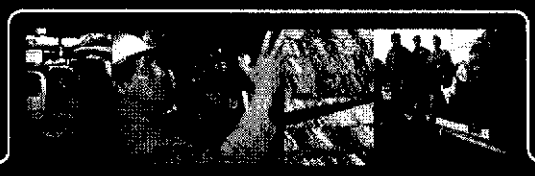
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Foreign Affairs, Trade and Development Canada
Affaires étrangères, Commerce et Développement Canada



Promoting Gender Equality in the Extractive Sector: A Tool Kit

ERDMS #: 6887830

Link to Gender Equality key documents
http://www.international.gc.ca/development-developpement/priorities-priorites/ge-es/index.aspx?lang=eng

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Contents

	Introduction	1
Tipsheet #1	Building Economic Foundations – Improving Resource Governance Capacity	7
Tipsheet #2	Growing Businesses – Supporting Local Economic Development	13
Tipsheet #3	Investing in People – Enabling People in Developing Countries to Maximize Benefits	17
	Additional Resources on Promoting Gender Equality in the Extractive Sector	23

Introduction

This tool kit is designed to help Foreign Affairs, Trade and Development (DFATD) staff and programs to support equality between women and men in programming and policy dialogue related to the extractive sector. Extractive industries present both opportunities for women and girls for employment, businesses, and income earning, as well as risks. In considering programming in the extractive sector, DFATD staff should remember to:

- consult with the branch gender equality specialists who can provide advice and support;
- conduct a gender analysis[1] of the specific context and proposed activities to be implemented in order to identify the best actions to address gender issues; and

1. *Gender Analysis Assessment Guidance Note* EDRMS # 6572945.

- identify explicit gender equality results as set out in *CIDA's Gender Equality Action Plan 2010–2013*.[2] DFATD extractive sector programming should include both integrated programming and targeted gender equality programming.

DFATD policy context

There are opportunities to integrate gender equality into each of the three pillars of DFATD's draft Framework on Extractives and Sustainable Development:

- **Building economic foundations** – improving resource governance capacity to strengthen national, regional, and local governments and regulatory institutions by building their capacity to manage extractive sectors transparently and responsibly;
- **Growing businesses** – improving local economic development to ensure local value creation through economic diversification and improved extractive sector performance; and
- **Investing in people** – enabling communities to maximize benefits from the extractive sector to promote inclusive growth and community empowerment, including through training and skills development.

This tool kit is organized according to the framework, with a tipsheet for each pillar.

All DFATD programming is guided by *CIDA's Policy on Gender Equality*, which has three objectives, which are to:

1. advance women's equal participation with men as decision makers in shaping the sustainable development of their societies;
2. support women and girls in the realization of their full human rights; and
3. reduce gender inequalities in access to and control over the resources and benefits of development.

In *CIDA's Sustainable Economic Growth Strategy*, DFATD recognizes that "women play a central role as income earners in lifting themselves, their families, and their communities out of poverty. Yet they face significant hurdles to full and effective participation in economies." In addition, DFATD's approach to women's economic empowerment[3] focuses on three areas:

- **enabling institutional frameworks** by assisting countries to establish and implement laws, policies, and institutions to support women's empowerment, economic security, and rights;
- **increasing women's economic opportunity** by supporting women to secure decent work, establish and grow their businesses and earnings; and
- **strengthening women's agency** by building women's ability to identify and act on economic opportunities, influence and make economic decisions, and challenge social norms.

2. *CIDA's Gender Equality Action Plan 2010–2013* states, "Ensure that all new projects contain GE [gender equality] results by 2013, and that an increasing number of projects have GE results at the intermediate level (i.e. coded at level 2) or are specifically designed to target GE inequalities (i.e. coded at level 3)". Appendix A, 2.2.1, p. 8.

3. *Women's Economic Empowerment: Guidance Note*. EDRMS # 6277526

Why does gender equality matter?

Extractive industries (defined as oil and gas, and the mining of minerals and metals) are a major source of wealth and opportunity in economies around the world and have the potential to drive economic growth by creating jobs, revenue, development opportunities, and to contribute to poverty reduction. However, the economic benefits can come at a high environmental and social cost.

As the World Bank notes, the "benefits and risks of extractive industries (EI) [are often] measured broadly at the community level, but fail to distinguish the different impacts on men and women.... [Evidence suggests that a] gender bias exists in the distribution of risks and benefits in extractive industries projects: benefits accrue mostly to men, in the form of employment and compensation, while the costs, such as family or social disruption and environmental degradation, fall most heavily on women."[4]

Gender equality and women's issues are not highly visible in the extractive sector, in part due to limited data on women's involvement in mining. In general, governments and industry are not sensitized to the gender equality impacts of extractive sector projects.

