
Why is gender still off the agenda of mining companies?



Context

Contexte

КОНТЕКСТ

Responsible Mining: RMF Vision

Responsible Mining should
benefit the economies,
improve the lives of peoples
and **respect the environments**
of producing countries



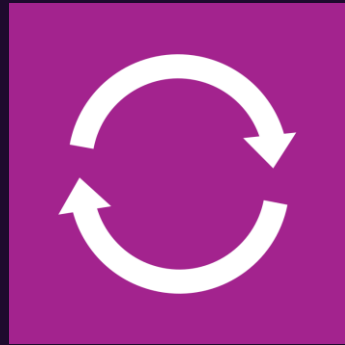
while allowing for companies and investors to make a fair and viable return

Why does gender matter?

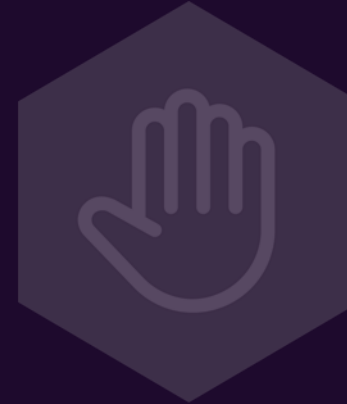
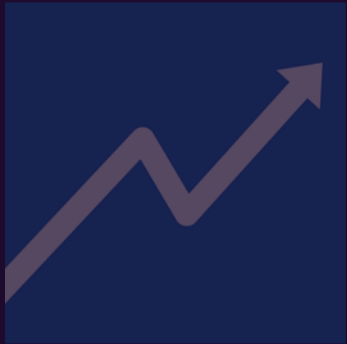
- SDGs
- UN frameworks
- Declarations and Laws
- Fundamental values of equality

- Financial and operating performance
- Productivity
- Safety
- Creativity and resilience

RMI Framework – Структура



Gender – Genre – Гендер



RMI Reports

- Evidence-based
- Data in the public domain
- Society expectations

Scope: level the playing field

Companies assessed

Anglo American
AngloGold Ashanti
Antofagasta
ArcelorMittal
Banpu
Barrick
BHP
Boliden
Buenaventura
Bumi Resources
China Shenhua
Coal India
CODELCO
ERG
Evraz
Exxaro
First Quantum
Fortescue
Freeport-McMoRan
Glencore
Gold Fields
Grupo México
Peñoles
KGHM
MMG
Navoi MMC
Newcrest
Newmont
NMDC
Nordgold
OCP Group
Orano
Polymetal
Rio Tinto
RUSAL
Sibanye-Stillwater
Teck
Vale
Vedanta
Zijin



