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# RMI Report 2022

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Thematic Results



**Gender**

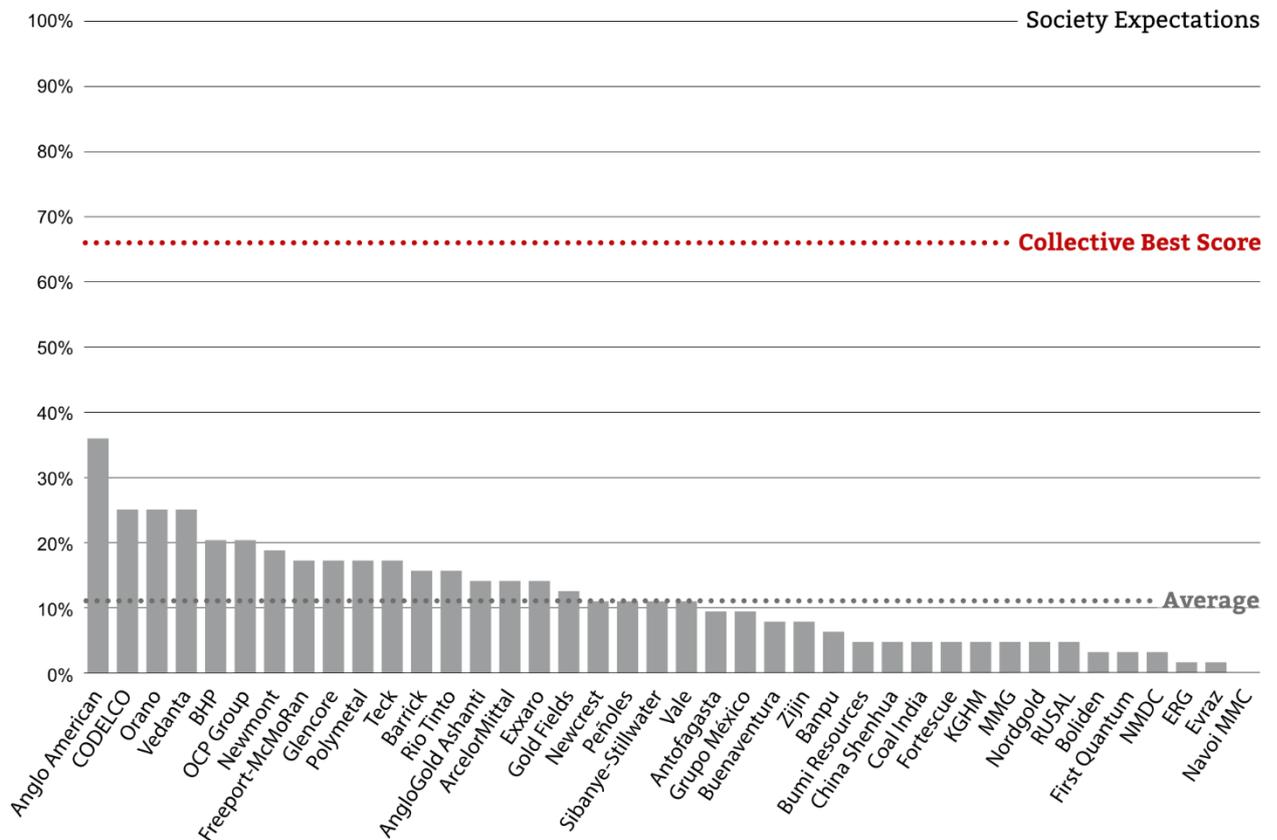
# Gender



Gender indicators assess the extent to which companies are addressing gender equality issues through targeted measures at different levels: in their governance and leadership structures, in their workforce and in affected communities around their mine sites. As is now widely recognised, women are often at a disadvantage compared to men in accessing the benefits of mining (e.g., through employment and business support) and in being exposed to negative impacts of mining (such as sexual harassment and assault). Companies can be expected to demonstrate that they are addressing risks borne disproportionately by women and supporting equal opportunity in labour practices and local benefit-sharing.

The gender-related results show that this is the transversal issue with the weakest performance overall, with an average score of only 11%. There is not only a lack of evidence of systematic measures on gender equality, but also very limited evidence of any action on gender, even on an ad hoc basis. Gender-aware practices still lag far behind the global narrative on gender in mining. However, collectively, the companies show that significant improvement is well within their reach. The best scores seen across all metric questions show that the companies could already achieve a score of 66% by adopting the good practices demonstrated by their peers.

## Gender results



EXAMPLES OF DETAILED RESULTS

### Sexual harassment and assault

Evidence is very limited on corporate measures to protect women workers from intimidation, sexual harassment and gender-based violence (see scoring spectrum below). This is a major gap in companies' harm prevention strategies, particularly as these risks have been shown to be commonplace in mining workplaces (see for example evidence in RMF's recent report on [Harmful Impacts of Mining](#)).



### Gender impact assessments

There is very little evidence of companies having systems to regularly assess the impacts of their operations on women in mining-affected communities, despite the many reports and webinars on gender impacts of mining and the guidance available on gender impact assessments in mining. Only three companies make even minimal reference to including gender aspects in social impact assessments (see scoring spectrum below) and no evidence was seen of gender impact assessments having taken place.



0 score Full score

TRENDS

### Very limited progress on gender equality issues

As in previous assessments, there is very little evidence of companies taking action on gender equality either within their workforce or in the context of mining-affected communities. The overall average performance increased by only two percentage points over the last two years. The one topic where performance has increased significantly is on ensuring gender balance within Boards of Directors and senior management teams; most companies show some level of effort to improve gender balance within their leadership and governance structures and the 40 companies average 18% on this issue. In contrast, only a minority of companies show evidence of measures to ensure women have access to local procurement support programmes or to protect women workers from gender-based violence.

EXAMPLE OF LEADING PRACTICE

### Gender-appropriate PPE

BHP has been working with its main supplier to redesign PPE and workwear to ensure it is fit-for-purpose for all workers, including women. The supplier undertook a series of consultations across all of BHP's Australian operations to discuss improvements required to the clothing range. A maternity wear workshop was held to hear from pregnant women workers about necessary modifications to the existing clothing range. In all, 72 changes and improvements have been made so far to accommodate the needs of women workers, for example to the size of socks and female boots and the size and weight of helmets, garments and headlamps.

LINK TO MINE-SITE ACTION

### Little evidence of mine site action on gender

Gender issues are integrated in the mine-site assessment, with nearly all of the 15 topics including a gender-specific question. The results on these questions are extremely low, with virtually no evidence of operating companies taking action to, for example, involve women from affected communities in the development of local procurement programmes or in discussions on managing access to shared water resources. Similarly on workplace issues, there was very scant evidence of operating companies ensuring women workers have access to fit-for-purpose PPE or separate and safe sanitation facilities, and practically no evidence of programmes to protect women workers from sexual harassment and gender-based violence. No more than a handful of mine sites demonstrate any level of action on these basic issues.

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