In order for the current demand for resources to support national development and increased well-being of women and men in resource-rich countries and communities, more balanced benefit-sharing arrangements are needed. The better understanding of gender equality aspects of the extractive sector will assist DFATD programming to support gender equality and improve development outcomes.

What are the key gender equality issues to consider?

Key gender equality issues in the extractive sector relate to employment and income, access to and control over resources, and benefits of development, health, and women's rights and decision making.

Employment and income – For local communities, the bulk of benefits of the extractive sector are in employment and income, which go primarily to men:

- 80–90 percent of employment at large mine sites or oil/gas production areas goes to men, often migrant workers.[5]
- Volatile cash flows into project areas and demographic changes disrupt the gender equality dynamics of local economies by propelling subsistence communities into cash-based economies that favour men.[6]

4. World Bank/IFC/ MIGA Fact Sheet: *Women and the Extractive Industries.* http://siteresources.worldbank.org/EXTEXTINDWOM/Resources/Women_and_the_Extractive_Industries_Factsheet.doc?&resourceurlname=Women_and_the_Extractive_Industries_Factsheet.doc

5. *Empowering women through EITI.* John Strongman, Mining Adviser at the Oil, Gas, Mining and Chemicals Department, World Bank. http://eiti.org/blog/empowering-women-through-eiti July 2010

6. This section draws upon *Gender Action Comments: The EITI's Strategy Working Group Public Consultation Integrated Gender Dimensions.* (n.d.)

Based on experience with large-scale extractive projects, women often:

- undertake related jobs such as cooking and cleaning, and face discrimination in hiring and compensation.
- lose their livelihoods when land is appropriated and economic opportunities disappear.
- face increased costs of living with inflationary pressures in "boom" areas.
- undertake increased unpaid work—providing food, collecting firewood and water, and caring for children and elderly—as men shift from subsistence activities to earn cash wages.

Access to and control over resources – Evidence has shown that with extractive projects, especially large-scale mining, women often:

- lose access to common property and natural resources. These are, by definition, not owned by individuals, but access to them is a key component of households' livelihoods, without which they risk impoverishment.[7]
- have limited access to resources such as credit, education, skills training and technology.
- face serious environmental degradation, which negatively impacts women's remaining farmland, crops and water sources.

Health issues – The impact of extractive industries on women's well-being is often significant, and may include:

- poor sanitation and unhealthy living environments;
- increased sexually transmitted diseases (STDs) due to local women engaging in sex work and male miners frequenting sex workers and transmitting STDs to home communities;
- sexual harassment and increased community violence, and sexual assault, including by transient male mine workers;
- gender-based violence, including abuse of female partners and family members; and
- health impacts, from new and introduced diseases (e.g. tuberculosis), mental health issues and behaviours (e.g. substance abuse, drugs, alcohol).

Rights and decision making – In the extractive sector, women often:

- have limited influence in decision-making spheres at local and national levels;
- are not consulted in the design and implementation of extractive sector projects and receive little compensation for their losses; and
- lack property rights, which are precarious; legal protection is seldom enforced.

7. IFC Guidance Note 5. *Land Acquisition and Involuntary Resettlement.* January 1, 2012. The types of common property assets to which access might be lost could include, but are not limited to, pasture, fruit trees, medicinal plants, fibre, firewood, and other non-timber forest resources, croplands, fallow lands, woodlots, and fish stocks, marine and aquatic resources.

In countries and regions where extractive industries are more mature and have a longer history (e.g. South Africa and South America), women tend to play a larger role. However, many challenges remain, including increasing women's employment in non-traditional occupations and skilled trades, and women's representation in management and senior management, and on boards of directors.

Special issues to consider

Men and boys – Men who work in the mining sector, especially in artisanal and small-scale mining (ASM):

- face risks, including dangerous and unhealthy working conditions, including young boys who work underground in hazardous conditions;
- are involved in illegal and dangerous activities (e.g. siphoning fuel from pipelines);
- migrate to work and are separated from family and community;
- often live in violent environments and are exposed to STDs; and
- must conform to a macho work environment and cultural norms, and experience limited freedom of expression and association.

