



Encyclopedia of Gender and Mining: Key Initiatives, Best Practices and Actors

**Encyclopedia of Gender and Mining:
Key Initiatives, Best Practices and Actors**



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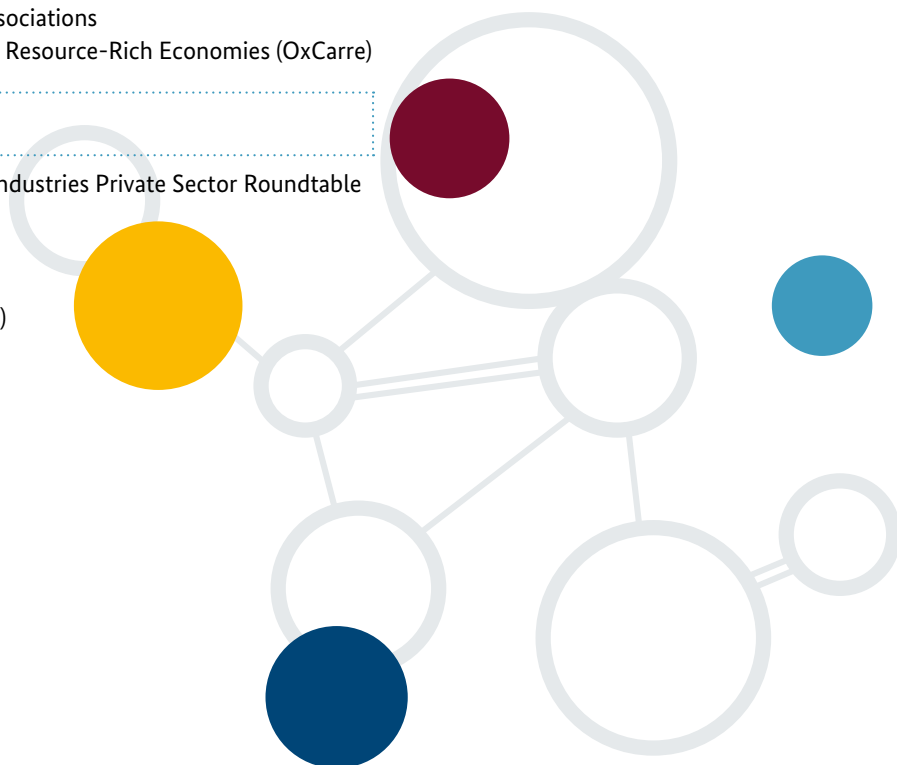
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FOREWORD

Mining has the image of being a masculine world. Many are surprised to learn that about 30% of the world's artisanal miners are women. In Africa women even make up 40-50% of the artisanal mining workforce. But also in large scale mining gender plays an important role, even if women are chronically underrepresented in the workforce of large mines.

Global research and evidence demonstrates that women have been historically exposed to greater risks and captured fewer of the benefits of their engagement with the mining sector. Men tend to dominate employment and income opportunities linked to extractives, while the productive and reproductive roles of women often make them more vulnerable to the industry's negative social and environmental externalities. Equally, young men and boys in resource rich, fragile states are often at risk of becoming embroiled in a vicious cycle of conflict, social dislocation and diminishing life opportunities.

There are palpable costs and benefits to mining activities. Which groups ultimately gain or lose, lies at the heart of natural resource management and good governance. The GIZ Regional Resource Governance Project in West Africa has as its objective to enable the state, the civil society and the private sector to manage the natural resource wealth of Liberia, Sierra Leone, Guinea and Côte d'Ivoire to the benefit of all. The project, which is commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ), follows the BMZ strategy for gender equity in the German Development Cooperation (BMZ 2014). At the heart of this strategy lies the consideration of structural power dynamics between man and women on all levels. Accordingly, the project mainstreams gender considerations into all its intervention areas; be it tax compliance, transparency and accountability, support to establishing and implementing the legal regime or ensuring local socio-economic benefits from the mining sector. The study you have before you is a contribution towards the project's mainstreaming effort. Knowing what the status of international best practices and initiatives is paramount to translating them into strategic advice and implementation in partner countries.

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PRIVATE SECTOR

As gender and mining has emerged as an important theme for government, donor, civil society, academic and private sector stakeholders, the GIZ regional resource governance project wishes to share the findings of this study with a wide audience. This encyclopaedia has been designed to provide an easy-reference, encyclopaedic resource to offer an overview of key initiatives, publications, active stakeholders and best practices in the area of gender and mining globally. It is organized by actor, under the four stakeholder categories of (1) governments; (2) multilaterals and international financial institutions, (3) civil society and academia, and (4) private sector. A selected bibliography of key readings is included at the end.

This research was conducted in June 2013 and aims to highlight many of the key developments. However, we acknowledge that the encyclopedia will not be exhaustive given the dynamic nature of this field, and the fact that new initiatives are developing.

I hope this encyclopaedia will provide you with a view of the field as it currently stands and will encourage future partnerships and initiatives. I wish you an enjoyable read.

Marina Mdaihli
Country Director Sierra Leone and Liberia
GIZ



INTRODUCTION

Mining and the extractive industries represent a major source of wealth in economies around the world. Through their formal and informal participation in the sector's workforce, and as key stakeholders in mining-impacted communities, women are central to the sustainability of mining operations and the ability of these operations to contribute to longer-term development. The gendered experience of mining significantly impacts the ability of men and women to participate in and contribute to development. Global research and evidence demonstrates that women have been historically exposed to greater risks and gained fewer benefits as a result of their engagement with the mining sector. Men tend to dominate employment and income opportunities linked to extractives, while the productive and reproductive roles of women often make them more vulnerable to the industry's negative social and environmental externalities. Equally, young men and boys in resource-rich, fragile states are often at risk of becoming embroiled in a vicious cycle of conflict, social dislocation and diminishing life opportunities.

Gender and mining has therefore emerged as an important theme for government, donors, civil society, and academic and private sector stakeholders. There is growing recognition of the need to invest resources in developing research, initiatives, programmes, and policy, legal and regulatory regimes that engage with the challenges facing the mining sector in several key areas:

- Gender and fragility
- Gender and sexual violence
- Gender and negotiation of benefits
- Gender and land access/compensation
- Gender and health
- Gender and environmental change
- and many more

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With a focus on the developing world, this encyclopaedia has been designed to provide an easy-reference resource that offers an overview of key initiatives, publications, active stakeholders and best practices in the area of gender and mining globally. It is organised by actor, under the four stakeholder categories of governments; multilaterals and international financial institutions; civil society and academia; and the private sector. A selected bibliography of key readings is included at the end. The encyclopaedia is designed to give an overview of the field as it currently stands, and to encourage/ facilitate future partnerships and initiatives.