Responsible Mining Index 2018

RMI Report 2020

Summary

RMI Report 2022

Summary

Results

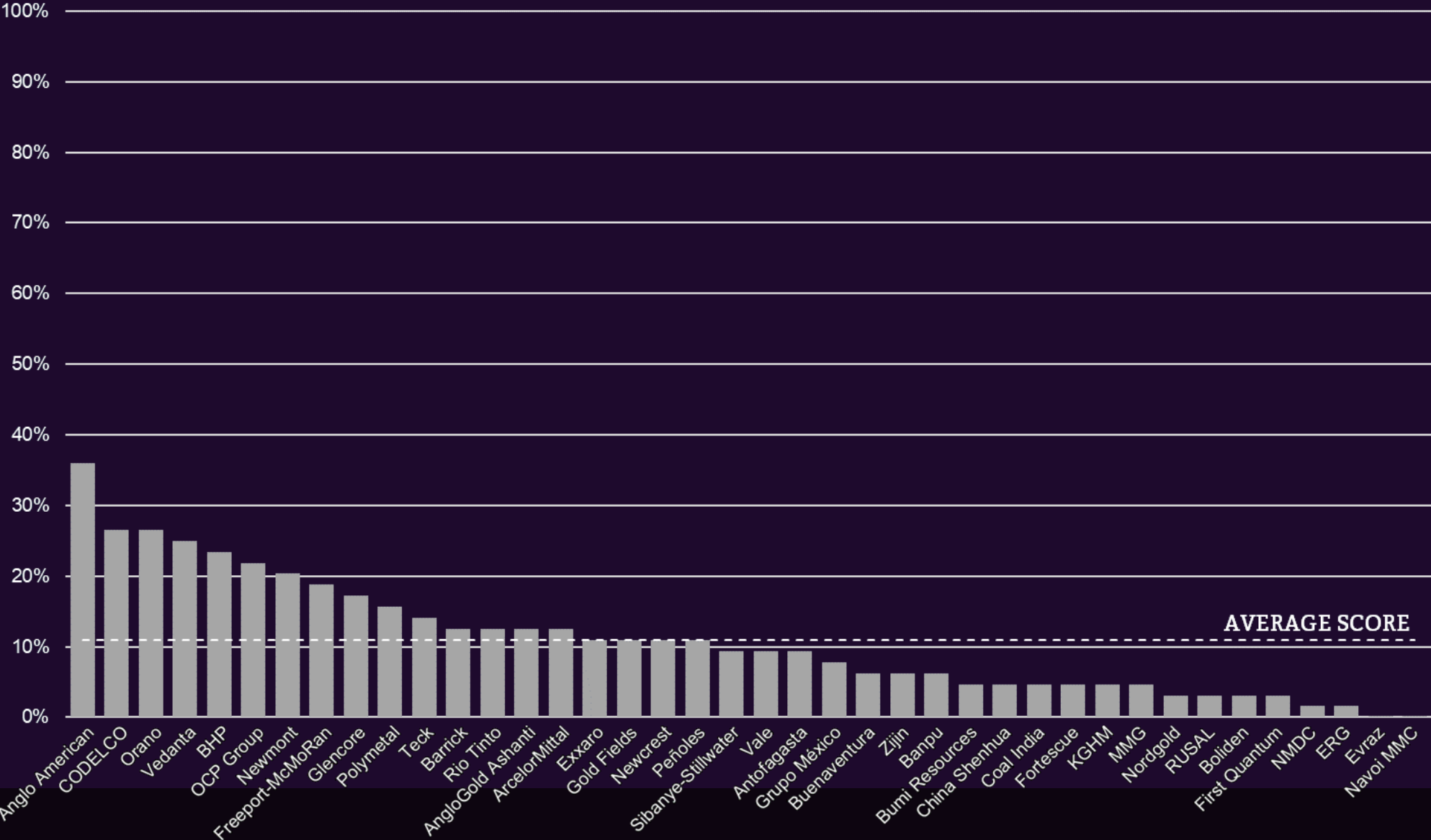
Résultats

Результаты

Overall results



16 metrics

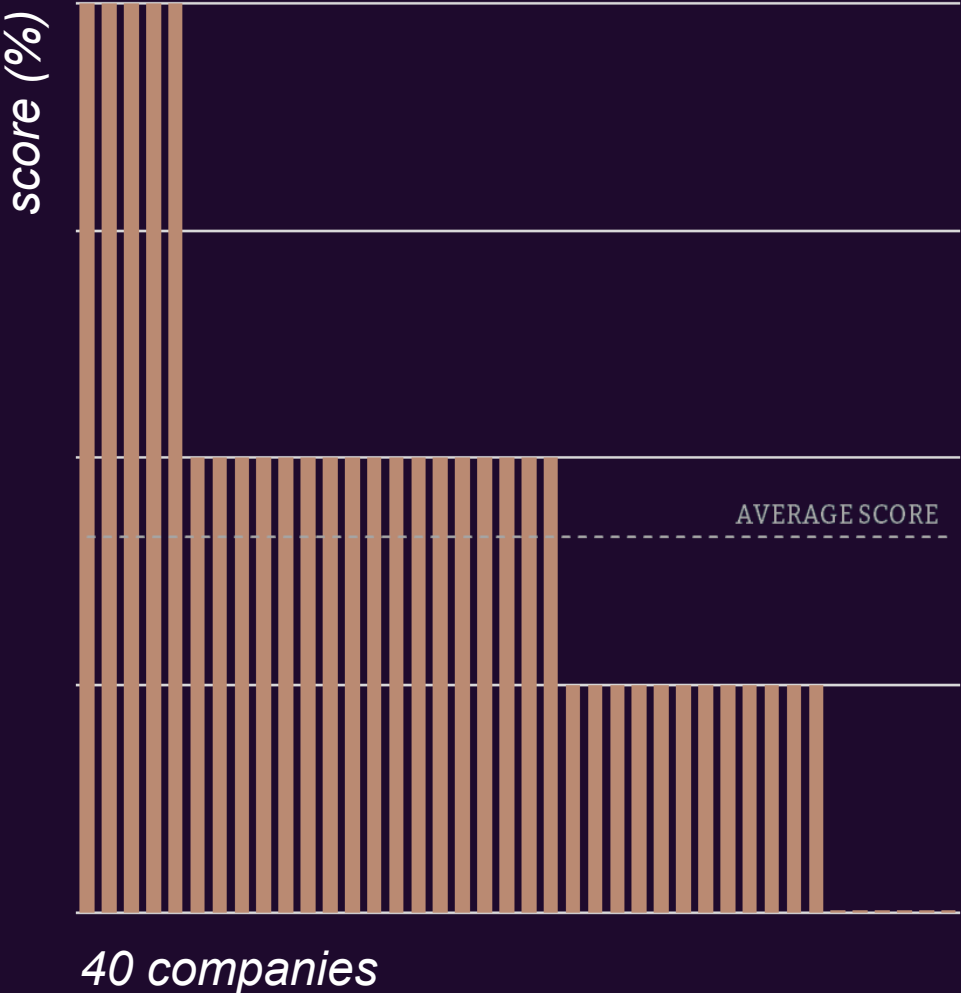


Various factors
Différents facteurs
Различные причины

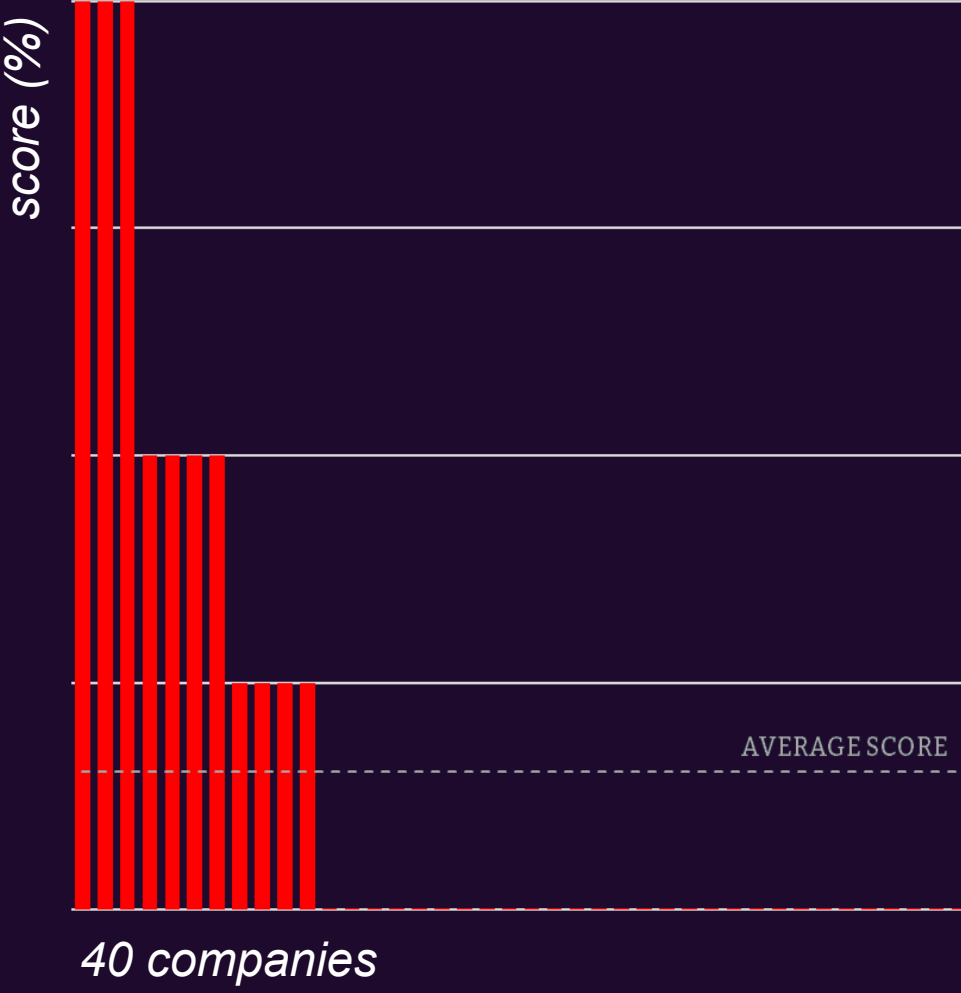
Gender action is most often optional

- Legal frameworks and laws rarely integrate gender
- Lack of capacity and political will → impede enforcement
- Companies must be proactive and go beyond 'compliance'
- + Role of Governments, regulators, investors and financiers

Easiest measures prioritised over most important?

