Women and the Mine of the Future

Project overview
Large-scale mining is facing fundamental challenges

- Rapid technological advances
- Pressure to mine more responsibly
- Rising demand for low carbon transition
WHY THIS PROJECT?

Gendered implications difficult to measure

Key challenge: Lack of consistent data

CURRENT JOBS
FUTURE JOBS
MINING SUPPLY CHAINS
Establish a baseline on gender profile of workers in LSM (now and in future)

Assess gaps /challenges preventing increased participation of women in mining and supply chains

Assess impacts of global trends for women in mines and in supply chains

Provide guidance and technical support to address gender inequality and harness opportunities
PROJECT OVERVIEW

Three phases

Phase I
A Baseline analysis in selected countries, focused on the existing occupations and skills profile in LSM

Phase II
Mapping changes in occupational structures and skills requirements for future jobs in LSM

Phase III
Analyze the participation of women in mining supply chains
WHAT DO WE WANT TO ACHIEVE?

Data collection
Improve gender-segregated data collection and analysis on mining occupation, skills and job profiles.

Access to better jobs
Support women to have access to better job opportunities in the mining sector and in supply chains.

Challenges addressed
Overcome challenges faced by women to access current and future employment in the large-scale mining sector.

Support change
Provide Guidelines to empower and support women’s career paths & fight against gender stereotypes, bias or discrimination that may hinder their growth.
**COUNTRY COVERAGE**

- **EUROPE**
  - Sweden

- **THE AMERICAS**
  - Canada
  - Brazil
  - Chile
  - Colombia
  - Peru

- **AFRICA**
  - Ghana
  - South Africa
  - Zambia

- **ASIA AND OCEANIA**
  - Australia
  - Mongolia

* UNDP EGP Focus country
* IGF Focus country
Timeline

**PHASE I**
- **June/July 2021**: Project kickoff
- **Mar/Apr 2022**: Baseline country studies + global Report

**PHASE II**
- **June/July 2022**: Start of phase II
- **Mar/April 2023**: Country studies + global Report

**PHASE III**
- **June/July 2023**: Start of Phase III
- **Mar/Apr 2024**: Country studies + global Report
Getting the data right about existing profiles of women in LSM

Baseline data collection
- Collect gender-disaggregated data on:
  - Employment
  - Occupation
  - Skills and levels of education

Analysis
- Data collected
- Countries’ regulatory frameworks/policies
- Good practices from companies
- Challenges and gaps, including on data

Policy recommendations
- Provide policy recommendations to improve participation of women
- Suggestions to improve data collection

Cross-country comparison
A Global Report will compare results and draw lessons from the 11 countries to improve global dialogues and in-country support
Mapping challenges in occupational structures and skills for future jobs
Increasing participation of women in mining supply chains

PHASE III
JULY 2023 – APRIL 2024
PROJECT PARTNERS

INTERGOVERNMENTAL FORUM on Mining, Minerals, Metals and Sustainable Development

International Labour Organization

SWEDISH ENVIRONMENTAL PROTECTION AGENCY

IWiM
THANK YOU