

Rio Tinto - A Guide for Gender Mainstreaming

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Presentation Overview

1. Genesis and rationale
2. A Rio Tinto Guide
3. Progress to date
4. Case study work
5. Key Challenges and opportunities

A broad geographic spread of operations



Genesis and rationale

- Existing focus on diversity in employment within Rio Tinto
 - strengthened in 2004 through explicit targets
- Corporate commitments to SD and socio-economic aspects
 - Policy/standards, but largely gender neutral or implicit
- Request from Peru operations in 2007 for gender-specific information on local economic development
- Rio Tinto initiated a multi-company initiative
 - Due to timeframe and other factors, Rio Tinto proceeded independently

A Rio Tinto Guide

- Key components:
 - Discussion paper (complete)
 - Literature review
 - Review of 'top' gender toolkits from other sectors for adaptation to the mining context
 - Rio Tinto case studies
- Key inputs:
 - Rio Tinto Gender Working Group
 - External Advisory Panel (5 members)
 - CSRM as Project Managers/Authors

Progress to date

- Discussion paper circulated internally
- Guide in Early Draft
 - Under review by Rio Tinto Working Group
 - Key challenges:
 - pragmatics Vs theory
 - Not alienating audience (accessibility, language, business case)
- Case study work proceeding
 - 10 case studies underway
 - **Note:** originally planned to undertake detailed case studies on challenges/opportunities/best practice within Rio Tinto. Now documenting ‘pockets’ of practice.

Case Study Work

- Case studies will be used to demonstrate key points and help particularise the Guide to Rio Tinto.
- For example:
 - Mongolia
 - Community engagement in exploration
 - India
 - Community development
 - North Queensland
 - Access to women's cultural heritage sites
 - Pilbara IO
 - Engagement with and employment of Indigenous women

Key challenges and opportunities

- Getting past the basics (mapping, baselines, SIA etc.)
 - Gender is one dimension of social analysis and assessment
- Review of Rio Tinto policy framework
 - Stronger critique/analysis on gender required
- Broader context must also be considered
 - E.g. WB, IFC, ICMM and MCA policy frameworks
 - Keen to create opportunities for cross-company collaboration
- Support for roll out and communication strategy to be developed