



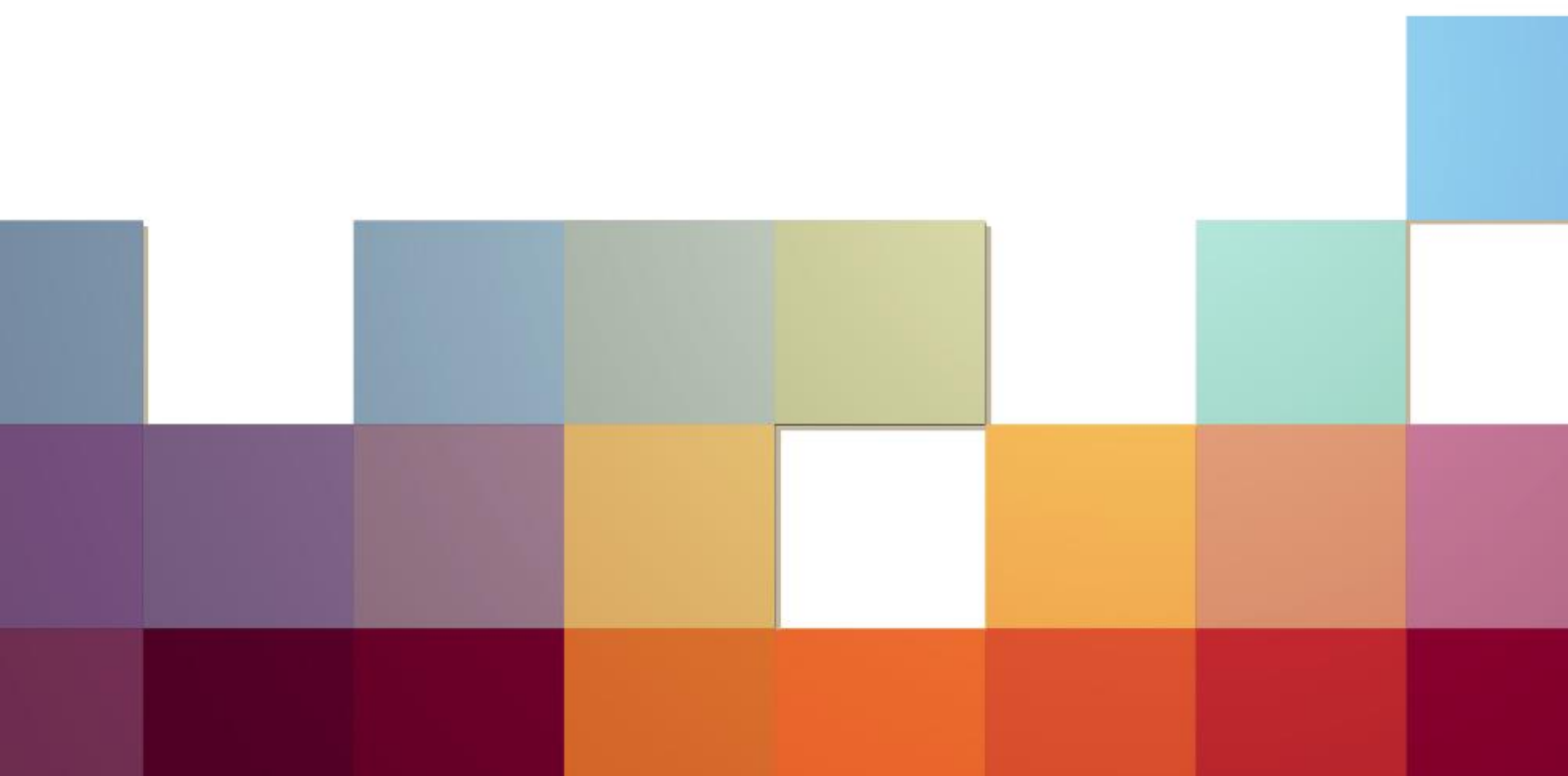
International WIM Alliance

Global WIM Data Deficit Programme 2021

WIM organisations selected four priority themes for collaboration in 2021, which were discussed in roundtables during the inaugural [Global WIM Summit](#) in March 2021.

Thematic working groups were convened in July 2021.

This document summarises the work programme for the group focusing on Global WIM Data Deficit in 2021.