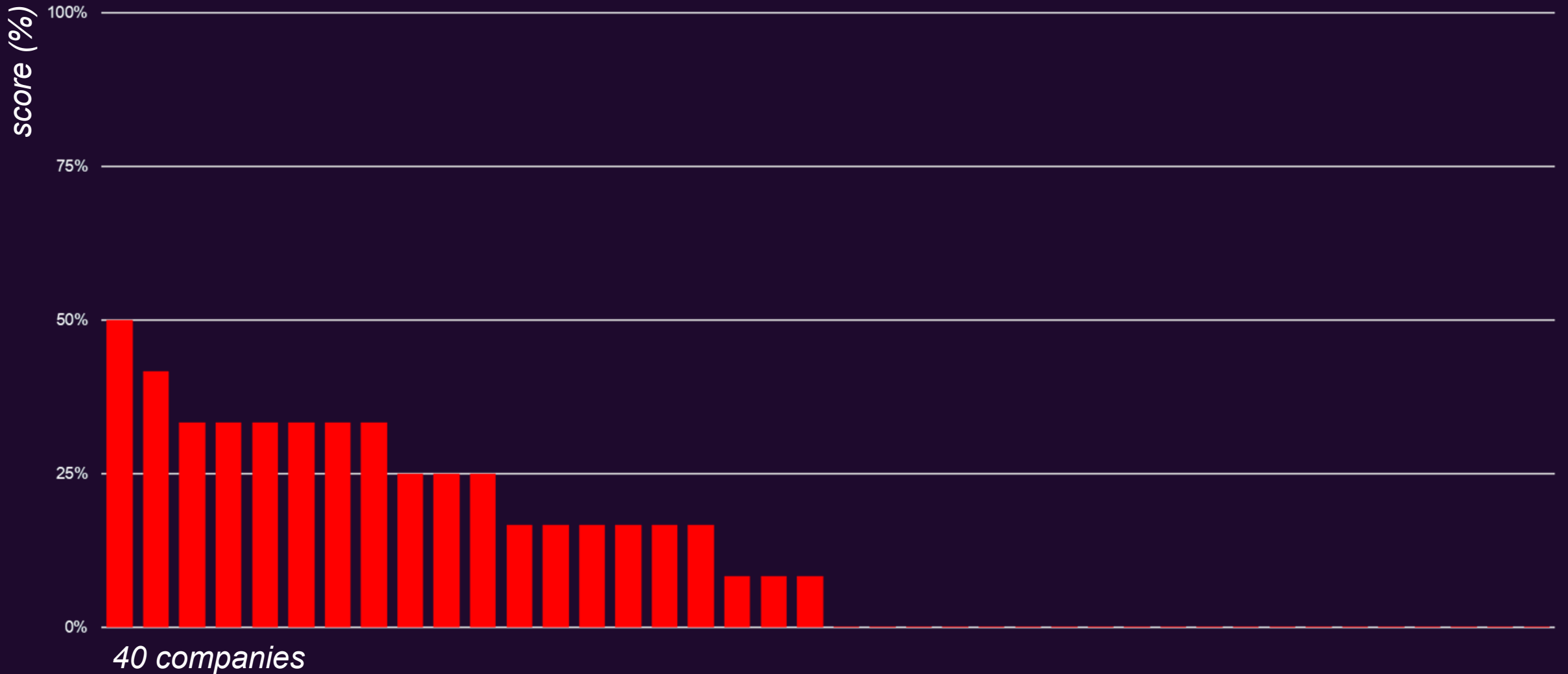


Tracking Gender diversity at Board-level



Provision of gender-appropriate