

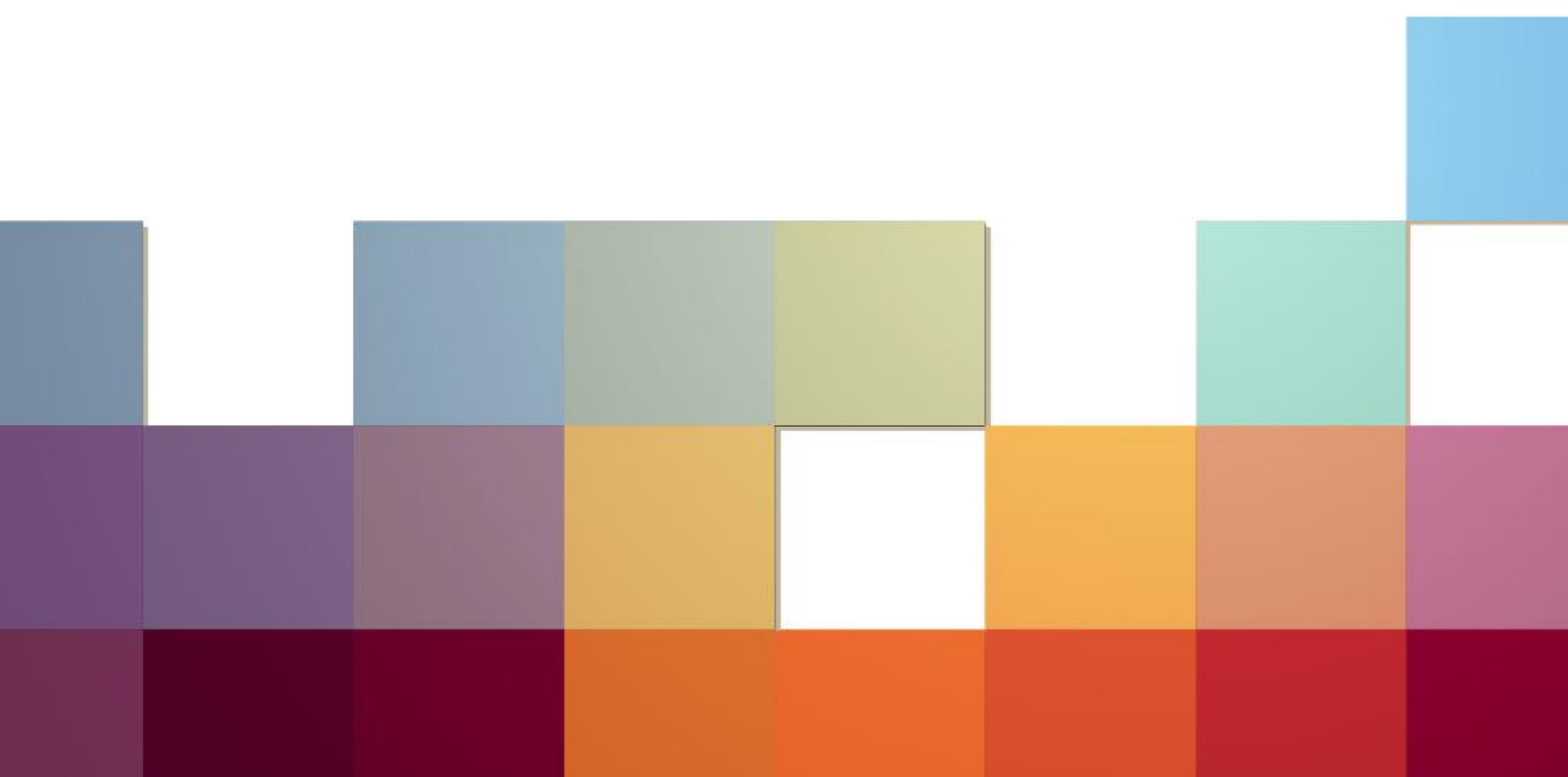


# International WIM Alliance

Global Data Deficit 2021 | WG3-1

September 2021

The session was based on the presentation made by Topi Vaarala (WIM Finland) in response to the question “What is the state of Gender Statistics in the Global Mining Industry?” and constitutes findings from reports and requirements of existing standards and indexes.



## Highlights and next steps

The sources covered in Topi's research were:

1. Extractives Industries Transparency Initiative (EITI)
  2. Responsible Mining Foundation/Responsible Mining Index
  3. Workplace Gender Equality Act Statistics
  4. Hampton Alexander Review
  5. WIMAR SG Inclusion and Diversity Report
  6. WIM Guinea Pilot Index
  7. Swedish statistics
  8. Case Study: WIM Finland (ongoing)
- There is actually very little disaggregated data. One needs to go through lots of different sources and cannot really compare anything.
  - There is very little granular disaggregated data; the little that is available does not really tell you anything or let you derive conclusions.
  - A lot of companies report by subsidiary, not as a full company or group which can make it very difficult to compare and interpret data.
  - There is a real lack of transparency explanations as to how rankings or numbers are achieved.
  - Reports don't explain their sources or their methodology in detail. This makes it hard to see the original question for data collection, or to recommend better questions or better data.
  - Data protection is very strict in certain jurisdictions impeding questions around religion, sexuality, age, gender etc.
  - More detailed questions such as how much has been spent on PPE in a year would have been good to have answers for.
  - Female participation in total, according to the report statistics
  - In some jurisdictions, reporting for companies is mandatory; in others, it may simply be included in their annual sustainability reports.

Topi will check Stock Exchange regulations regarding gender for the following:

- Australia: ASX
- Toronto: TSX / TSXV
- Stockholm
- New York: NYSE
- London: LSE/AIM
- Johannesburg
- Norway
- Singapore
- Hong Kong
- Germany: DAX
- Chile
- Dubai
- Brazil



Areas to investigate as part of this continued research:

- How long do women on average remain employed by the same company; is departure tracked, do companies ask why women are leaving etc. What data is missing?
- Ethnicity, race, sexuality, age and ability are all data points of intersectionality that are relevant. Employment data like seniority, educational backgrounds, roles where women are represented, promotions by gender etc are also important.