GOVERNMENTS

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GOVERNMENTS

GOVERNMENTS



ALLIANCES WITH OTHER ACTORS

*Grassroots women's associations;
mining companies; provincial
officials*



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www.mra.gov.pg

GOVERNMENT OF PAPUA NEW GUINEA

Government of Papua New Guinea's National Women in Mining Plan 2007-12

The Government of Papua New Guinea has committed to a National Women in Mining Action Plan, which is an outcome of three national conferences on women in mining led by the World Bank. Implementation of the plan is still underway as its original start date was delayed. Led by the gender officers of the Mineral Resource Authority, the national level plan is complemented by project-specific plans for each of the major mining operations in the country. Under the Action Plans, the gender officers of the Mineral Resource Authority work with women's associations in mining-affected communities, providing grant assistance for small works projects and mediating between the women and the company. Another outcome of this initiative has been the move by resource companies to establish their own women's investment programmes to align with government assistance. All major mines in the country now ensure that a gender officer is appointed as a member of the community relations team. The government has also established the Women in Mining Steering Committee to oversee implementation of the Action Plans. This committee is composed of senior government officials from many different sectors in addition to mining.

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GOVERNMENT OF SOUTH AFRICA

Gender in South Africa's minerals regime

The country's Equity Employment Act requires employers to put diversity strategies in place, while the mining charter demands that employers meet targets on recruiting a workforce that reflects the country's demographic make-up¹. The Charter – formally known as the Broad-Based Socio-economic Empowerment Charter for the South African Mining and Minerals Industry – specifically requires that a minimum of 10% of the workforce of any mining company should be women.



ALLIANCES WITH OTHER ACTORS

Developed by the line ministry in consultation with the executive branch following the constitutional reform process that accompanied democratisation in the 1990s

↳ www.dmr.gov.za



¹ www.ft.com/intl/cms/s/0/8c60db16-9d76-11e3-83c5-00144feab7de.html#axzz33aDzKap0



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THE WORLD BANK SUSTAINABLE ENERGY OIL, GAS AND MINING UNIT

Gender and Extractive Industries Program

The World Bank Gender and Extractive Industries (EI) Program works with governments, communities and companies to better understand and address how mining, oil and gas impact women and men differently. The Gender and EI Program gathers knowledge and builds awareness of the gender dimensions of the extractives sector through research, analysis, and publications, and then deploys this knowledge to help mainstream gender in policy and operational activities². Knowledge resources include a factsheet and in-depth publications on gender and the extractive industries; a study and toolkit on gender and artisanal small-scale mining; guidance notes on mainstreaming gender in mining; and detailed country-specific case studies of gender and mining in Peru, Tanzania and Papua New Guinea³. The Program has also produced a variety of presentations and a cartoon calendar to raise awareness about gender and mining issues, and these have been distributed to government partners in Ministries. Programmes implemented include a two-phase partnership with the Japanese Social Development Foundation to provide women with training in vocational skills, business skills, financial literacy, and basic literacy and numeracy in mining-affected communities. The Program is currently preparing to launch a new initiative as part of a multi-country World Bank project on combating sexual and gender-based violence in mining-affected territories. The Gender and EI Program also convened three international conferences on women and mining in Papua New Guinea in 2003, 2007 and 2010. These events sought to bring together mining-impacted women with industry and government leaders and give the women a platform on which to share their experiences and build confidence in exercising their voices. The WIM conferences were the catalyst for launching the gender and extractive industries agenda, first in Papua New Guinea and subsequently through the World Bank's mining sector activities in other lending countries including Tanzania, Mongolia and Armenia.



ALLIANCES WITH OTHER ACTORS

National governments; Mining companies; IFC; UN Women; EITI partners; civil society; women's associations. The Gender and EI Program is funded by a combination of trust fund support, with contributions from Norad, the State and Peace-Building Fund, the Japanese Government's Social Development Foundation and ExxonMobil.



REGIONAL FOCUS: The Gender and EI program is global in scope; to date most activities have focused on Papua New Guinea, with activities also launched in Tanzania, Uganda and Armenia.



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↳ www.worldbank.org/en/topic/extractiveindustries/brief/gender-in-extractive-industries

² www.worldbank.org/en/topic/extractiveindustries/brief/gender-in-extractive-industries

³ www.web.worldbank.org/WBSITE/EXTERNAL/TOPICS/EXTOGMC/EXTTEXTINDWOM/0,,contentMDK:22086230~menuPK:3157115~pagePK:210058~piPK:210062~theSitePK:3156914,00.html

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THE WORLD BANK/UN WOMEN

Global roster of experts on gender and the extractive industries

The World Bank and UN Women are collaborating to compile a roster of experts on gender and the extractive industries. The roster is currently being prepared and will become available in the latter half of 2014.



ALLIANCES WITH OTHER ACTORS
Global experts from academia, civil society and consulting organisations



REGIONAL FOCUS *Global*



CONTACT DETAILS *Katherine Heller*
(kheller@worldbank.org)

THE WORLD BANK INSTITUTE

World Bank Institute Gender in Fragile Situations Community of Practice: the Extractive Industries

The WBI has established a Community of Practice (CoP) as a collaborative space to discuss and learn more about gender issues in fragile and conflict-affected situations (FCS). One of the most popular online discussions was on gender and extractives in fragile situations, an event held over a three-week period with facilitated, expert-led discussion topics and best practice exchange between participants. This group aims to connect practitioners with policy-makers to share experiences, access cutting-edge knowledge and tools, and contribute ideas to the global dialogue on the nexus between gender issues and extractives in conflict and fragile situations⁴.



ALLIANCES WITH OTHER ACTORS
Group membership is approved on request. The group includes around 80 members from mining companies, academia, civil society, and other donor organisations. The initiative is part of the Bank-Netherlands Partnership Program (BNPP).



REGIONAL FOCUS *Global*



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 > www.collaboration.worldbank.org/groups/gender-issues-in-fragile-situations

⁴ www.collaboration.worldbank.org/groups/gender-issues-in-fragile-situations



ALLIANCES WITH OTHER ACTORS

The GOXI site is co-maintained by the World Bank and UNDP. The Extractive Industries Source Book is also a partner.



REGIONAL FOCUS *Global*

CONTACT DETAILS *The site has an email contact function embedded within it.*
↳ www.goxi.org

THE WORLD BANK AND UNDP GOXI

GOXI knowledge centre for the extractive industries

GOXI is a space for dialogue and platform for innovation and collaboration serving those actively working on governance issues in the extractive industries. It was established in response to a round of consultations led by the World Bank Institute with stakeholders from the private sector, academia, multilaterals, national governments and civil society, after practitioners pinpointed the need for a standing forum for innovation and collaboration across stakeholder groups, countries and initiatives. The site currently has over 2,500 active members. It functions as a platform to share ideas; debate, access and post articles on extractives governance through an e-library; browse sector jobs; and announce/seek partners for new collaborative initiatives. The site contains links to a searchable database of contracts and agreements in the sector, and posts the results of relevant public opinion surveys on extractives and development/transparency. Gender is a recurrent theme in GOXI discussions and throughout material provided in the e-library. The site also has a search function that allows users to identify other members who are working on specific issues in natural resource governance, e.g. gender⁵.