Artisanal and small-scale mining – ASM provides a livelihood for an estimated 100 million men and women around the world. Among the approximately 25 million active artisanal and small-scale miners, the proportion of women miners is estimated to be about 30 percent.[8] Women make up 10–50 percent of miners in some Asian countries, 10–30 percent in Latin America, and 40–100 percent in Africa.[9]

ASM has also been criticized for its association with conflict and war. Improperly managed ASM exacerbates inequalities and leads to economic, social, and environmental risks for communities. Challenges frequently associated with ASM include:

- male and female child labour;
- population migration, which creates unsustainable communities; and
- damaging environmental impacts, including excavations, effluent dumping, improperly stored waste, dust, release of chemicals (cyanide and mercury), acid mine water, river siltation, and deforestation.

Women play a much larger role in artisanal mining than in large-scale mining. Their roles vary and depend on the location, mineral being mined and cultural factors. Even where men and women perform similar work, women often make less money for similar tasks, or do not receive income where their work is considered family work. In addition to working directly in mining, women work at informal mining operations and occupy ancillary roles (e.g. as cooks and service providers). Because women are more frequently associated with transporting and processing materials, as opposed to digging, they are not always identified as miners.

8. World Bank. *Gender Dimensions of Artisanal and Small-Scale Mining: A Rapid Assessment Tool Kit.* 2012. Their involvement may now be much higher.

9. Ibid. p. 6.

Women's work in ASM is characterized by:

- inadequate wages, lack of training, insufficient health and safety equipment, and no protection from discrimination and harassment;
- unequal ownership or rights over resources and participation in decision making; and
- intensive domestic responsibilities that increase when ASM pollutes water sources, and causes deforestation, requiring women to travel farther to collect water and fuel.

The World Bank suggests that ASM has the potential to help men and women out of poverty when conducted in an informed and responsible way.[10]

Indigenous women – The extractive sector has significant impacts on indigenous women who play a crucial role in managing biodiversity, maintaining family and community structures (social cohesion), and passing on traditional culture (cultural integrity). Evidence[11] suggests that extractive industries differentially impact indigenous women in economic, social, health, and psychological terms:

- Environmental degradation can cause extreme mental distress when women play a role as spiritual guardians of the land.
- Traditions and culture may limit women's access to leadership positions and consultation processes.
- Processes may not seek women's input despite commitments[12] that indigenous women and men be guaranteed the collective right to give or withhold their free, prior, and informed consent (FPIC)[13] to activities that impact their lands, territories, and resources.
- Women may not share in economic benefits due to lack of resource sharing within families when men control the income.

Fragile states – Managing the extractive sector presents particular challenges in fragile states where the exploitation of non-renewable natural resources can trigger, escalate, or sustain violent conflicts. Governance structures are often too weak to protect the rights of citizens, especially those of women. For example, in some contexts, sexual violence has been used as a weapon of terror for controlling the population, gaining compliant labor, and maintaining access to mines and trade routes. These conditions exacerbate gender inequalities in the sector and underscore the importance of strengthening the institutional and legal framework for promoting gender equality and women's rights, and supporting and promoting the implementation of national and international women's rights instruments by civil society, governments (national and local), and international agencies (United Nations Committee on the Elimination of Discrimination Against Women (CEDAW), UN Security Resolution 1325, etc.).

10. World Bank. *Gender Dimensions of Artisanal and Small-Scale Mining: A Rapid Assessment Tool Kit*. 2012.
11. This section draws upon *Gender Issues in Consultation Processes*. Cultural Survival Quarterly No. 25.1 (Spring 2001) Mining Indigenous Lands. http://www.culturalsurvival.org/publications/cultural-survival-quarterly/canada/gender-issues-consultation-processes. See also International Council on Metals and Mining. Good Practice Guide: Indigenous Peoples and Mining. 2010. http://www.icmm.com/library/indigenouspeoplesguide. p. 30 & 51.
12. UN Declaration on the Rights of Indigenous Peoples (UNDRIP).
13. Elements of Free, Prior and Informed Consent (FPIC): *Free* of coercion, corruption, interference, and external pressure; *Prior*: Mutually agreed period of time in advance of an activity or process when consent should be sought; *Informed*: Information should be provided prior to seeking consent and also as part of the ongoing consent process; *Consent*: Customary decisions made by indigenous peoples and other forest dependent communities reached through their socio-cultural decision-making process.

