Women’s leadership in the extractive industry

Participation of women in leadership roles (both public and private sectors) improves social, environmental and economic outcomes for affected communities.

Women in leadership provide:
- Higher levels of accountability and transparency
- Stronger partnerships and relationships with local communities
- Heightened focus on environmental risks and protection of fragile areas

The UN has made women’s leadership at all levels of decision-making a key target for achieving the new Sustainable Development Goals.

Extractive industry companies benefit from women leaders:
- 5-20% more profit
- Reliable and safer employment
- Robust corporate governance & transparency

Women’s leadership roles are exceptionally under represented in the minerals sector.

- Of the Top 500 mining companies
  - Only 5% are female board members
  - 94% hold non-executive positions
  - 6% hold executive positions

2.5 million people (men and women) are employed by the mining sector globally.
- Women make up only 10% of all mining sector employees

Opportunities to enhance women’s leadership in the extractive industry

Public Sector:
- Promote social policies that encourage women’s empowerment
- Encourage and reward the use of targets and quotas
- Support education and careers for women in non-traditional careers (Mining, Oil and Gas)

Private Sector:
- Create scholarship and graduate programs for women to enter the industry
- Facilitate clear career paths for women
- Improve mentoring and networking opportunities
- Set targets and quotas in management and leadership roles
- Provide flexible and family friendly workplace conditions

For more information:
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