INTERNATIONAL FINANCIAL CORPORATION – COMMDEV

Lonmin-IFC Guide to Promoting Female Employment in the Mining Sector

This guide helps companies with issues such as how to accommodate women working in core mining and processing, including providing basic amenities such as underground facilities and changing rooms for women. It includes case studies of mines where efforts have been made to increase the number of female employees and improve their experience in the workforce. The guide also focuses on how companies can create a culture that recruits and retains women. The guide is one in a series of publications produced by IFC's CommDev. CommDev houses a selective group of public documents, tools, case studies, training opportunities, presentations and resources produced by IFC, partners and other organisations to guide companies in delivering shared value and enhancing benefits to local communities. The CommDev website focuses on community



ALLIANCES WITH OTHER ACTORS

Lonmin Mining Group



REGIONAL FOCUS *Lonmin's core operations are in South Africa, but the guide is intended to have global applicability.*



CONTACT DETAILS *Lonmin (contact@lonmin.com); IFC Veronica Nyhan Jones (vnyhanjones@ifc.org)*

↳ www.commddev.org

⁵ www.goxi.org

issues related to the extractive industry, agribusiness, forestry and infrastructure sectors. It seeks to draw from the experience of IFC clients, partner institutions and industry alliances to present a selected set of knowledge and tools exemplifying best practices and guidelines for private-sector practitioners in these industries on engaging with communities around the world. It contains a page of gender resources under the extractives category⁶.

EUROPEAN BANK FOR RECONSTRUCTION AND DEVELOPMENT

Gender Toolkit for Investment

The EBRD has developed a toolkit for gender, which is in the form of a matrix that enables relevant gender issues to be identified by sector. The tool includes a section on gender and natural resources, which incorporates mining and is designed to help ensure that the bank's investments meet their environmental and social performance requirements. Furthermore, the EBRD's Mining Strategy (2013) and the revision of the bank's Environmental and Social Policy (2014) include a focus on mainstreaming gender.

AFRICAN UNION

Consideration of gender empowerment in the Africa Mining Vision

The Africa Mining Vision represents a groundbreaking precedent for incorporating gender into the strategic direction of the sector in member countries. African Heads of State adopted the vision at the February 2009 AU summit following the October 2008 meeting of African Ministers responsible for mineral resources development. Its objective is to make 'progress towards gender equity and the empowerment of women', and it recommends adopting and implementing sub-regional gender charters for the sector as a mechanism for integrating gender equity in mining laws, regulations, policies and codes⁷. The African Minerals Development Centre has been established in Mozambique to coordinate and advise on implementation of the Vision⁸.



ALLIANCES WITH OTHER ACTORS

The gender toolkit was finalised after several rounds of open consultation with a wide range of civil society actors, during which feedback was incorporated.



REGIONAL FOCUS *Global*

CONTACT DETAILS *Gender team at EBRD (gender@ebrd.com)*

↳ www.ebrd.com/pages/about/principles/gender/ebrd.shtml



ALLIANCES WITH OTHER ACTORS

Australian Aid, UNDP, Government of Canada, UN Economic Commission for Africa (UNECA)



REGIONAL FOCUS *African Union member states*

CONTACT DETAILS *Wilfred Lombe, Chief Infrastructure and Natural Resources, UNECA/African Minerals Development Centre (wlombe@unece.org)*

↳ www.africaminingvision.org

⁶ www.commddev.org/extractives/gender-1

⁷ www.africaminingvision.org

⁸ www.unece.org/amdc-0/pages/about-amdc

UNDP

Strategy for Supporting Sustainable and Equitable Management of the Extractive Sector

UNDP's Strategy for Supporting Sustainable and Equitable Management of the Extractive Sector has three elements: i) an organizing framework for UNDP's engagement; ii) an integrated package of services to respond to unmet demand, exploiting the potential for synergies across UNDP's practice areas; iii) a new UNDP initiative, proposing indicative activities and their mode of delivery. The Strategy has identified some gender entry points, including conducting gender assessment and gender-sensitive conflict risk analyses; integrating of local enterprises owned and operated by women and men along the value chains, particularly small- and medium-scale suppliers to the extractive sector; and supporting the formulation of fiscal systems that address vertical and horizontal inequalities, based on the principle of benefit-sharing between women and men, girls and boys, in local communities. In 2010, UNDP Cambodia published a policy brief entitled "Mainstreaming Gender in the Extractive Industries". The policy brief was developed based on experience drawn from other countries with an aim to inform government and relevant stakeholder of the potential social, economic and environmental ramifications on gender issues linked to extractive industries development. UNDP Cambodia's support to the Royal Government of Cambodia in 2011 to produce a draft Mineral Policy integrated gender, focusing on preventing the exploitation of female mine workers as well as promoting special health care services to women⁹.

 ALLIANCES WITH OTHER ACTORS
World Bank, other UN Agencies
REGIONAL FOCUS *Global; Cambodia*
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(tsegaye.lemma@undp.org)
↳ www.undp.org

⁹ www.undp.org/content/undp/en/home/librarypage/poverty-reduction/inclusive_development/strategy-note--undps-strategy-for-supporting-sustainable-and-equ



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UN WOMEN EASTERN AND SOUTHERN AFRICA (ESARO)

Gender and extractive industries programme

UN Women Eastern and Southern Africa are continuing to increase their engagement on this topic. The organisation hosted a virtual meeting in December 2013 on gender equality in the extractive industries. UN Women ESARO was also invited as a panellist to the Third African Union Conference of African Ministers Responsible for Mineral Resources Development in Maputo, providing the opportunity to highlight the need for integrating gender in the extractive industry sector¹⁰.



ALLIANCES WITH OTHER ACTORS
Government partners, civil society, World Bank



REGIONAL FOCUS *Eastern and Southern Africa*



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www.unwomen.org/co

UN AGENCIES JOINT INITIATIVE ON WOMEN, PEACE-BUILDING AND NATURAL RESOURCES

Women and Natural Resources: Unlocking the Peace-building Potential

This collaborative project between the UNDP, UN Women, the UN Peace-building Support Office and UNEP examines the relationship between women and natural resources in peace-building contexts, reviewing key issues across three main categories of resources, including land, renewable and extractive resources. The resulting publication discusses entry points for peace-building practitioners to address risks and opportunities related to women and natural resource management, focusing on political participation, protection and economic empowerment¹¹.



