

WOMEN IN MINING (WIM) GENDER, DIVERSITY & INCLUSION DASHBOARD



MINERALS COUNCIL
SOUTH AFRICA

This infographic highlights the results of Women in Mining Gender, Diversity, and Inclusion survey, in which mining stakeholders provide insight into position of women in the mining sector, covering areas related to learning and development, career management, culture, policy, remuneration and safety.

LEARNING AND DEVELOPMENT

The number of learnerships granted



Roughly one out of every three learnerships were granted to females.



The number of learners employed from the learnership program

Women and men were employed from the learnership program at similar rates.



The number of bursary holders

While men received more bursaries overall, women receive more bursaries when accounting for the size of their employee population.



The number of employees who attended gender unconscious bias training

A total of 121,774 employees were attended training of which 15% were women and 85% were men.



CULTURE

Number of reported gender based violence incidents

On a per employee basis, women reported significantly more GBV incidents than men.



Number resolved gender based violence incidents

A greater proportion of male-related GBV incidents were resolved compared to women-related incidents



POLICIES

The number of employees formally trained on GDI (Gender, Diversity and Inclusion)



REWARD AND RECOGNITION

Employee remuneration

At all occupational levels, women have a lower average salary compared to industry.



SAFETY

The number of female PPE units issued

Majority of women are provided with female-designed PPE.

83,844



Whether companies provide toilets underground

A consistent majority of respondents indicated that they provide female only toilet facilities underground.



CAREER MANAGEMENT

Number of terminations

Proportion of terminations that occurred among male and female employees



Number of external placements

Proportion of external placements that occurred among male and female employees



Number of promotions

Proportion of promotions that occurred among male and female employees

