**Top 100 Global Inspirational Women in Mining**

In May, Women in Mining (WIM) – a non-profit organisation dedicated to promoting the employment, retention and progress of women in the mining and minerals sector – launched the third edition of its ‘Top 100 Global Inspirational Women in Mining’.

WIM has to date received more than 400 nominations, a testament to the topicality of issues of gender equality and diversification within industry in general, and the mining sector in particular.

‘Top 100 Global Inspirational Women in Mining’ is co-sponsored by BMO Capital Markets and the results will be announced at an event in mid-November 2018.

Top 100 Global Inspirational Women in Mining

The search is open to all women of all ages and from every level of seniority across the global mining sector and its related industries, including: mining services; procurement; legal; consulting; accountancy; environmental, social and governance (ESG); corporate social responsibility (CSR); fund management; research; higher education; NGOs; and government departments.

Companies within the mining sector, as well as co-workers, are encouraged to nominate their most inspirational female colleagues, and women can also self-nominate.

"Sharing the success stories of women in mining is critical to attracting and retaining female talent in our industry. It also allows us to address the common misconception that there is not a pipeline of talent coming through,” says WIM managing director Nichole McCulloch.

“While more needs to be done, the pipeline is growing with a large number of inspirational women already paving the way for the future of our industry. We feel this is a great way to celebrate their stories and successes.”

Why aren’t there more women in mining?

The mining sector has traditionally had a poor record in attracting and promoting women. In part, this is understandable; historically, mining was a male-dominated industry that required physical strength.

However, the skills needed today have changed dramatically, but mindsets have taken longer to shift. Women, as much as men, have needed persuading that mining is an attractive sector.

The challenges are also country-specific. For example, in the mining mecca of Australia a lack of flexible work arrangements and the reliance on fly-in-fly-out (FIFO) labour, as well as the dominance of men in senior positions has contributed to a dearth of women in the industry.

That is gradually training, however. According to the Federal Government's Workplace Gender Equality Agency, women make up 16% of the mining workforce in Australia.

Plus, the number of women in management roles within the industry has risen and now also stands at 16%.

Adiki Ayitivie, senior director, communications and external relations at Newmont Mining Corporation and a former WIM Top 100 nominee, neatly sums up why advocating gender diversity in mining is so important, especially in Africa.

“The younger generation is Ghana and Africa should be inspired and encouraged to give it their best shot,” she said. “My nomination to this list provides hope for the hundreds of up and coming African women who wonder what value they can bring, and shows them they can make it to the top with hard work, courage and a dash of boldness.”