ALLIANCES WITH OTHER ACTORS
UNDP, UN Women, UN Peace-Building Support Office (PBSO), UNEP



CONTACT DETAILS *Henk Jan Brinkman, PBSO (brinkman@un.org)*

¹⁰ www.unwomen.org

¹¹ www.undp.org/content/undp/en/home/librarypage/crisis-prevention-and-recovery/women-and-natural-resources



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civil society and academia

civil society and academia

LATIN AMERICAN WOMEN AFFECTED BY MINING (LAMMP)

Empowerment of rural and indigenous women in mining-impacted communities

The goal of LAMMP is to empower rural and indigenous women in their efforts to ensure that land and mineral resources are exploited sustainably, both from a gender perspective and within a framework of respect for their human rights. Decision-making in communities affected by mining remains very much a male-dominated terrain, and there is very little information about women's involvement in anti-mining resistance. LAMMP therefore seeks to provide a unique source of information about the struggle of indigenous women affected by mining projects. LAMMP works to raise awareness of the human and environmental impact of mining, preserve wilderness, improve the natural and human environment, promote conservation and sustainability, and empower citizens – specifically, indigenous women – to take an active role in protecting the environment¹². The two groups LAMMP supports in Ecuador are seen as the only organisations run by women for women with the capacity to influence issues relating to the imminent start of large-scale mining developments in that country. Their activities have been reported in the local press¹³. Drawing from women's stories in Guatemala, LAMMP wrote and presented a paper on 'Coping mechanisms used by indigenous women affected by mining developments in Guatemala' at the First International Seminar on Social Responsibility in Mining. This research examines the impact of mining activities on women's emotional well-being, highlighting the long-term effect that low-level conflict associated with mining has on diminishing women's capacity to assert their rights.

¹² www.lammp.org/?page_id=178

¹³ www.lammp.org/wp-content/uploads/2013/08/lammp2012accounts.pdf



ALLIANCES WITH OTHER ACTORS

Union of Latin American Women; Northumbria University, UK; Mine-watch UK. Funding has previously been granted to LAMMP by the EU as well as by international private donors and foundations including the Sigrid Rausing Trust, the Network for Social Change, and the Staples Trust.



REGIONAL FOCUS *Latin America*

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↳ www.lammp.org

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ACCOUNTABILITY COUNSEL

Gender mainstreaming in pro-bono legal counsel for communities in mining disputes

Accountability Counsel is an international NGO that provides access to justice to defend the environmental and human rights of communities around the world, focusing in particular on communities where harm has occurred as a result of infrastructure and resource projects backed by international financial institutions. Many current and past projects have focused on community mining disputes. Accountability Counsel gives communities assistance in accessing and using non-judicial complaint offices effectively, provides resources for communities and organisations seeking assistance with use of complaint offices, and helps them to organise and voice their complaints effectively. In its approach, the work pays particular attention to women, girls and other marginalised groups¹⁴.

INTERNATIONAL WOMEN AND MINING NETWORK (RIMM)

The International Women and Mining Network (also known by its Spanish acronym RIMM) is an international platform NGO that works for and brings together women affected by mining projects. It also provides networking opportunities for women mine workers who have grievances against mining operations¹⁵. RIMM's main focus is to highlight the problems of women in rural, urban and indigenous areas that are affected by mining or have mining activities. Additionally, RIMM works as a platform to share information; provide campaign support and solidarity; undertake research¹⁶ and disseminate information on women's concerns in mining; and engage in fact-finding visits, regional workshops and dialogues with governments, international organisations, trade unions and women themselves.



ALLIANCES WITH OTHER ACTORS

BankTrack; International Corporate Accountability Roundtable; NGO Forum on Asian Development Bank; OECD Watch; pro-bono lawyers at law firms, law school clinical programmes and students law fellows and interns. Accountability Counsel was founded with support from Echoing Green, and currently receives its funding from private individuals and foundations including the Microsoft Foundation, the Ford Foundation, the Google Matching Gifts Program, the American Jewish World Service and the Sigrid Rausing Trust.



REGIONAL FOCUS *Global*

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 ↗ www.accountabilitycounsel.org



ALLIANCES WITH OTHER ACTORS

Community-based and grassroots organisations, human rights groups and NGOs. RIMM has previously received funding from the Global Fund for Women.



REGIONAL FOCUS *The network began as an initiative that arose from the first International Women and Mining Conference held in Bolivia. RIMM is an alliance of members from more than 28 countries, and has its international secretariat in India in the office of Samata, a social justice organisation working for marginalised communities¹⁷.*



CONTACT DETAILS *Kalluri Bhanumathi (rimmrights@gmail.com)*
 ↗ www.escr-net.org/docs/i/697651

¹⁴ www.accountabilitycounsel.org/about/gender-approach

¹⁵ www.escr-net.org/docs/i/697651

¹⁶ www.landportal.info/resource/advocacy/women-mining-affected-communities-speak-out-defending-land-life-dignity

¹⁷ www.grants.globalfundforwomen.org/GFWSearch/index.php?id=17757



ALLIANCES WITH OTHER ACTORS

Publish What You Pay, International Corporate Accountability Round-table, Burma Environmental Working Group, ESCR-Net, Network for Human Rights Documentation in Burma. EarthRights has a wide array of institutional funders, including the Ford Foundation, the MacArthur Foundation, the Knight Foundation and Oxfam, as well as smaller private donors.



REGIONAL FOCUS *Global, with a particular focus on Southeast Asia and Latin America*



CONTACT DETAILS *Jonathan Kaufman (jonathan@earthrights.org) and Marissa Vahlsing (marissa@earthrights.org)*
↳ www.earthrights.org



ALLIANCES WITH OTHER ACTORS

Mineral Policy Institute (Australia); MiningWatch Canada; Latin America Observatory of Environmental Conflicts; Down to Earth (UK); Partizans (UK); Indigenous Peoples Links (UK); Third World Network Africa (Ghana); Mines, Minerals and People (India); JATAM (Mining Advocacy Network, Indonesia); Cooperación (Peru); Cordillera Peoples Alliance (Philippines); DCMI (Philippines); Tebtebba Foundation (Philippines); Network Movement for Justice and Development (Sierra Leone); BIRSA (India). MAC is funded by donations from individuals and is also supported by several foundations including the Sigrid Rausing Trust,

EARTHRIGHTS INTERNATIONAL

Project on gender, mining and the environment in Burma

EarthRights International is a non-governmental, non-profit organisation that combines the power of law and the power of people in defence of human rights and the environment, which it defines as 'earth rights.' The NGO specialises in fact-finding, legal actions against perpetrators of earth rights abuses, training of grassroots and community leaders, and advocacy campaigns. EarthRights has developed a comprehensive case study on the intersection of gender, human rights, environmental rights and mining in Burma, which includes an appraisal of the legal and policy environment and of issues such as gender-based violence, health and safety for mine workers, food security and conflict.

MINES AND COMMUNITIES (MAC)

Resources on women and mining

The MAC website functions as a repository of online information and global research on the social, economic, and environmental impacts of mining, particularly as they affect indigenous and land-based peoples. The site was set up in 2001 by NGOs and individuals from seven different countries to encourage greater accountability and transparency in the minerals industry. An editorial board, comprising women and men from fourteen countries who are pledged to work on behalf of numerous mining-affected communities around the world, monitors all the content on the site. The website has a dedicated section containing news articles on women and mining¹⁸.



the Rowan Charitable Trust, the Joseph Rowntree Foundation, and the Network for Social Change.



