



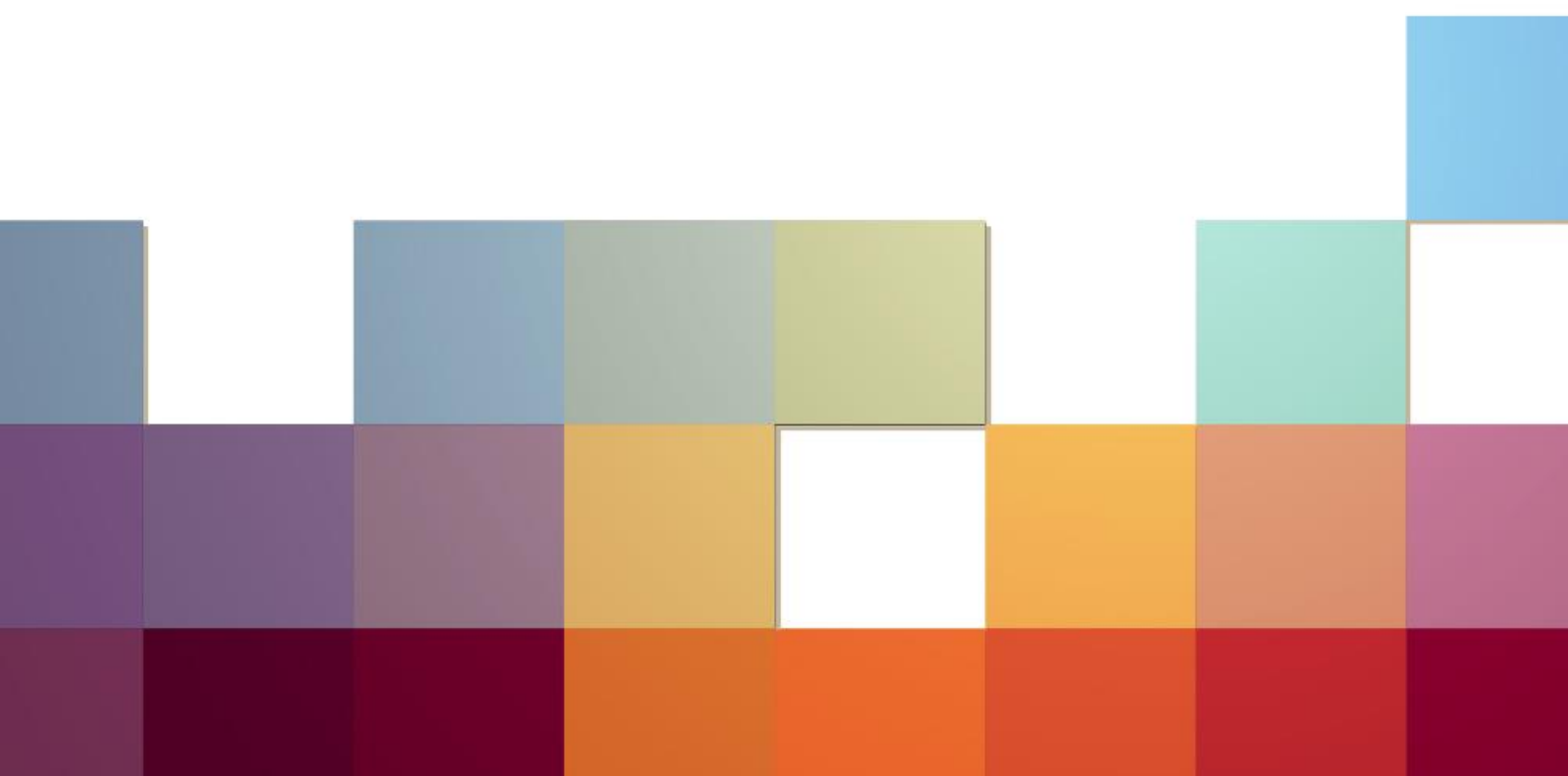
# International WIM Alliance

## Inclusive Workplace Design 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 Inclusive Workplace Design 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



