



**MINERALS COUNCIL**  
SOUTH AFRICA



National Day of  
**Women in Mining**



# Women in Mining Strategy

21 August 2020



# Our journey so far

Minerals Council launched its

## WOMEN IN MINING INITIATIVE

to enhance representation and development of women in mining industry



Now we have developed a 2020 roadmap towards achieving our ambition, sharing potential initiatives and a strategy definition process for member companies to leverage

To achieve this, the Minerals Council aims to streamline member companies' gender diversity and inclusion strategies and implementation effort.

### First steps in March 2020:

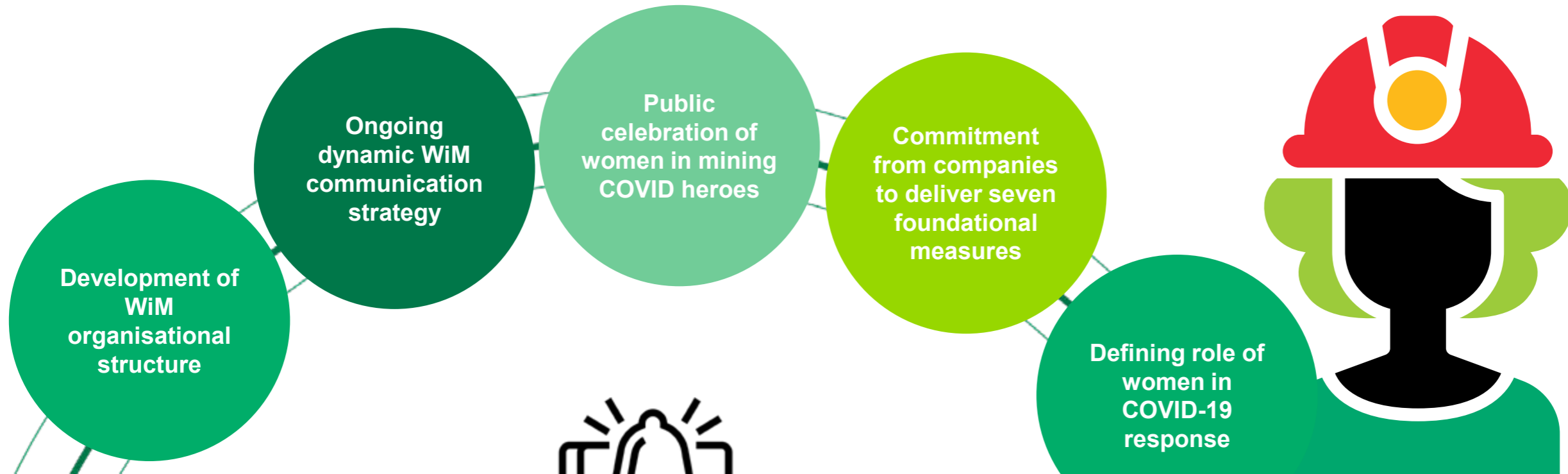
- **Launch of the White Paper**
- **Launch of gender-based violence initiative**



# Why a Strategy?

1	2	3	4
<p>Benefits of diversity are material... and proven</p> <ul style="list-style-type: none"> <li>• Diverse companies perform better financially (+6% net profit in companies with &gt;= 30% women in leadership)</li> <li>• Diversity improves performance culture and workplace environment (19% more revenue from innovation in diverse companies)</li> </ul>	<p>Diversity is a global and South African priority - acceleration is crucial</p> <ul style="list-style-type: none"> <li>• UN SDGs include 2 goals on gender equality and inclusive workplaces</li> <li>• NDP2030 emphasises gender diversity throughout execution of plan</li> <li>• Mining Charter III has 8 gender diversity targets</li> </ul>	<p>Improving diversity is an ethical imperative</p> <ul style="list-style-type: none"> <li>• All people, regardless of their identity, should have access to the same opportunities</li> <li>• Right to equality is protected under the Constitution</li> </ul>	<p>Diversity alone is not enough, it is inclusion that unlocks value</p> <ul style="list-style-type: none"> <li>• It is important to increase diversity throughout organisation</li> <li>• Inclusion ensures positive impact and results of diversity</li> </ul>





**SIX**  **PRIORITY INITIATIVES**

**#MakingMiningMatter**



# Seven foundational measures

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

# Clear steps for members to define their strategy

1

Diagnosis of the company's current situation

Conduct employee survey to:

- assess current gender diversity and inclusion status quo
- identify existing initiatives that are effective
- determine gaps

2

Evidence-based prioritisation of focus areas

Based on employee survey results and company context, company prioritises across the four focus areas and details its diversity and inclusion strategy

3

Selection of initiatives to build action plan

Initiatives to be selected out of long-list based on three types:

- 'Foundational measures'
- 'Proven measures'
- 'Hidden gems'

# Challenges and opportunities of COVID-19

## Opportunities

- Pilot of remote working models and technology
- Push to implement technology with potential to benefit and attract women
- Mindset shift offering opportunity to challenge status-quo, incl. gender diversity

## Challenges

- De-prioritisation of topic as companies respond to COVID- 19 crisis
- Reduced (gender) diversity budget due to cost cutting
- Decreased recruiting resulting in fewer women joining industry
- Disproportionate retrenchment of women owing to unconscious biases

## Potential to strengthen the industry

### Resilience:

Diversion and inclusion = innovation and resilience

### Innovative thinking

Diversity = broader perspectives = improved problem-solving and innovation

### Collaborative teaming

Women-centric teams are more collaborative and inclusive

### Female lighthouse

Enhanced inclusion will contribute to new narrative of mining industry





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**THANK YOU**

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