REGIONAL FOCUS *Global*
CONTACT DETAILS *info@minesandcommunities.org*
↳ www.minesandcommunities.org

¹⁸ www.minesandcommunities.org/list.php?f=8

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INTERNATIONAL ALLIANCE ON NATURAL RESOURCES IN AFRICA (IANRA) WOMIN

Womin Project

Womin is an initiative of the International Alliance on Natural Resources in Africa (IANRA). It works with NGOs, academic institutes, national and regional organisations and movements of women, mining-impacted communities and peasants to publicise the impacts of extractives on peasant and working-class women; to counter destructive trends through advocacy and policy reform; and to provide a platform that complements and addresses gaps in the work of traditional extractives, peasant and women's organisations and movements in the region^{19 20}. On 13 May 2014, Womin collaborated with ActionAid Netherlands to organise an expert meeting between Womin, CSOs and scholars who work with gender issues and/or extractives. The session sought to kick off a longer term collaboration to deepen knowledge about extractivism and its gender-specific impacts, and to identify linkages between CSOs and scholars working with extractives and/or gender²¹. Womin has undertaken in-depth research exploring a range of themes around extractivism and women's rights, from the impact of extractivism on women's bodies, sexuality and autonomy to how to empower women artisanal miners. Womin has also produced an advocacy tool summarising the various frameworks relevant to extraction and women's rights, and how these could be used to support marginalised women.



ALLIANCES WITH OTHER ACTORS

ActionAid Netherlands. To date the IANRA has been funded by the Ford Foundation and other private donors.



REGIONAL FOCUS *Based in South Africa, Womin is an Africa-wide regional platform of well over three dozen organisations representing peasant women or working with women directly impacted by the extractive industries.*



CONTACT DETAILS *Samantha Hargreaves (samantha.hargreaves@ianra.org)*
 > www.womin.org.za/index.html



¹⁹ www.womin.org.za

²⁰ www.actionaid.org/nl/nederland/2014/05/women-mining-interview-samantha-hargreaves

²¹ www.wo-men.nl/event/gender-extractives-expert-meeting



ALLIANCES WITH OTHER ACTORS

Publish What You Pay coalition member. No information was readily available on how the organisation is funded.



REGIONAL FOCUS *Democratic Republic of Congo*



CONTACT DETAILS *Fejerdc@gmail.com*

FEMMES ET JUSTICE ECONOMIQUE

Gender and EI programme

DRC-based organisation Femmes et Justice Economique conducts field research to increase knowledge around how women interact with and are affected by the extractive sector. Their work covers everything from examining the types of jobs women undertake in mining cities to collecting data on the violence that women living near extractive sites are subjected to²². FEJE also works on empowering women through training and capacity building so that they can be more involved in transparency initiatives such as EITI²³.

AUSTRALIA NATIONAL UNIVERSITY (ANU)

Gender, mining and communities research and education

ANU academic Kuntala Lahiri-Dutt has led several projects and written several publications on gender and mining, in particular through the lenses of anthropology and environmental/social change in indigenous communities. The flagship publication in this research, 'Gendering the Field: Towards Sustainable Livelihoods for Mining Communities', provides a comprehensive gendered analysis of strategies that companies and governments can follow to secure the wellbeing and livelihoods of communities affected by mining. ANU also offers several courses for students at the intersection of gender and extractives.



ALLIANCES WITH OTHER ACTORS

Australian Aid; World Bank.



REGIONAL FOCUS *Global, with a particular emphasis on Asia Pacific*



CONTACT DETAILS *Kuntala Lahiri-Dutt (kuntala.lahiri-dutt@anu.edu.au)*

➤ www.crawford.anu.edu.au

²² [www.publishwhatyoupay.org/sites/publishwhatyoupay.org/files/BULLETIN%20FEJE%2005%20\(3\).pdf](http://www.publishwhatyoupay.org/sites/publishwhatyoupay.org/files/BULLETIN%20FEJE%2005%20(3).pdf)

²³ www.extractingequality.wordpress.com/2014/03/17/gender-and-the-extractives-a-quick-look-back-at-the-past-year

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ARTISANAL AND SMALL-SCALE MINING IN ASIA PACIFIC PORTAL

Resource page on gender and mining

The ASM Asia-Pacific portal is the public interface of a loose network of individuals and institutions working on poverty eradication, development and livelihoods in artisanal and small-scale mining (ASM) areas and communities throughout the Asia-Pacific region. It aims to promote knowledge about ASM in the Asia-Pacific region, especially as it applies to poor people's livelihoods, best practices in environmental care, and policies that work for people and the environment in creating new inclusive approaches and promoting fellowship and cooperation among those persons and groups interested in poverty eradication and sustainable development. It has a dedicated resource page on ASM and gender, with many rich and useful case studies. The ASM Asia Pacific Portal is partnered with CASM, a global networking and coordination facility whose stated mission is 'to reduce poverty by improving the environmental, social and economic performance of artisanal and small-scale mining in developing countries.' CASM is currently chaired by the UK's Department for International Development and is housed at the World Bank headquarters in Washington, D.C.



ALLIANCES WITH OTHER ACTORS

Mine Labour Protection Campaign (India); Santulan NGO (India); Oxfam; and Mines, Minerals and People. Funding is provided by CASM.



REGIONAL FOCUS *Asia and the Pacific region*



CONTACT DETAILS *Kuntala Lahiri-Dutt (kuntala.lahiri-dutt@anu.edu.au)*

➤ www.asmasiapacific.org



ALLIANCES WITH OTHER PARTNERS

Australian Research Council (ARC); UNDP; World Bank; International Council on Mining and Metals (ICMM); Oxfam; Responsible Mining Initiative Mongolia. Funding for the Mongolia Research Programme was provided by Australian Aid.



REGIONAL FOCUS *Global with a particular focus on Asia Pacific*



CONTACT DETAILS *Michelle Rowland (csrcm@uq.edu.au)*

➤ www.csrcm.uq.edu.au



ALLIANCES WITH OTHER PARTNERS

Australian Council for International Development; Publish What You Pay coalition; Extractive Industries Transparency Initiative; People in Aid; Refugee Council Australia. Oxfam Australia is funded by a combination of institutional foundations and private individual donors.



REGIONAL FOCUS *Asia Pacific region*



CONTACT DETAILS *Serena Lillywhite, Mining Advocacy Coordinator (serenal@oxfam.org.au)*

➤ www.oxfam.org.au

CENTRE FOR SOCIAL RESPONSIBILITY IN MINING (CSRM) AT THE UNIVERSITY OF QUEENSLAND

Gender and mining research and case studies

CSRM is a leading research, teaching and consulting centre focused on providing qualitative and quantitative social research, studies and education/training activities on the interface between mining companies and communities. CSRM staff are from multidisciplinary backgrounds. Previous research projects and publications have included a focus on gender at the nexus of other topics such as mining and gender-based violence; mining, gender and benefit negotiation; and mining, gender and livelihoods²⁵. In 2013, CSRM began a large project on gender and mining in Mongolia that will last several years. The research, entitled 'Managing the impacts of minerals development on women and men and their traditional livelihoods in Mongolia' examines the social and ecological impacts of mining from a gendered perspective to understand how mining affects both herders' livelihoods and their dependent natural resources. Through socio-ecological research, which maps both natural resource use of mining and herding (via GIS technology), and social impacts between the mine and the community (via ethnographic methods), this research will establish and transfer knowledge that will improve and hopefully create current and future safeguards for both regulatory bodies and herder empowerment. As well as its research projects, the centre also operates as a consultancy hired by companies and organisations to carry out custom-designed programmes and research on all aspects of social responsibility and mining.

