Why is gender still off the agenda of mining companies?

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Context
Contexte
Контекст
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 – Structure
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
Burel Resources
China Shenhua
Coal India
CODELCO
ERS
Evraz
Exxaro
First Quantum
Fortescue
Freeport-McMoRan
Glencore
Gold Fields
Grupo México
Peñoles
KGM
MMG
Navoi MMC
Newcrest
Newmont
NMDC
Nordgold
OCP Group
Orano
Polymetal
Rio Tinto
RUSAL
Sibanye-Stillwater
Teck
Vale
Vedanta
Zijin

+250 individual sites assessed
Results
Résultats
Результаты
Overall results

16 metrics
# Topic-specific results

<table>
<thead>
<tr>
<th>Topic</th>
<th>Score</th>
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<tbody>
<tr>
<td>Gender diversity at Board and senior levels</td>
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<tr>
<td>Gender-responsive community engagement</td>
<td></td>
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<tr>
<td>Gender-responsive local entrepreneurship programmes</td>
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<tr>
<td>Gender-responsive local procurement programmes</td>
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<tr>
<td>Gender impact assessments</td>
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<tr>
<td>Effective gender impact management</td>
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<tr>
<td>Intimidation and moral harassment of women workers</td>
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<tr>
<td>Sexual harassment of women workers</td>
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<tr>
<td>Gender-based violence against women workers</td>
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<tr>
<td>Sanitation facilities (e.g.: toilets, showers)</td>
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<tr>
<td>Safety equipment (e.g.: PPE designed for women)</td>
<td></td>
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<tr>
<td>Health services (e.g.: for sexual health)</td>
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[Diagram of topic-specific results with color-coded scores]
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 financers
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

Scores for 40 companies
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

Score (%)

40 companies

Responsible Mining Foundation
Site-level actions to engage with women: no evidence

- Local procurement development programmes
- Water quality management
- Air quality management

Legend:
- Gray: Mine sites with no satisfactory evidence
- Orange: 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