Promoting Gender Equality in the Extractive Sector: A Tool Kit

Tipsheet # 1

Building Economic Foundations — Improving Resource Governance Capacity

Pillar 1 of DFATD's draft Framework on Extractives and Sustainable Development focuses on strengthening national, regional, and local governments and institutions by building their capacity to manage extractive sectors responsibly through:

- **supporting legal, fiscal, and regulatory frameworks** to foster transparency and stability in the extractive sector, and maximize its contributions toward sustainable economic growth and compliance with international standards and best practices related to responsible extractive sector development, such as the Extractive Industries Transparency Initiative (EITI);
- **improving national planning and coordination** among ministries (finance, revenue, natural resources/mines, trade, and environment) to build their capacity at the local and national level; and
- **strengthening information systems** that produce, collect, and distribute quality and reliable data that supports sustainable economic growth across the extractive life cycle.

Gender issues to consider in improving resource governance capacity

- Gender equality and women's issues are not highly visible in extractive projects and industries in part due to limited or non-existent data on women's involvement in mining, particularly in ASM.
- Governments are not sensitized to the gender equality implications or economic and social impacts of extractive projects, and therefore, do not give high priority to addressing women's issues.
- Gender ministries/bureaus have limited extractive sector expertise, are not consulted and have little influence over extractive projects.
- Resource-rich countries require support to develop the political commitment and technical capacity to undertake gender analysis and gender impact assessments as an integral part of extractive projects.
- Supporting gender awareness, technical assistance and capacity development at national, regional, and local levels will be required to ensure that all fiscal, regulatory and legal frameworks governing the extractive sector fully integrate gender analysis, and are appropriately implemented and monitored.

- Improving gender-sensitive resource governance capacity will require capacity-building support to all government ministries and oversight bodies responsible for extractive sector policy and management (Finance, Revenue, Natural Resources/Mines, Trade, and Environment), as well as the gender/women's departments.
- National governments require assistance to integrate gender equality issues into compliance with international standards and best practices for responsible extractive sector development (e.g. EITI[14] processes). The World Bank EITI Multi-Donor Trust Fund[15] supports national implementation of EITI principles of revenue transparency, including the establishment of and capacity building for multistakeholder groups (MSG), and communication with the public through media, Internet, etc. It is essential that women's organizations and representatives participate in MSGs and that gender equality issues are fully integrated.

Actions to take to support gender equality in resource governance

The following are some areas in which DFATD can work to improve gender equality outcomes. Each section is followed by some illustrative results statements and indicators that could be adapted in programming.

1. Support legal, fiscal and regulatory frameworks:

- Support gender analysis training and capacity building for key government ministries regulating and managing the extractive sector (e.g. ministries of finance, revenue, resources, infrastructure, etc.)
- Identify local, regional, and international gender experts on the extractive sector, including taxation and expenditures (gender budgeting); regulatory frameworks; legal issues, including women's and indigenous property rights; community analysis; participation; and governance; and provide technical assistance to national governments.
- Engage in international forums to ensure that international and national standards (including EITI's Principles and Criteria) include a commitment to gender equality, measure and monitor differential impacts on women and men, and are aligned with national plans to implement UN Security Resolution 1325 (on Women, Peace and Security), CEDAW, and other human rights instruments.

14. The EITI sets a global standard for transparency in oil, gas and mining. It is (i) an effort to make natural resources benefit all, (ii) a coalition of governments, companies, and civil society, and (iii) a standard for companies to publish what they pay and for governments to disclose what they receive. See: http://citi.org/

15. For best practices on multistakeholder engagement and capacity building. See the World Bank EITI-Multi-Donor Trust Fund. *Implementing EITI for Impact: A Handbook for Policy Makers and Stakeholders.* Anwar Ravat and Sridar P. Kannan, (ed.), 2012. http://siteresources.worldbank.org/INTEXTINDTRAINI/Resources/EITI_Handbook_2012.pdf

Sample results statements	Indicators
Support legal, fiscal, and regulatory frameworks	
Enhanced legal frameworks that equitably protect women and men's human rights, especially rights of indigenous women and men to FPIC,[16] and rights to compensation, livelihoods, and environmental protection.	▪ Number of laws on X revised/passed; ▪ Extent to which laws promoting women's rights are enforced; and ▪ Perceived level of confidence in legal protection (disaggregated by sex, legal right).
Improved participatory, gender-responsive budget processes (national and local) that monitor planning and expenditure of extractive sector resources on national and community economic and social development (i.e. gender budgeting).	▪ Number of reports and audits that include gender impacts of extractive sector funds; ▪ Extent to which reports and audits include gender impacts of extractive sector funds; and ▪ Level of women's groups' involvement at national and community levels in budgeting and monitoring processes.
Strengthened enforcement of gender-sensitive and inclusive ASM standards, and regulation of gender equality impacts of extractive operations through the extractive life cycle (exploration, production, closure, and remediation).	▪ Number of regulations and standards revised to include GE; ▪ Level of enforcement of standards, regulations and laws; and ▪ Sex-disaggregated data on enforcement.
Enhanced capacity of gender ministry/ bureau to participate in negotiations, influence budget decisions that allocate resource revenues to economic/social development that benefits women and men and to monitor expenditures.	▪ Level of GE integration into extractive sector policy and program development; ▪ Extent to which national budgets reflect women's priorities; and ▪ Number of budget commitments monitored.