PPE to women workers

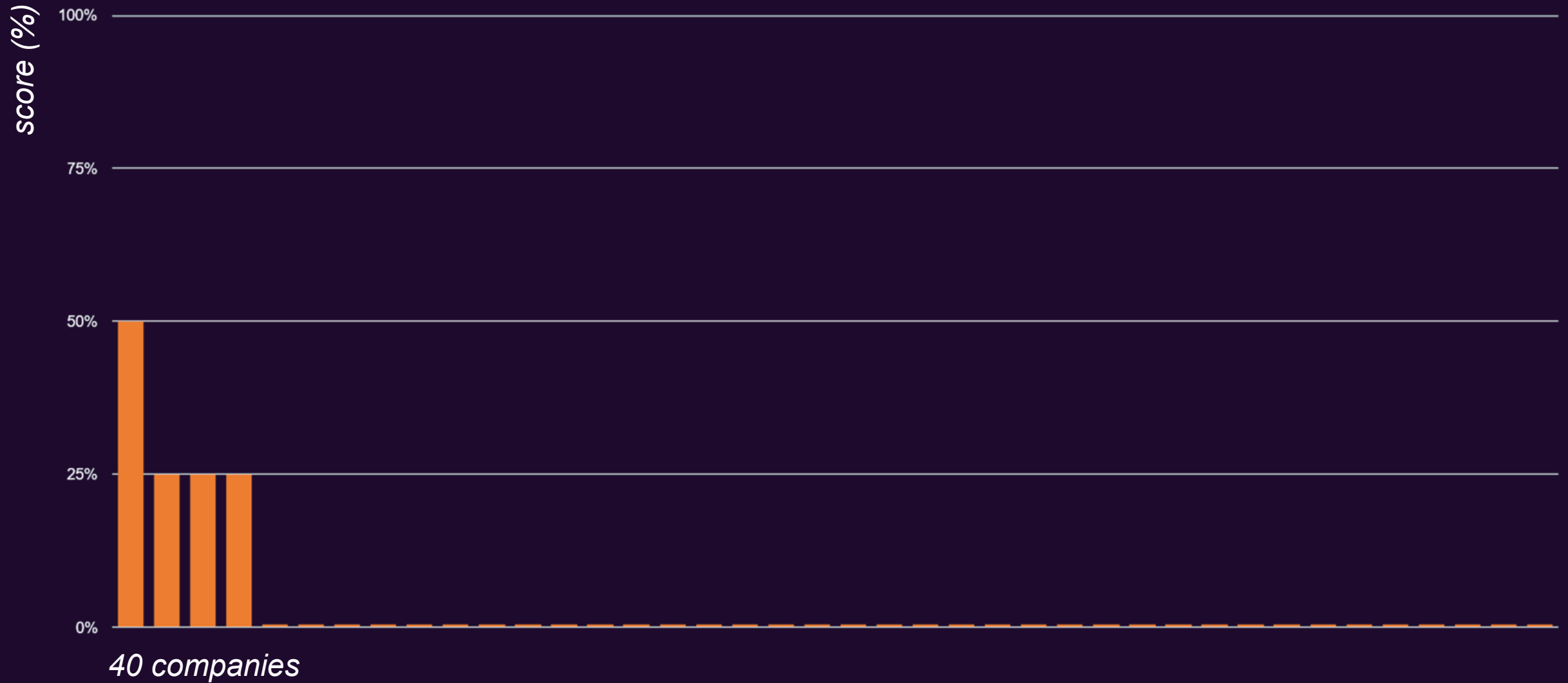
Preventing harassment and gender-based violence