OXFAM AUSTRALIA

Extractive industries and natural resource governance

Oxfam Australia has conducted research into gender and mining issues and authored several useful overview publications on the linkages between gender, environmental risks and mining. It has produced guides for communities on free, prior and informed consent; grievance mechanisms;

²⁵ www.csrcm.uq.edu.au/research/browse-by-theme/gender-and-mining?search=search_projects&task=search

and gender, mining and impact assessment. Oxfam Australia also provides training to support communities on these topics. The organisation has acted as an independent ombudsman to research and write reports on social and environmental performance at several large mines where conflict has erupted²⁶.

PUBLISH WHAT YOU PAY

Towards a gender-responsive extractive industry in Africa

PWYP is an international coalition of civil society organisations working to advance and support the Extractive Industries Transparency Initiative (EITI) around the world. They maintain a resource page on gender and EITI-related issues and a blog on gender and extractive industries²⁷. In 2013, PWYP and UN Women convened representatives from government, civil society and the United Nations (Democratic Republic of Congo, Kenya, Mozambique, Nigeria, Tanzania, South Sudan, Sudan and Uganda) to meet in Dar Es Salaam, Tanzania to launch a dialogue on gender and the extractives. The dialogue had two broad objectives: to develop a better understanding of the gender dimensions of the extractive industry, and to map a way forward in shaping a more gender-responsive extractive industry. The meeting marked the first milestone in the partnership between UN Women and Publish What You Pay (PWYP) to work towards a gender-responsive extractive industry in Africa. PWYP has since teamed up with UN Women to incorporate gender into the extractives value chain created by and for civil society²⁸.



ALLIANCES WITH OTHER ACTORS

Publish What You Pay has over 800 members from civil society and academia around the world. Publish What You Pay is funded by a combination of foundation grants from the Open Society Foundation, Hewlett Packard Foundation, GIZ, CAFOD, Revenue Watch Institute and others.



REGIONAL FOCUS *Global. The International Secretariat of Publish What You Pay consists of a small core team of ten members. Six are based in London at the international secretariat, hosted by the Open Society Foundation, and the others are in Beirut, N'djamena, Niamey and Kiev, hosted by PWYP members or a local partner.*



CONTACT DETAILS *Saidou Arji, Franco-phone West Africa Regional Coordinator (sarj@pwypsecretariat.org)*

➤ www.publishwhatyoupay.org

²⁶ www.oxfam.org.au/explore/mining/impacts-of-mining

²⁷ www.extractingequality.wordpress.com/2014/03/17/gender-and-the-extractives-a-quick-look-back-at-the-past-year

²⁸ www.publishwhatyoupay.org/category/topics/gender





ALLIANCES WITH OTHER ACTORS

Regional and national chapters of Women in Mining, and Women in Mining international portal. The national chapters of Women in Mining are funded by annual membership fees and by sponsorship from mining companies and service contractors to the mining industry.



CONTACT DETAILS *Anne Lewis (info@wimcanada.org); Women in Mining Australia via the contact form on their website*

↳ www.ausimm.com.au/feedback.aspx

↳ www.wimcanada.org/welcome.html (Canada)

↳ www.ausimm.com.au/content/default.aspx?ID=236 (Australia)

↳ www.womeninmining.org.uk/holding.php (UK)



ALLIANCES WITH OTHER ACTORS

National chapters of Women in Mining



REGIONAL FOCUS *Global*

CONTACT DETAILS *Barbara Dischinger, founder and coordinator (barbara@womeninmining.net)*

↳ www.womeninmining.net

WOMEN IN MINING CANADA; WOMEN IN MINING UK; WOMEN IN MINING AUSTRALIA

National NGO groups focused on women in mining

These national chapters of Women in Mining are not-for-profit organisations focused on advancing the interests of women in the minerals exploration and mining sector in their specific geographies. Their membership is composed mainly of men and women working in the sector and their goal is to support grassroots initiatives in the area of personal and professional development, while providing a national voice within the global minerals and mining community. Their websites provide details of ongoing programmes (advocacy, leadership, training) and contain well-maintained research pages listing relevant publications on gender and mining globally²⁹.

WOMEN IN MINING INTERNATIONAL PORTAL

This portal aims to promote the professional development of women working in the mining and metals sector by providing an open-source web platform for global discussion, networking and dissemination of information, jobs, courses and events. The portal provides an international coordination function for all the national and sub-national chapters of Women in Mining (WIM), connecting groups to groups, members to groups, members to members and members to non-members, in order to share best practices and experiences of women in the sector. The portal contains a library of global news, research, case studies and publications concerning women in mining. The central focus of the material is on women in the mining workforce, but the site also hosts resources concerned with gender and community issues³⁰.

²⁹ www.wimcanada.org/welcome.html; <http://www.womeninmining.org.uk>; <http://www.ausimm.com.au/content/default.aspx?id=236>

³⁰ www.womeninmining.net/about-us

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ZIMBABWE WOMEN IN MINING AND SIMILAR ASSOCIATIONS

Legalise and professionalise female small-scale miners

There are several groups in Zimbabwe calling themselves ‘Women in Mining’. There is no one umbrella body representing them but rather various associations scattered around the country³¹ with similar objectives of empowering Zimbabwean women in mining, creating business opportunities for female miners, and making their voice heard more effectively. All the associations seek to boost female participation in the small-scale mining sector and help to legalise female small-scale miners. Their members are mainly drawn from the ranks of the rural poor, the disabled, widows, single mothers and those living with HIV/AIDS. Working in partnership with chiefs and district administrators, the NGOs advise women on how to form syndicates, legally register, access capital and obtain prospecting licences. Since entering the sector many women report how they have boosted their incomes and been able to independently support their families³² more easily.

OXFORD UNIVERSITY CENTRE FOR THE ANALYSIS OF RESOURCE-RICH ECONOMIES (OXCARRE)

African Mining, Gender and Labour Market Participation Project

OxCarre has positioned itself as a global centre of excellence in the economics of resource-rich countries. The Centre conducts original and objective research to improve understanding of the performance of resource-rich economies, and to inform policy design so as to improve this performance. An interesting recent study from January 2014 examines evidence linking the boom-and-bust cycles of mining economies in sub-Saharan Africa and the long-term effects on women’s labour market participation.



ALLIANCES WITH OTHER ACTORS

Women in Mining (Zimbabwe Artisanal and Small-Scale for Sustainable Progressive Women In Mining); Zimbabwe Women Rural Development Trust; Women in Rural Mining in Zimbabwe.