16. Free, prior and informed consent (FPIC); see Introduction.

2. **Improve national planning and coordination:**
   - Support the collection, analysis, and distribution of sex-disaggregated data on all aspects of the extractive sector.
   - Build capacity of the women's ministry/bureau to conduct analysis of and coordinate gender expertise in the extractive sector.
   - Build government support for women's sector associations (i.e. women miners' associations).

Sample results statements	Indicators
Improve national planning and coordination	
Increased government capacity to conduct gender analysis, integrate analysis into planning and coordination with all ministries (trade, finance, revenue, mines, environment, gender, etc.), and incorporate gender analysis into the management of extractive sectors.	▪ Number of government officials trained to conduct gender analysis and integrate findings into planning (disaggregated by sex, position); ▪ Value of financial support provided to ministry of gender to support government ministries' integration of gender analyses into the management of the extractive sector; and ▪ Level of knowledge of benefits of gender analysis to the management of the extractive sector among senior management (disaggregated by sex, level of position).
Improved government capacity to document and quantify women's economic contribution to extractive industries, identify opportunities to support and enhance women's benefits, and disseminate sex disaggregated data on the extractive sector to investors, the private sector, and local communities.	▪ Value of financial support budgeted/allocated for research (including gender analysis); and ▪ Extent to which data on gender and extractive sector, including sex-disaggregated data, are available (disaggregated by stakeholder).

3. **Strengthen information systems:**

- Support the registration of women and men on title for resettled land; fair compensation for women for assets, common property resources, and lost livelihoods; and women's control of cash settlements in situations of resettlement.
- Support gender equality capacity building and quality gender equality technical assistance to local and national women's organizations and civil society organizations (CSOs) monitoring of the extractive sector.
- Support the communication of information, including key gender equality issues, in EITI and extractive-industry-related reports to women and men in local communities.
- Support the development, collection, and monitoring of social and economic indicators in the extractive sector that fully integrate gender equality considerations.

Sample results statements	Indicators
Strengthen information systems	
Improved government compliance with international standards and best practices in transparency and accountability in the extractive sector, including gender-sensitive reporting by governments and requirements for private sector gender-sensitive reporting.	▪ Level of quality of EITI government reports that include gender equality indicators and data; and ▪ Sex-disaggregated data on extractive sector (e.g. employment, livelihoods, compensation, etc.).
Equitable participation of women, women's organizations, and community groups in EITI multistakeholder groups (30-percent minimum representation of women), and capacity of EITI National Secretariat to conduct gender analysis.	▪ Number (out of total) of women (representing government, CSOs, and private sector); and ▪ Numbers (disaggregated by type of gender issues addressed); integration of gender into policy decisions.
Increased capacity of resource governance bodies and institutions[17] (e.g. CIIEID, EITI, IGF, AMDC, etc.) to: undertake gender analysis; incorporate gender into policy and education activities; document qualitative and quantitative GE impacts of the extractive sector, and conduct policy dialogue with national governments, private sector, etc.	▪ Number and quality of reports, studies, and forums incorporating gender analysis and addressing gender issues; ▪ Number of national policies that promote gender equality; and ▪ Numbers of people (m/f) reached in policy dialogue.

17. Canadian International Institute for Extractive Industries and Development (CIIEID); Extractive Industries Transparency Initiative (EITI); Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development (IGF); African Mineral Development Centre (AMDC).

Promoting Gender Equality in the Extractive Sector: A Tool Kit

Tipsheet # 2

Growing Businesses — Supporting Local Economic Development

Pillar 2 of DFATD's draft Framework on Extractives and Sustainable Development focuses on growing businesses and supporting local economic development by fostering economic diversification and improving the contribution of the private sector (including associations and cooperatives) through support to:

- **value chains and supply chain development,** including local product development (recycling, smelting, processing, refining, retailing, testing, etc.);
- **support services** for local microbusinesses and small and medium-sized enterprises (MSMEs), including women-owned businesses, to leverage infrastructure/resource potential in other sectors (e.g. agriculture, forestry), and to provide indirect services and products to serve the extractive industries; and
- **supporting partnerships** that create social, economic, and environmental benefits for local communities and long-term value for businesses.