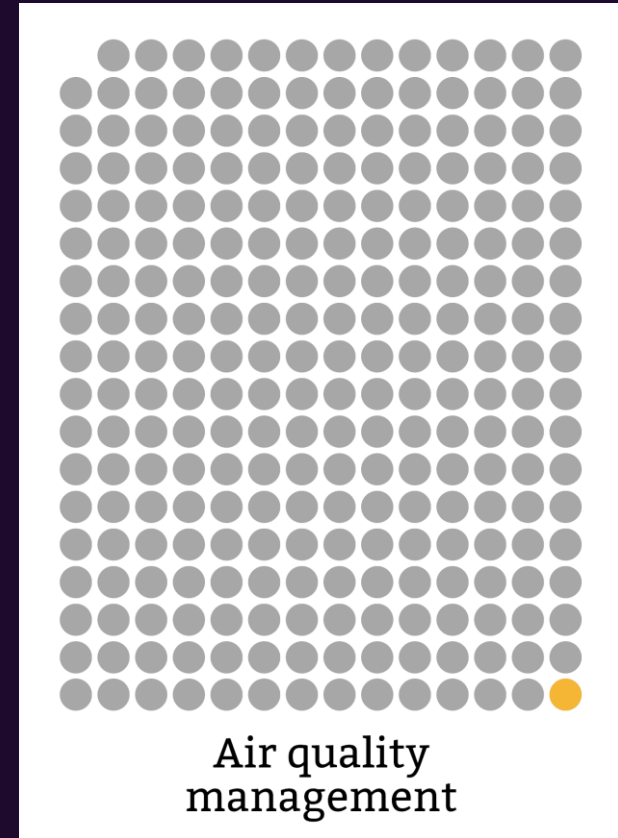
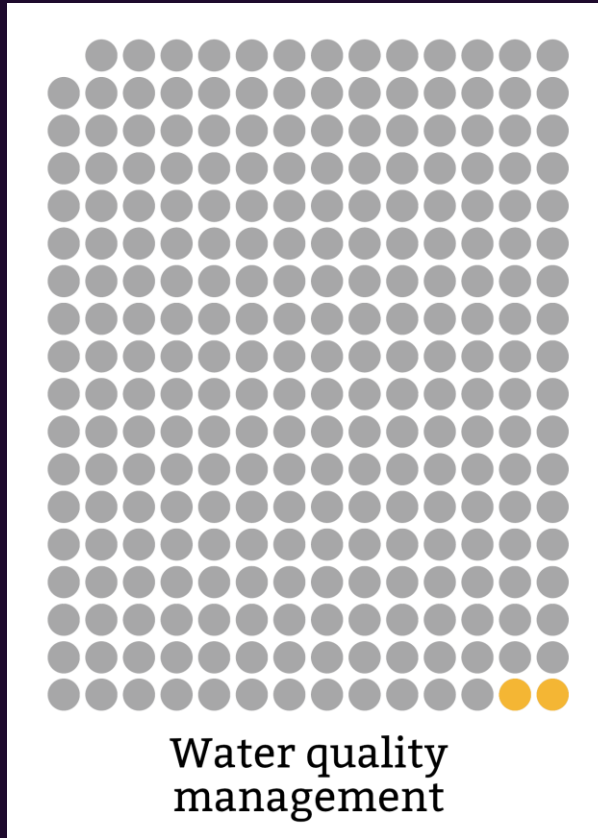
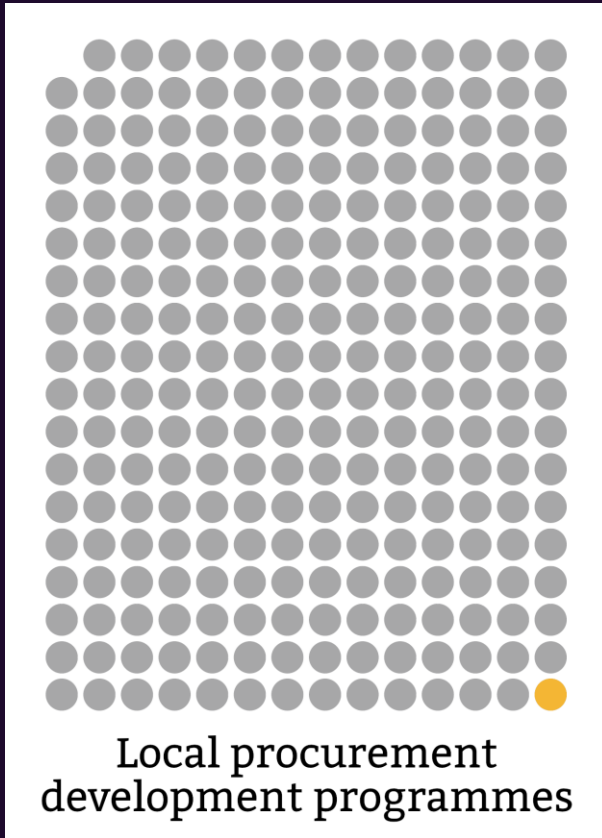
Rarely expected by industry standards

- Lack of strong and formal expectation in site-level ESG standards
- Certification schemes
- Sector specific standards
- Industry associations
- Rating agencies

No assessment of impacts on women



Site-level actions to engage with women: no evidence



● Mine sites with no satisfactory evidence
● Mine sites with some satisfactory evidence

It can be done

- Existing leading practices
- Often isolated site-specific examples
- But someone, somewhere, is doing it

- Normalisation of leading practice: across sites
- And across the industry

Recommendations to companies

- Company-wide gender equality strategy (workers + communities)
- Review existing policies, procedures and systems
- Zero-tolerance for harassment and gender-based violence
- Gender-appropriate PPE and facilities for workers
- Conduct regular gender impact assessments
- Track and disclose gender-disaggregated data at site level
- Implement corrective actions

More research & resources

www.responsibleminingfoundation.org