



# WORKING GROUP 3 – GLOBAL DATA DEFICIT

What is the state of Gender Statistics in the Global Mining Industry?

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# Sources covered

Extractive  
Industries  
Transparency  
Initiative (EITI)

Responsible  
Mining Foundation  
Responsible  
Mining Index

Workplace  
Gender Equality  
Act Statistics

Hampton  
Alexander Review

WIMAR SG  
Inclusion and  
Diversity Report

WIM Guinea Pilot  
Index

Swedish statistics

Case Study: WiM  
Finland (ongoing)

# EITI

Afghanistan, Armenia, Burkina Faso, Colombia, Ghana, Guinea, Honduras, Madagascar, Mexico, Mongolia, Mozambique, Myanmar, Papua New Guinea, Nigeria, Philippines, Senegal and Sierra Leone.

- 1/3 of EITI countries disclose gender-disaggregated data
- A Guidance Note was published in 2019, which required the following disclosure:
  - "Employment in the extractive industries in absolute terms and as a percentage of the total employment. The information should be disaggregated by gender and, when available, further disaggregated by company and occupational level."
- All EITI countries must disclose gender-disaggregated data to be compliant with the EITI reporting standards
  - No clear information about the timeline as to when all EITI countries would have published the data.
- 55 countries in total as member of EITI

# Responsible Mining Index Report 2020

- Does not look at countries but mining companies
- 38 large-scale mining companies included in the report
  - Rio Tinto, Anglo American, AngloGold Ashanti, Teck resources, Vale, BHP...
- Gender is included as one of the transversal issues of the report under the theme "community wellbeing"
- there is, however, no information in the report about the share of women in the companies, nor disaggregated data about female participation in management, operative work, boards, etc.
  - the reporting around gender is more focused on policies which the companies have, e.g. policies against violence against women or policies about female participation in the workforce.

# WGEA 2020

- Australian data dating back to year 2015
  - Yearly data after that until year 2020
  - Contains all Australian private sector companies with > 100 employees. Data disclosure dictated by law.
- Contains information about mining and gender distribution, with disaggregation regarding pay gap and female representation in different roles (leadership, clerical, operations etc.).
- E.g. in 2020 in the Australian mining sector:
  - 18 % female participation in total
  - 19,1 % female participation in manager roles