Gender issues to consider in supporting local economic development

The following key issues should be taken into consideration when planning extractive sector programming:

- Women receive little direct employment in large-scale mines, and oil and gas industries.
- Accommodation may not be provided for female employees (e.g., toilet, shower and change facilities),[18] including when they work in support services.
- In hinterland or frontier areas, especially with ASM, women are subject to abuse, exploitation, stigmatization, and discrimination, and may be forced into sex work. Police and security services are absent, thus crimes, including abuse and rape, go unreported and women have few rights.[19]
- Women face cultural barriers to employment in extractive industries that tend to be male-dominated. Women professionals have identified a number of issues: a machismo attitude, work-life balance issues, lack of training/educational opportunities, and generally low visibility of extractive industries as a career choice for women.

18. *Women Miners.* Stabroek News. Guyana, Feb 16, 2012.
19. Ibid.

- More resources should be invested in exploring viable extractive-sector-related or spinoff industries (e.g. gem cutting and polishing) that could provide economic opportunities to women.
- Depending on the intra-household distribution of income, women may be worse off even when male partners are employed in the mines. Increased cash income for men may shift the balance of power in the households. In order to control their incomes, women must have access to income-earning opportunities in their own right.
- Women are under-represented at all levels of employment in the extractive sector, including in skilled and professional jobs, as well as in management and on boards of directors.[20]

Actions to take to support businesses and local economic development

The following are some areas where DFATD can work to improve gender equality outcomes. Each section is followed by some illustrative results statements and indicators that could be adapted in programming.

1. Foster economic diversification:

- Support local communities to identify new employment and business opportunities for women, and both male and female youth.
- Build capacity of businesses to link to women-owned businesses so they can become integrated into mining supply chains.

Sample results statements	Indicators
Foster economic diversification	
Increased gender analysis of extractive industry supply chains (including ASM), and collection of data informs economic development and employment policies and practices.	▪ Sex-disaggregated data on supply chains; and ▪ Sex-disaggregated data on employment (m/f).
Increased procurement from women-owned businesses, including indigenous businesses, and agriculture.	▪ Total value of purchases procured by source (by sex of owner and size of enterprise).
Increased number of business start-ups of local women-owned MSMEs, including in ASM.	▪ Numbers of businesses started by women (disaggregated by type and size of businesses, and number of employees).

20. Carleton University, Centre for Women in Politics and Public Leadership. *The Pathway Forward: Creating Gender Inclusive Leadership in Mining and Resources.* November 2012.

2. **Improve performance of extractive sectors:**

- Support companies to create work cultures and environments that are gender-sensitive, and train/hire women, including indigenous women, in a variety of positions (skilled, professional, and non-traditional work).
- Support women's organizations to work with men to change values and attitudes toward women's role in employment, including non-traditional employment.
- Within international or regional extractive sector frameworks/approaches, ensure that the needs of women and men artisanal and small-scale miners are taken into account.

Sample results statements	Indicators
Improve performance of extractive sectors	
Increased equitable direct and indirect extractive-related employment opportunities for women, and male and female youth.	▪ Number (out of total) disaggregated by type of job created for women/men/youth (m/f); and ▪ Numbers (out of total) disaggregated by level/position of women in direct employment.
Improved women-supportive work culture and safe (i.e. violence and harassment-free) work environment for women and men, with equitable wages and benefits for women.	▪ Ratio of pay (women/men); ▪ Perceived level of violence and harassment (m/f) in work culture; ▪ Extent to which health and safety policies (i.e. harassment, discrimination; equal pay) are enforced; and ▪ Number of complaints documented (m/f).
Increased numbers of women in non-traditional and skilled extractive sector employment.	▪ Numbers of women/men and youth trained in non-traditional skills; ▪ Number (out of total) of women employed in skilled and technical trades; and ▪ Range of pay scale (m/f).
Increased access by local female-owned MSMEs, including in ASM, to skills development (technical and vocational education and training (TVET)), technology transfer, and credit.	▪ Range of income of women/indigenous women; and ▪ Perceived level of effectiveness among women-owned MSMEs of TVET training, technology transfer, and credit.