## Inclusive Workplace Design

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### Issue and Context

Workplace suitability and attractiveness: Key to overcoming difficult working conditions in mining, encompasses both physical design and policy factors to optimise worker performance, safety and well-being

Leadership: Management attitude is essential to uptake and impact, benefitting all workers

Global challenge: Similar problems encountered worldwide, as well as very local perception and values-driven positions

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### Stakes for Women

Increase awareness of women's needs, improve working conditions and improve retention

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### Avenues for Improvement

Engage internal stakeholders on needs and options, creating discussion space and commitment to tailored, adaptive improvement

Engage external stakeholders on collaboration opportunities, including best practices sharing and policy reform (parental leave, prohibition of exclusive behaviour) to match international standards

Generalise career and work flexibility

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### WIM Organisation Actions

Awareness campaigns within companies, to empower women's voice and facilitate dialogue towards improving design, policy and behaviour

Best practices sharing on universal issues whilst acknowledging local specificities and requirements

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### The Challenge

Creating options and managing expectations: Reticence regarding organisational and policy changes benefitting women who are currently not on site(s) and/or may nonetheless choose to leave position / employer / mining

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### International WIM Alliance 2021-2022 mandate

Facilitate sharing of best practices: Identify key themes of action, collate examples of best standards and circulate to support local engagement and advocacy



## Coordinators

### Some background

This challenging topic concerns physical workplace organisation as well as cultural, behavioural and policy matters: it's the combination of these factors that drives real change. There is a global aspect to the issue, with similar problems encountered worldwide, as well as very local perception and values-driven decisions at play, with the additional complexity of remote operations. Themes include Automation, Safety and PPE, Shift Design, Changing Rooms and Toilets, FIFO, Lactation, Menstruation and Menopause, Creches and Nurseries...

### Goals defined by the Working Group



### Work Programme

- Define a preliminary scope of priority workplace design and/or practices
- Identify best practices and compile selected case studies
- Provide a set of recommendations
- Publish these outcomes in 2022 Q1

## Launch Meeting | 27 July 2021

Discussion of **Working Group scope**: Workplace design concerns in mining traditionally focused on safety and efficiency; well-being and inclusivity have emerged as essential concerns also, expanding the scope of interest to encompass facilities and site layout, rosters and schedules, policies and practices in recruitment and working together with colleagues... The goal is to encourage women to join the workforce and stay engaged and productive and long-term members of the mining industry

Discussion of **meeting frequency**, agreeing that both coordinators would host a meeting every month, at different times to allow WIM organisations to join depending on their time zone

Discussion of **experiences in different organisations and geographies**

[WIM Nigeria](#), [WIM Ecuador](#) and [WIM Panama](#), in emerging markets where mining is relatively new, focus their advocacy on the improvement of regulatory frameworks, aligning with international best practices and learning from the experience of leading jurisdictions; they noted that the lack of data about women in mining often hampers these efforts, and that mining companies play an important role in promoting or fostering best standards in these jurisdictions.

[WIM USA](#) and [WIM Finland](#) on the other hand are seeing a transition from advocacy to action, as workplace design and organisation evolves beyond HSE to encompass behavioural and cultural change. The experience of Newmont was discussed, including the integration of “Women & Allies” bottom-up advocacy to influence policies for the benefit of all employees towards more inclusion, promotion of a diverse workforce and awareness of the many small and subtle signals of exclusion to avoid.

[WIR-NT](#) highlighted the advantages and drawbacks to regulatory quotas in Australia (e.g. percentage of females and aboriginals), pointing out that their effectiveness can be uncertain.

Discussion of **policy effectiveness** – devising, implementing and optimising useful policies requires a sound consultation and feedback loop, i.e. users and beneficiaries being able to express their needs and respond to practices; however this is sometimes hindered by culture, particularly for women. It was proposed that in assessing policies and practices the working group consider this aspect, and identify “missing links” between policies and effective outcomes.



## Next Steps

Collect information on policies and practices of interest to identify best practices