

## Press Release

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### Why is gender still off the agenda of mining companies?

**The Responsible Mining Foundation (RMF) has been tracking gender action by mining companies since 2016 and the latest results are just in. The findings again show striking contrasts in what companies choose to focus on – gender balance in headquarter teams is quite widely addressed while gender in affected communities and the fundamental rights of women mine workers are largely ignored.**

Results from RMF's upcoming RMI Report 2022 reveal that systematic, company-wide action on gender is still clearly missing – particularly in and around mine sites where women are disproportionately at risk from harmful impacts. At the same time there is now a wealth of guidelines and frameworks on gender in mining. This begs the question: what are companies waiting for before taking gender action where it matters most?

The best performing company scores only 36% on the gender actions assessed and the 40 companies score on average only 11%. Progress has been minimal, with only a two percentage-point increase in this average since the previous assessment. And as these large companies are among the best resourced and most scrutinised in the industry, their limited level of effort on gender issues does not reflect well on the industry as a whole.

Paradoxically, one of the lowest-scoring gender measures – the use of gender impact assessments – has been one of the most well-established in guidance literature. One factor likely perpetuating the neglect of gender impact assessments is the common lack of any formal expectation from industry association requirements and site-level ESG standards. While the IRMA standard does mention the need to consider potential impacts on women, certification schemes such as Towards Sustainable Mining (TSM), the CERA Performance standard, and standards produced by the Responsible Minerals Initiative and the Copper Mark are weak or silent on this issue and indeed on any other gender-in-communities issue.

An assessment of 250 mine sites as part of the RMI Report 2022 found virtually no evidence of any mine-site-level actions to engage with women in affected communities on issues that directly impact their lives. And the very limited measures seen to protect women workers from sexual harassment and violence is particularly striking given that these issues have long been reported as commonplace within the industry.

Without taking special measures to consult and engage with women on potential harmful impacts of mining, companies will have only half the picture of how their operations may be affecting their workforce and local people on the ground.

[Read more](#)

Issued by: **Responsible Mining Foundation**, Nyon, Switzerland  
Email: [media@responsibleminingfoundation.org](mailto:media@responsibleminingfoundation.org) – Tel.: +41 22 361 14 18

### Companies assessed in the RMI Report 2022

Anglo American, AngloGold Ashanti, Antofagasta, ArcelorMittal, Banpu, Barrick, BHP, Boliden, Buenaventura, Bumi Resources, China Shenhua, Coal India, CODELCO, ERG, Evraz, Exxaro, First Quantum, Fortescue, Freeport-McMoRan, Glencore, Gold Fields, Grupo México, KGHM, MMG, Navoi MMC, Newcrest, Newmont, NMDC, Nordgold, OCP Group, Orano, Peñoles, Polymetal, Rio Tinto, RUSAL, Sibanye-Stillwater, Teck, Vale, Vedanta, Zijin.

### About the Responsible Mining Foundation

The Responsible Mining Foundation (RMF) is an independent research organisation that encourages continuous improvement in responsible extractives across the industry by developing tools and frameworks, sharing public-interest data and enabling informed and constructive engagement between extractive companies and other stakeholders. The Foundation does not accept funding or other contributions from the extractives sector.

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