3. **Supporting partnerships to maximize mutual benefits:**
   - Support associations and networks of women and other stakeholders employed in mining and mining-related employment.[21]
   - Provide training, technical education, mentorship, and scholarships for female and male youth to pursue careers in extractive sectors and related sectors.
   - Provide credit and business support to women-owned businesses.
   - Support multistakeholder model that involves government, the extractive sector, community organizations, including women's organizations, in employment strategies and programs.

Sample results statements	Indicators
Supporting partnerships to maximize mutual benefits	
Increased partnership between government, private sector, and community on projects that equitably contribute to economic and environmental benefits for men, women, and youth.	▪ Numbers of joint initiatives that contribute to economic and environmental benefits for men, women, and youth; and ▪ Level of community participation in decision making (m/f, m/f youth/ indigenous men and women).
More inclusive and responsive financial institutions that meet women's needs for savings and credit.	▪ Number of financial institutions that provide saving/credit programs for women.

21. e.g., Guyana Women Miners Association. The association seeks to ensure that women have the right to do whatever jobs they are able to—diving for diamonds, spinning a gold pan, driving a truck, or operating earth-moving equipment— and allowed to work in an environment that is free of fear and exploitation. The association has been recognized as a partner in the fight to address key social issues such as human trafficking and other activities that violate the laws.

Promoting Gender Equality in the Extractive Sector: A Tool Kit

Tipsheet # 3

Investing in People — Enabling People in Developing Countries to Maximize Benefits

Pillar 3 of DFATD's draft Framework on Extractives and Sustainable Development focuses on enabling people, particularly women and youth, to benefit from opportunities arising from extractive sector development through:

- **demand-driven skills training and knowledge transfer** for increased employment potential of men, women, and youth in the formal labour market, directly and indirectly related to the extractive sector;
- **increasing capacity for communities to organize, manage, and plan** issues of environmental stewardship, investment of resources, gender equality, education, health, occupational health and safety, employment, child labour, conflict prevention, the development of infrastructure, and the provision of services; and
- **increasing community and civil society capacity to engage** with governments and the private sector to articulate economic and social needs, participate in decision making, and to prevent and resolve conflicts.

Gender issues to consider in enabling women to maximize benefits

- The extensive impact of large extractive projects on women and men, including indigenous communities, underscores the importance of establishing consultation processes and mechanisms at all stages of the extractive development cycle—from exploration to production, closure, and remediation.
- Large companies, which are subject to national and international scrutiny of their practices from shareholders and civil society, may comply with international guidelines[22] for community consultation but are not necessarily sensitive to gender issues. Community engagement is usually through male leaders and often biased in favour of the representation and interests of men. Hierarchical societies with established leadership and representation roles may inhibit full and active participation of women.
- Government policies and practices should ensure that women, and indigenous women and men, participate fully in consultation processes and structures (and grievance procedures).
- Women rely heavily on informal support networks within their existing communities and put particular emphasis on maintaining the social continuity of the community: they are often concerned about achieving long-term improvements and they make reliable partners for community projects.[23]

22. For example, *World Bank Operational Policy on Involuntary Resettlement* (OP. 4.12, 2001); *IFC Performance Standard 5 Land Acquisition and Involuntary Resettlement* January 1, 2012

23. World Bank. *Gender-Sensitive Approaches for the Extractive Industry in Peru: Improving the Impact on Women in Poverty and Their Families*. Bernie Ward with John Strongman. 2011

- Social breakdown results when social and cultural institutions and bonds of communities are not valued and respected in extractive projects. Social bonds affected by dislocation or population influx include kinship, neighbour, and village ties; leadership arrangements; religious or ethnic ties, etc.[24]
- Compensation related to extractive projects is often negotiated at the household level, and may disadvantage or disenfranchise women from assets and property.
- With proper management and consultation, the extractive sector has the potential to provide gender-sensitive, community-responsive social development (e.g. health, education, recreation, etc.) and economic development (literacy, TVET, business development, etc.), infrastructure and investments that meet the needs of women, men, youth, and children in the community for sustainable development.

Actions to take to enable women to maximize benefits

The following are some areas where DFATD can work to improve gender equality outcomes. Each section is followed by some illustrative results statements and indicators that could be adapted in programming.

1. **Skills development, and technical and vocational training:**
   - Support women in mining as mentors to young women to foster a professional network over time.
   - Support training for women in non-traditional fields and in extractive-related sectors (e.g. gem cutting and polishing).
   - Encourage private sector hiring and training of local women and indigenous women, including women in non-traditional employment.
   - Integrate women in science and technology and in non-traditional trades in school curriculums. Boys should also be encouraged to consider non-traditional trades.