Mandate

International WIM Alliance Steering Committee April 2021: Consensus on Summit outcomes in terms of mandate:

- 2021 **initiatives which complete and support WIM organisations' own work**
- **Governance** workstream to define structure and outlook, Communications workstream to define identity
- IWIM continues and expands **Engagement and Services** to WIM organisations: Global Calls, direct support, networking
- **From 2022** wider initiatives and WIM Organisations Fund

Proposed Timeline

- July 2021 Working Group Meetings
- August-November 2021 Meetings and coordination
- December-January 2021 Outcomes delivery

Organisation

- WIM organisations volunteered to coordinate each working group in 2021
- Coordinators to define workplan, coordinate information and outcomes
- IWIM to provide administrative support including Zoom access, meeting coordination and information centralisation at coordinators' request

The Global Data Deficit about Women in Mining

Issue and Context	<p>Global issue: Across mining sector, in both LSM and ASM, and in established mining jurisdictions and emerging markets</p> <p>Numbers and more: Beyond unreliable global figures, reality of women in mining and intersectionality of issues remain mostly undisclosed and misunderstood</p> <p>Cumulative barrier: Lack of quality granular data hinders advocacy, assessment challenges and progress, and effective targeting of empowerment action</p>
Stakes for Women	<p>Strengthen advocacy for women's participation, protection and development in mining</p>
Avenues for Improvement	<p>Significantly improve corporate disclosure, extending scope to mining companies employees, contractors and suppliers, across functions and professions</p> <p>Conduct national or regional assessments across LSM, supply chain and ASM, to compare and complete corporate disclosure</p> <p>Aggregate, publish and/or analyse global data to integrate it into analysis of mining's social impact</p>
WIM Organisation Actions	<p>National / regional / targeted data compilations, building on strength of WIM networks into local companies, operations, supply chain and services</p> <p>Global coordination to facilitate definition of comprehensive set of metrics to correctly assess intersectionality</p>
The Challenge	<p>Mobilising stakeholders, resources and support: Though hampering progress on many fronts, addressing lack of data is not necessarily in the interest of industry (LSM) or regulators (ASM) as it may reveal ineffective policy or implementation deficiencies</p>
International WIM Alliance 2021-2022 mandate	<p>Facilitate global coordination on key metrics to correctly assess intersectionality and support local, national and regional data initiatives by WIM organisations</p>



Coordinators

Some background

This issue is common to all aspects of the industry, from LSM to ASM and the most established mining jurisdictions to emerging markets: beyond somewhat unreliable global percentages or figures, the reality of women in the sector, per function, seniority, location and other criteria remains largely undisclosed. This affects awareness, advocacy and meaningful assessment of impact.

Goals defined by the Working Group



Work Programme

- Inventory data sources and public / private sector disclosure standards
- Discuss intersectionality and global metrics, mapping back to SDG 5 (gender equality) and SDG 8 (decent work and economic growth) targets and indicators
- Discuss recommendations and case studies to constitute "Data Toolkit" for WIM organisations
- Publish these outcomes in 2022 Q1

Launch Meeting | 28 July 2021

CONTEXT AND PURPOSE

Understand the "WHY"

Across global mining sector, the lack of quality granular data limits our understanding of issues facing women in the mining sector and therefore hindering advocacy, assessment of challenges and policy progress, and effective targeting of empowerment action. Addressing the lack of data is not in the interest of industry as it may reflect ineffective policy or implementation deficiencies.

International WIM Alliance 2021-2022 Mandate

Facilitate global co-ordination on key metrics to correctly assess intersectionality and support local, national and regional data initiatives by WIM Organisation

How do we measure our success ?

Opportunity

- Improve corporate disclosure across functions and professions
- Conduct national or regional assessment to compare and complete corporate disclosures
- Aggregate, publish and analyse global data to integrate into mining social impact analysis

APPROACH

WHAT do we want to achieve and HOW do we do it ?