REGIONAL FOCUS *Zimbabwe*

CONTACT DETAILS *No specific contact details available*



ALLIANCES WITH OTHER ACTORS

None listed. OxCarre was established with the help of a grant from BP, and the Centre also receives donations from other funders.



REGIONAL FOCUS *Global*

CONTACT DETAILS *Celia Kingham*
(celia.kingham@economics.ox.ac.uk)
↳ www.oxcarre.ox.ac.uk

³¹ www.womeninmining.net/2014/04/18/in-zimbabwe-women-thrive-in-male-dominated-mining-sector

³² www.irinnews.org/report/99018/women-dig-into-zimbabwe-a-pos-s-male-dominated-small-scale-mining-sector



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Private Sector

Private Sector



ALLIANCES WITH OTHER ACTORS

All registered mining companies in Papua New Guinea; the PNG Government's Mineral Resource Authority; the World Bank; the Chamber of Mines and Petroleum PNG.



REGIONAL FOCUS *Papua New Guinea*

CONTACT DETAILS *Ms. Lesley Bennett, Program Manager of Women in Mining at the Chamber (wim@pngchamberminpet.com.pg). Ms. Amy Luinstra, Gender Coordinator, IFC (aluinstra@ifc.org) No website as yet, but one is planned.*

PAPUA NEW GUINEA GENDER AND EXTRACTIVE INDUSTRIES PRIVATE SECTOR ROUNDTABLE

Gender and extractive industries private sector roundtable for industry members

Originally initiated by the World Bank Gender and Extractive Industry Program, this group is in the process of becoming an industry-led working group on gender in the extractive industries, with a rotating chair held by senior employees of extractives companies. The PNG Business Coalition For Women (BCFW) facilitates the working group; BCFW is a recent initiative established among leading businesses in Papua New Guinea, with support from the IFC³³. Under the auspices of the BCFW, the group plans to hold closed door meetings to create a safe space for exchange of lessons learned and best practices on approaches to community engagement and inclusion of women in benefit sharing, among other topics. Members of the group have voluntarily committed to participation as they have formally and jointly recognized their wish to contribute to the development of opportunities for the women of PNG, and to play a role in ending the endemic gender discrimination and violence that is prevalent in the country.

³³ www.ifcext.ifc.org/IFCExt/pressroom/IFCPressRoom.nsf/0/5B80550807A7EB9085257C9B00175D84?OpenDocument



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ANGLO AMERICAN

Socio-Economic Assessment Toolbox and gender-balanced hiring practices

Anglo American is the only major international mining company with a female CEO. The company has formally declared gender equality to be a priority and has implemented measures to support this both within its workforce and through its community relations. Separate accommodation, washrooms, special security provisions and childcare facilities are offered to female employees, and a Code of Good Practice has been instituted for pregnancy in the workplace³⁴. Anglo American tracks progress on its proportion of female employees, and actively advocates the advantages of recruiting women to positions where traditionally only men have been hired – for example, as truck drivers on the mine site³⁵. The company has also developed an innovative and gender-mainstreamed Socio-Economic Assessment Toolbox to help operations to benchmark and improve their management of local social and economic impacts. The SEAT enables operations to take a more strategic view of their interactions in relation to local employment; reducing the exclusion of disadvantaged groups; training; procurement; and community social investment. It is regarded as an industry standard of best practice.



ALLIANCES WITH OTHER ACTORS

CARE International, International Alert



REGIONAL FOCUS **Global**



CONTACT DETAILS **Government and Social Affairs team based in London (gsa@angloamerican.com)**

➤ www.angloamerican.com/development/social/community-engagement/engagement.aspx

RIO TINTO

Why Gender Matters: A Resource Guide to Integrating Gender into Communities' Work

This project, executed in collaboration with the Centre for Social Responsibility in Mining at the University of Queensland, provided evidence from mine sites around the world and aimed to identify entry points and best practices for how women and men can be equally included at each stage of the mining project life cycle. The resultant publication focuses on practical guidance to ensure that women and men from different social groups are consulted and can participate in meaningful ways. In addition to providing methodologies for integrating gender issues into all aspects of project planning and operations, a participatory approach to monitoring and evaluation is presented.



ALLIANCES WITH OTHER ACTORS

Centre for Social Responsibility in Mining at University of Queensland



REGIONAL FOCUS **Global**



CONTACT DETAILS **Deanna Kemp, Professor at the Centre for Social Responsibility in Mining (d.kemp@smi.uq.edu.au)**

➤ www.riotinto.com/sustainabledevelopment2013/social/communities.html

³⁴ www.angloamerican.com/careers/working/employer-of-choice/women-in-mining.aspx

³⁵ www.theguardian.com/sustainable-business/gender-equality-mining-industry



ALLIANCES WITH OTHER ACTORS

World Bank; Papua New Guinea Minerals Resource Authority



REGIONAL FOCUS *Papua New Guinea*

CONTACT DETAILS *Nicholas Menzies, Justice for the Poor advisor, World Bank (nmenzies@worldbank.org); Waafas Ofosu-Amaah, World Bank Institute (aofosuamaah@worldbank.org); Ume Wainetti, lead female negotiator during Ok Tedi agreement negotiations (ume.wainetti@cimcpng.org)*

OK TEDI MINE, PAPUA NEW GUINEA

Extractives agreements and women: the example of the OK Tedi mine

In Papua New Guinea, the OK Tedi mine in Western Province has been engaged in long-running disputes with local communities, primarily concerning environmental damage from the disposal of tailings into two major river systems. At the same time, government policy and law mandate the inclusion of impacted communities in consultations prior to the issuance of mining rights. The benefit-sharing agreement between the mining company, the state and the affected communities and landowners at Ok Tedi is required to be renegotiated every five years. During the 2006-7 negotiations, the mining company and its independent facilitators convinced the state and male landowners to allow women a seat at the table, leading to a landmark agreement in which 10% of total benefits are ring-fenced for the benefit of women and children³⁶. In addition to the work of the Justice for the Poor programme (World Bank) in analysing the dynamics of this achievement, the World Bank Institute has carried out an observation of subsequent negotiations, and prepared an analysis of women's negotiations on access to resources and their voice in the mining sector.



ALLIANCES WITH OTHER ACTORS

ERM works for a broad range of clients, from the private sector to international development actors.



REGIONAL FOCUS *Global*

CONTACT DETAILS *ERM has an email contact form embedded in its website.*

↳ www.erm.com

ENVIRONMENT RESOURCES MANAGEMENT (ERM)

Environmental Resources Management (ERM) is a leading global provider of environmental, health, safety, risk, social consulting and sustainability-related services. With over 150 offices in 40 countries, ERM's areas of focus include providing sustainability and socio-economic impact assessment consultancy for the mining, oil and gas sectors, with the flexibility of also including a gender lens. In the mining and minerals sector, ERM offers consultancy on social issues including human rights and a social licence to operate; resettlement, stakeholder mapping and engagement; local economic development programmes; strategy; community conflict resolution; and infrastructure access³⁷.