# Hampton Alexander Review 2021

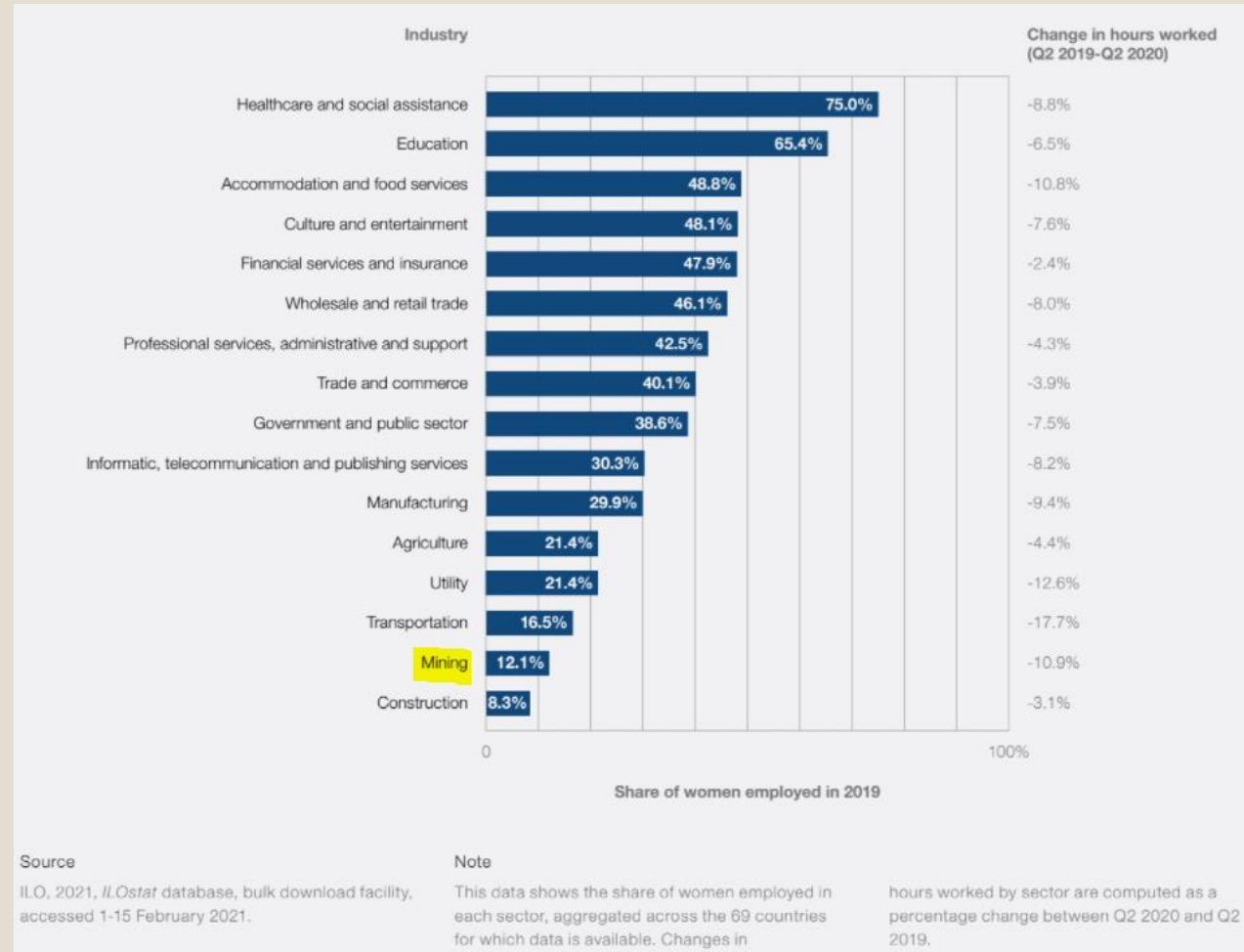
- Reviews the 350 most traded stocks in the London Stock Exchange from the perspective of gender
- Looks at 13 mining companies listed in the LSE.
- The 13 companies have an average of 28,7 % women on boards.
- executive committee + directors → average 21,6 % females.
- no data about women's participation in general

# WIMAR SG Inclusion and Diversity Report 2020

- Female boards members make up 15,2 % of the top100 SGX-listed companies
  - No specification about mining companies' numbers
- Mainly it can be seen in the report, that men consider equality matters to be in better shape than women
  - Questions were asked about pay gap, gender policy, gender discussions etc.

# WEF Global Gender Gap Report, 2021

- report benchmarks 156 countries from the perspective of gender gap
  - political empowerment
  - economic participation and opportunity
  - educational attainment
  - health and survival
- share of female employees in mining in 2019 was **12,1 %** on average
  - based on data from 69 countries
  - only construction has less female participation (8,3 %)
  - no disaggregated data in the report about mining and mineral sector



Data gathered from the International Labor Organization's ILOStat database.



# WIM Guinea Pilot Index 2020

- A pilot index created by WIM Guinea to report gender issues related to the Guinean mining industry
  - Women's inclusion
  - Barriers for women in corporate environments and communities
  - Exposure to dangerous situations in mining
- Contains data from 2018, by consultants
  - Disaggregation not optimal.
- Based on the data from 2018, the pilot index proposes better disaggregation, which would greatly improve the data.

Komah & Sylla, 2018.

