

SMI CSRM

Centre for Social
Responsibility in Mining



Empowered women and mining

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Gender and Mining

Gender inequalities are experienced across almost the entire mine life cycle

Gender inequalities are observed in the mine and in the community reducing the social benefits from mining especially for women

- Lack of quality employment opportunities
- Increased incidence of Gender Based Violence

Engagement with gender issues by the extractives industry is improving but more work needs to be done to address systemic issues



Mining: a Masculine Industry?



- Women experience the worst impacts and least benefits from mining
- Traditionally a male dominated industry

- Larger populations of male workers
- Women generally in lower skill & paid positions



“Mining is the worst sector for gender diversity – worse than the oil and gas industry – with just 5% of board seats held by women in the top 500 mining companies.” (PWC, 2013)



Gender Based Violence and Mining

- **Rapid Economic and Social Change**

- Loss of traditional livelihoods
- Increased financial capacity of usually male employees
- Dependence on male income earners
- Change in family/community roles and relations

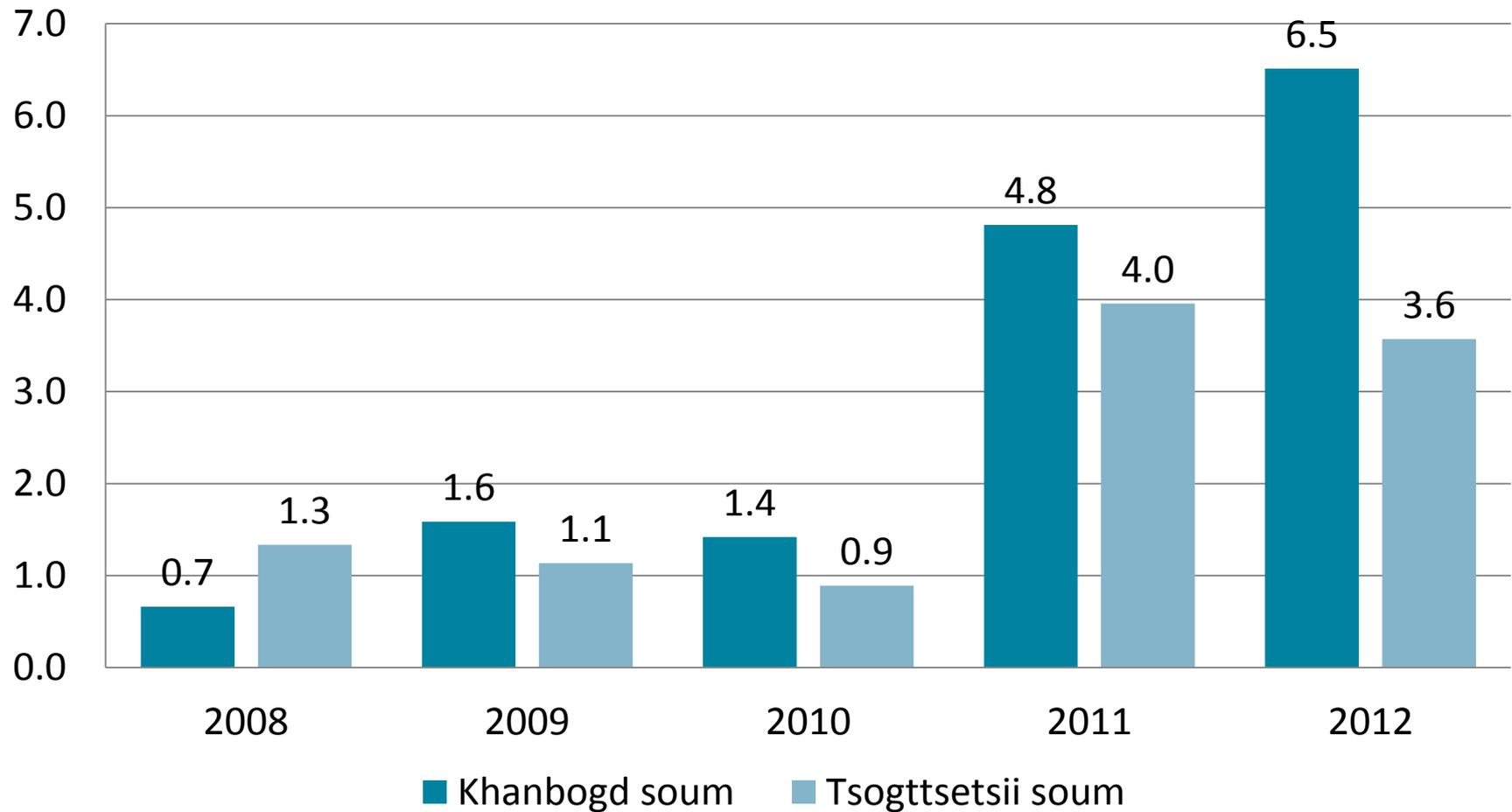
A case in Mongolia

Miner (former herder): *“Men become miners, women become housewives”*