³⁶ www.openknowledge.worldbank.org/bitstream/handle/10986/17091/724410Revised001701Issue209020012web.pdf?sequence=1

³⁷ www.erm.com/en/Industries/Mining-Metals

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BUSINESS COMMUNITY SYNERGIES

Consulting group BCS specialises in providing sustainability advisory services on corporate-community relations to extractive industry companies, with a particular focus on gender. Companies are assisted in devising consultations, communications strategies, community investment plans and corporate social responsibility frameworks to reduce their operating risks and create long-term benefits for local communities³⁸.

THIESS AUSTRALIA

Women in Mining strategic initiative

Australian mining company Thiess has pioneered a 'Sisters in Mining' partnership with the Salvation Army's Employment Plus Programme and the Westfarmers Curragh Mine in Central Queensland to recruit and train unskilled indigenous women for careers in mining, starting at entry level as trainee haulage truck operators. This programme is part of Thiess' broader Women in Mining strategic initiative, launched in 2013, which also involves conducting women's focus groups in the workplace, providing scholarships to female engineering students, undertaking site audits, and implementing more flexible work arrangements. The company is on track to have increased its proportion of female employees from just 6% in 2011 to over 20% by 2020³⁹.



ALLIANCES WITH OTHER ACTORS
Mining companies; World Bank



CONTACT DETAILS *Rani Parker, principal and founder (Rparker@bcsynergies.com)*

🔗 www.bcsynergies.com



ALLIANCES WITH OTHER ACTORS
Salvation Army Australia; Westfarmers Curragh Mine Australia



REGIONAL FOCUS *Australia*

CONTACT DETAILS *None available*

🔗 www.thiess.com.au



³⁸ www.bcsynergies.com/bcspublications

³⁹ www.nswmining.com.au/events/women-in-mining-awards/2014-award-winners



ALLIANCES WITH OTHER ACTORS

The incidents at the Pogera Mine have led to Barrick engaging with Human Rights Watch and the UN High Commissioner for Human Rights, in its efforts to improve conditions for women, community members and workers at the mine.



REGIONAL FOCUS *Barrick is a global company – however this process is focused only on the Pogera mine in Enga Province, Papua New Guinea.*



CONTACT DETAILS *Mr. Julian Whayman, RJI Manager (jwhayman@barrick.com)*

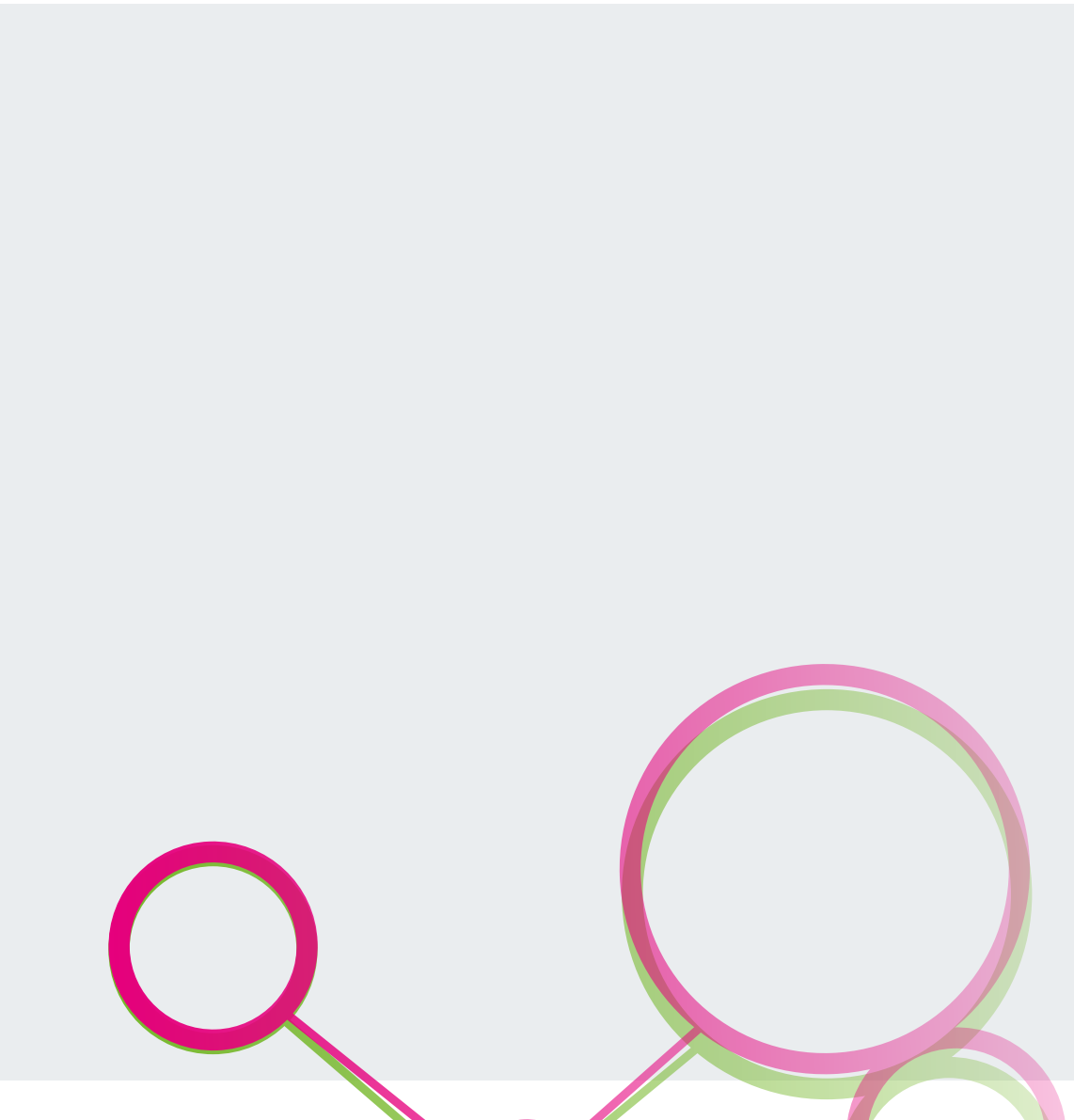
↳ www.barrick.com/operations/papua-new-guinea/pogera/default.aspx

BARRICK GOLD CORPORATION

Framework of Remediation Initiatives in Response to Violence Against the Women in Pogera Valley

This paper outlines a framework of initiatives being developed by Barrick Gold Corporation and the Porgera Joint Venture as part of their response to specific incidents involving sexual violence against women residing in the Porgera Valley, located in Enga province in the remote highlands of Papua New Guinea perpetrated by men who were employed at the Porgera mine. As part of their approach to these incidents, Barrick and the PJV recognize that there is a need to ensure that there is effective remediation for victims of these events, and have developed a framework for an independent process that will provide access to that remediation. As part of this process, Porgera launched the Restoring Justice Initiative (RJI) to strengthen security and justice apparatus and institutions within the community.

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GOVERNMENTS
IFI AND MULTILATERALS
CIVIL SOCIETY AND ACADEMIA
PRIVATE SECTOR

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