Setting baseline for the toolkit

Understand current state, metrics and best practices

- Interviews
- Desk Top Research
- Surveys
- What is out there and what are we measuring

Define Gaps

- Data Analysis
- Impact Analysis
- Root Cause Analysis

Propose Vision + Metrics

- Data Analysis
- Impact Analysis
- Root Cause Analysis
- What should we measure ?
- Data source ? Quantitate and Qualitative

Communicate and Refine

- Communication channels
- Stakeholders defined
- Timeline established
- Who should we influence

Outcome

- Strategic & Tactical Approach
- Metrics
- Best Practices | Case Studies

Discussion of **"Data Toolkit" for WIM organisations** as Working Group outcome – working from existing data initiatives by WIM organisations and others, devise recommendations as to approach and agree common metrics, which must however be sufficiently adaptable to various contexts of WIM

Next Steps

Collect information on initiatives of interest, to be able to discuss approach, scope and metrics

Link to SDGs

Data and quantification are essential aspects of the SDG framework, including as regards SDG 5 (gender equality) and SDG 8 (decent work and economic growth)

The 17 SDGs comprise 169 targets and a [global indicator framework](#) adopted by the General Assembly on 6 July 2017 and updated annually; it currently includes 247 indicators, 12 of which are repeated under two or three targets.

SDG 5 Gender Equality ([link](#))

Goals and targets (from the 2030 Agenda for Sustainable Development)	Indicators (incl.2021 refinements)
Goal 5. Achieve gender equality and empower all women and girls	
5.1 End all forms of discrimination against all women and girls everywhere	5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex
5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age
	5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence
5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation	5.3.1 Proportion of women aged 20–24 years who were married or in a union before age 15 and before age 18
	5.3.2 Proportion of girls and women aged 15–49 years who have undergone female genital mutilation/cutting, by age
5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate	5.4.1 Proportion of time spent on unpaid domestic and care work, by sex, age and location
5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	5.5.1 Proportion of seats held by women in (a) national parliaments and (b) local governments
	5.5.2 Proportion of women in managerial positions
5.6 Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences	5.6.1 Proportion of women aged 15–49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care
	5.6.2 Number of countries with laws and regulations that guarantee full and equal access to sexual and reproductive health care, information and education

5.a Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services , inheritance and natural resources, in accordance with national laws	5.a.1 (a) Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; and (b) share of women among owners or rights-bearers of agricultural land, by type of tenure
	5.a.2 Proportion of countries where the legal framework (including customary law) guarantees women's equal rights to land ownership and/or control
5.b Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women	5.b.1 Proportion of individuals who own a mobile telephone, by sex
5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels	5.c.1 Proportion of countries with systems to track and make public allocations for gender equality and women's empowerment

SDG 8 decent work and economic growth ([link](#))

Goals and targets (from the 2030 Agenda for Sustainable Development)	Indicators (incl.2021 refinements)
Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	
8.1 Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 per cent gross domestic product growth per annum in the least developed countries	8.1.1 Annual growth rate of real GDP per capita
8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors	8.2.1 Annual growth rate of real GDP per employed person
8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship , creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises , including through access to financial services	8.3.1 Proportion of informal employment in total employment, by sector and sex
8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead	8.4.1 Material footprint, material footprint per capita, and material footprint per GDP
	8.4.2 Domestic material consumption, domestic material consumption per capita, and domestic material consumption per GDP
8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	8.5.1 Average hourly earnings of employees, by sex, age, occupation and persons with disabilities
	8.5.2 Unemployment rate, by sex, age and persons with disabilities
8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training	8.6.1 Proportion of youth (aged 15–24 years) not in education, employment or training

8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	8.7.1 Proportion and number of children aged 5–17 years engaged in child labour, by sex and age
8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	8.8.1 Fatal and non-fatal occupational injuries per 100,000 workers, by sex and migrant status
	8.8.2 Level of national compliance with labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status
8.9 By 2030, devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products	8.9.1 Tourism direct GDP as a proportion of total GDP and in growth rate
8.10 Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all	8.10.1 (a) Number of commercial bank branches per 100,000 adults and (b) number of automated teller machines (ATMs) per 100,000 adults
	8.10.2 Proportion of adults (15 years and older) with an account at a bank or other financial institution or with a mobile-money-service provider
8.a Increase Aid for Trade support for developing countries, in particular least developed countries, including through the Enhanced Integrated Framework for Trade-related Technical Assistance to Least Developed Countries	8.a.1 Aid for Trade commitments and disbursements
8.b By 2020, develop and operationalize a global strategy for youth employment and implement the Global Jobs Pact of the International Labour Organization	8.b.1 Existence of a developed and operationalized national strategy for youth employment, as a distinct strategy or as part of a national employment strategy