

# GLOBAL DATA DEFICIT

October 2021

## Participants

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Name	WIM Organisation	Role in WIM Organisation	Role in Working Group
Rani Mishra	WIMAR SG	Vice-President	Coordinator
Topi Vaarala	WIM Finland	Communications	Participant
Kate Finch	WiR NT	Chair	Participant
Barbara Dischinger	IWiM	Director	Support
Gladys Smith	IWiM	Head of Engagement	Support
Sueli Tang	IWiM	Head of Operations	Support
Fumilayo Akinyemi	WIM Nigeria		Participant
Gabriela Rumazo	WIM Ecuador		Participant
Luz Castellanos	WIM Ecuador		Participant

## WIMAR SG

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*Rani Mishra* presented sources and metrics to determine next steps and deficits in available data, including a review of current standards. These metrics correspond to information published by mining companies such as Rio Tinto, BHP, Newmont, and others, including sustainability reports. A federal agency in Australia was mentioned as a reliable source for information on gender pay gaps, length of maternity leave, and other indicators integral to gender assessments in comparison with other sectors, such as construction for example. However, these data sources do not include information about LGBTQIA+ individuals, PPE spending for women, ethnicity, and other critical indicators. The main reason behind this dearth of information remains the lack of authorization to collect these types of data.

Nonetheless, many useful metrics exist already, including one pertaining to interview processes for employment, taking into consideration inclusion and diversity of women and minorities. Data on ethnicity allows for a deep-dive into the experiences of Indigenous Peoples in Australia, Canada, and other countries. This data also aids in developing ideas surrounding religious beliefs and other topics that are considered private and may be rarely discussed.

An additional missing element is the STEM-related angle to understand exactly how many women work in this sector in general or in senior roles more specifically, to understand turnover and new hire rates, to track at which level women are most likely to leave, and to understand what they decide to do as an alternative. Promotion rates can be disaggregated by gender to reach these conclusions. This data is integral to addressing the concern of empty company quotas that afford women physical spots in companies but little else, and also to comparing mining sectors to others in terms of gender performance in order to share best practices across industries. In preparation for publishing a position paper on the topic, principles for data collective and usage are generally based on SDG 5 and the Women Empowerment Principles.

## WIM Ecuador

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WIM Ecuador signed an agreement with EITI which detailed funding for a study on gender data in mining companies entitled the “First Survey of Gender Equality in Ecuador.” They are currently garnering support from mining companies to provide data for the study which will be conducted by a local company and serve as a sectoral baseline study. The survey from which data will be extracted has been designed by a specialist and includes 21 mining companies within Ecuador, out of which only two are currently in operation (the rest are in exploration phases). The survey solely focuses on employees of mining companies and contractors and excludes artisanal miners at this preliminary stage. The results of this study will be made available by the end of 2021 and shared widely with the government of Ecuador, mining companies, the Ecuador Chamber of Mining, and IWIM. However, further action will be determined after the report is completed, dependent upon data collected and publicized.

## WIM Nigeria

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WIM Nigeria noted challenges they are facing caused by lack of data. They are developing several projects to mitigate this problem, but responses are restricted to certain states which is why they require further support from IWIM and other organizations to brainstorm options for obtaining more and better data.