*Independent Study Table 5.1- Breakdown (%) of miners by gender and by type based on their employment statuses*

| Employment Status       | Male | Female | Male            | Female           |
|-------------------------|------|--------|-----------------|------------------|
|                         |      |        | Private Company | Artisanal Mining |
| <b>Boss</b>             | 6%   | 3%     | 0%              | 4%               |
| <b>Service Provider</b> | 39%  | 49%    | 0%              | 67%              |
| <b>Group Member</b>     | 19%  | 14%    | 0%              | 19%              |
| <b>Family Help</b>      | 2%   | 6%     | 0%              | 8%               |
| <b>Manual Worker</b>    | 6%   | 4%     | 16%             | 0%               |
| <b>Intern</b>           | 1%   | 3%     | 10%             | 0%               |

# Swedish Mining Statistics

**Tabell 7.** Antal kvinnliga arbetare i gruvnäringen åren 2000–2020.  
*Number of female workers 2000–2020.*

| År          | Arbetare, samtliga gruvor |              |           | Tjänstemän, samtliga gruvor |              |           |
|-------------|---------------------------|--------------|-----------|-----------------------------|--------------|-----------|
|             | Kvinnor                   | Totalt       | %         | Kvinnor                     | Totalt       | %         |
| 2000        | 209                       | 3 526        | 6         |                             |              |           |
| 2001        | 198                       | 3 354        | 6         |                             |              |           |
| 2002        | 182                       | 3 186        | 6         |                             |              |           |
| 2003        | 199                       | 3 263        | 6         |                             |              |           |
| 2004        | 171                       | 3 690        | 5         |                             |              |           |
| 2005        | 197                       | 3 403        | 6         |                             |              |           |
| 2006        | 229                       | 3 447        | 7         |                             |              |           |
| 2007        | 284                       | 3 807        | 7         |                             |              |           |
| 2008        | 387                       | 3 878        | 10        | 270                         | 1 071        | 25        |
| 2009        | 329                       | 3 661        | 9         | 270                         | 1 075        | 25        |
| 2010        | 481                       | 4 056        | 12        | 281                         | 1 111        | 25        |
| 2011        | 590                       | 4 370        | 14        | 328                         | 1 212        | 27        |
| 2012        | 648                       | 4 462        | 15        | 372                         | 1 399        | 27        |
| 2013        | 703                       | 4 721        | 15        | 403                         | 1 497        | 27        |
| 2014        | 731                       | 5 153        | 14        | 424                         | 1 505        | 28        |
| 2015        | 814                       | 5 318        | 15        | 448                         | 1 558        | 29        |
| 2016        | 832                       | 5 223        | 16        | 418                         | 1 461        | 29        |
| 2017        | 865                       | 5 246        | 16        | 426                         | 1 450        | 29        |
| 2018        | 911                       | 5 465        | 17        | 466                         | 1 533        | 30        |
| 2019        | 980                       | 5 647        | 17        | 526                         | 1 677        | 31        |
| <b>2020</b> | <b>1 017</b>              | <b>5 501</b> | <b>18</b> | <b>590</b>                  | <b>1 833</b> | <b>32</b> |

- Report compiled by the Swedish Geological Survey
  - Data from Statistics Sweden, a national statistics agency
- Poor disaggregation, only division between white-collar and blue-collar workers
- Data stretches back to 2000 for blue-collar and to 2008 for white-collar workers.
  - Blue-collar: 18 % female participation in 2020.
  - White collar: 32 % female participation in 2020.

Source: SGU, 2020.

# Case WIM Finland and Finnish data (ongoing)

- Statistics are not publicly available
- Data will be gathered from the national statistics institute.
  - Requires special permission to access the data
  - The Finnish Mining Association can access the data
    - A lobby organization for mining companies operating in Finland
  - There is yet little information about the disaggregation of the data, but more information will be available this week (meeting #3 of the working group)

# Summary and conclusions

- “Worldwide” estimations of female participation do not cover all countries
  - ILO: 69 countries
  - EITI: 55 countries (and only 1/3 disclose data atm.)
  - Little to no disaggregation found.
- Stock exchange reports focus more on boards and directors
  - Little to no disaggregation of data.
  - More country-specific examination pending.
- Country-specific reporting
  - Australia has good reporting, with all private mining companies w/ >100 employees included. Data disaggregated. **Reporting dictated by law.**
  - Sweden has data but little disaggregation.
  - Statistical institutions can be very useful on a national level but accessing data may incur costs (partners might be required). Additionally, there is no guarantee of disaggregation.
  - WiM Organizations can publish reporting guidelines, but follow-ups are pending.