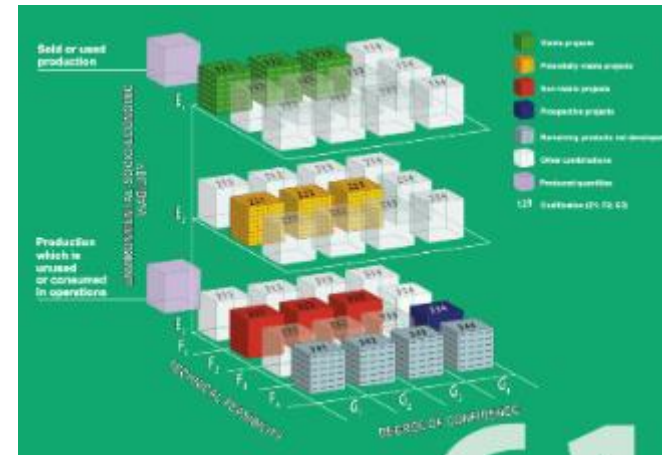
Learn more and register

Register at bit.ly/genderandminingmooc

For more information on UNFC and UNRMS

<https://www.unece.org/energy/se/reserves.html>

email: reserves.energy@un.org



Women in Mining: Global Perspective
15 October 2020



Women in Resource Management

Webinar Series

What is new in mining?

26 November 2020 (to be confirmed soon)

Women leadership in Oil and gas: An updated outlook

18 December 2020 (to be confirmed soon)