Unemployed female herder: *“Mostly the husbands are working and earning the income. Because wives are not employed, women who used to work find it difficult to stay at home the whole day and this makes women stressed. Women let out this stress to their husbands and domestic violence starts from there. The husband, who can’t take the stress anymore, starts drinking and having arguments with his wife. I would say 90% of women experience this issue.”*



Per Capita offences against the individual

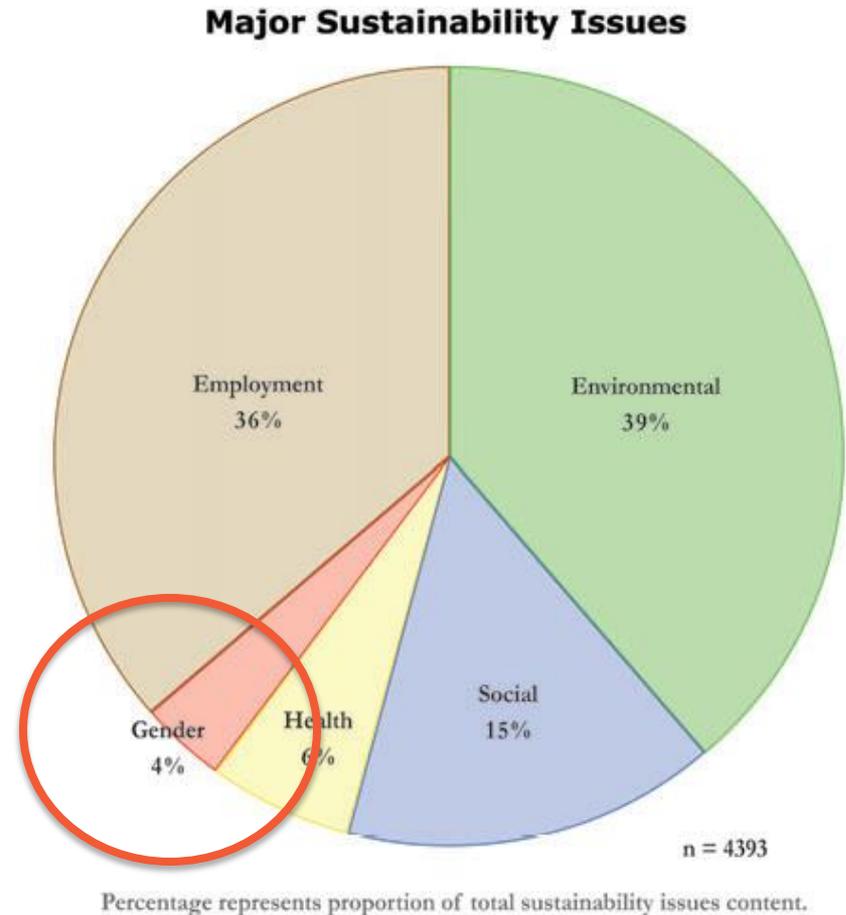


Source: Cane, 2014



Placing Gender on the Agenda

- Emerging engagement with gender issues, but represents only 4% of sustainability reporting



Source: Bice 2011



Common Solutions to:

Dealing with Gender Based Violence

- Foster a more family friendly operation and community
- Social impact assessments and SIMPs
- Alcohol reduction campaigns
- Engage with medical practitioners
- Build a women's shelter
- Improve street lighting

Promoting Equal Employment Opportunities

- Increased participation in decision making positions
- Mentoring programs
- Fair pay
- Quotas/Targets
- Flexi-time
- Anti-discrimination and harassment policies



Reorienting the Gender Agenda?

- Moving beyond 'adding women', towards systematic engagement with gender awareness
- Leadership conviction to challenge masculine nature of mining
- Corporate and Government policies can contribute to the promotion of gender equality across the sector



References

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