Sample results statements	Indicators
Skills development, technical and vocational training	
Increased gender-sensitive TVET for male and female youth and women in extractive sector skills.	▪ Numbers (m/f) completing training programs/type of program; ▪ Number of TVET programs that address gender stereotypes; and ▪ Rates of employment of men/women/ youth (m/f) in extractive sector; range of pay (m/f).

24. For example, *World Bank Operational Policy on Involuntary Resettlement (OP. 4.12, 2001); IFC Performance Standard 5 Land Acquisition and Involuntary Resettlement* January 1, 2012. Para 54.

Sample results statements	
Increased equitable training and business development opportunities for women, and male and female youth in the extractive sector.	▪ Numbers reached through training and capacity building programs (m/f); ▪ Range of remuneration (i.e. wages, pay in kind, income) of men/women/youth (m/f) in target group; and ▪ Perceived level of access to business development opportunities within the extractive sector by women graduates of extractive sector training.
Improved access by women, especially indigenous women, and men to skills training and business development services.	▪ Number of women/men accessing training, advisory services, and credit; and ▪ Number of businesses, profitability (m/f).

2. **Community capacity to organize, manage, and plan:**
   - Conduct open, participatory community meetings. In situations in which women, or indigenous women, will not participate or speak in mixed or public meetings for cultural reasons, establish alternate mechanisms for their participation.
   - Build capacity of local women's organizations and community groups by linking them with national and international organizations with extractive sector technical expertise (e.g. EITI national offices).
   - Support capacity building for women and community organizations to ensure they understand how extractive industries operate and the important features and implications of the payments and receipts data, reconciliation reports, as well as environmental, social, and other issues of concern.
   - Support participation and capacity building of indigenous women and ensure unique concerns of indigenous women and men are protected by international human rights instruments taken into account by civil society, governments, and international agencies.
   - Include women at all stages of the consultation process and ensure that women and women's organizations are well represented in all consultation mechanisms and processes, including grievance processes.
   - Support increased representation of local and indigenous women in consultative groups, including in leadership positions.
   - Collect and disseminate sex-disaggregated data on women's participation in multistakeholder groups, and insights or examples whereby women have brought an alternate perspective.
   - Support work with male community leaders and groups to build support for including women, including indigenous women, fully and equally in decision-making processes.

Sample results statements	Indicators
Community capacity to organize, manage, and plan	
Increased capacity of women and equitable representation of women on community extractive liaison, negotiation and grievance committees.	▪ Number of women in leadership positions; ▪ Number of grievances (disaggregated by type); and ▪ Level of satisfaction with grievance mechanisms (m/f).
Increased participation of local women in local, national EITI multistakeholder groups and processes.	▪ Number (out of total) of women, including indigenous women, of representatives of local organizations; and ▪ Perceived level (m/f) of responsiveness of committees and processes.
Improved community management of extractive sector revenues for social and economic development that equitably benefits women, men, youth.	▪ Total value of government and private sector funds invested in community; and ▪ Level of satisfaction with investments (m/f).
Improved control by women of their property.	▪ Number of land titles owned by women; and ▪ Data on land and property ownership/ titles.
Increased awareness among women of their rights to property.	▪ Level of understanding among women of their rights to property.
Improved equitable protection for land-based livelihoods for all displaced women and men, not just landowners.	▪ Percentage (out of total) of women/men with land-based assets; and ▪ Perceived level of confidence in protection for land-based livelihoods (m/f).

3. **Increasing community and civil society capacity to engage with governments and the private sector:**
   - Support civil society to engage with government and extractive industries to address conflict and violence, including gender-based violence; sexual exploitation; child labour; and labour rights abuses.
   - Support social development infrastructure that meets the identified needs and priorities of women, men, youth (m/f), and children. (e.g. schools,[25] health centres, recreation facilities, etc.)

25. To ensure gender issues are fully addressed in social sector investments and programs, please refer to the *CIDA Gender Equality and Education Tip Sheet* (June 2010), *the Gender Equality Tip Sheet HIV/AIDs* (2003).

- Support government to develop and monitor policies that require extractive companies to increase local employment for women and for men, and to purchase goods and services from local businesses, including MSMEs.
- Support civil society to lobby national and sub-national governments to undertake policies and programs emphasizing human rights, gender, and indigenous rights.

Sample results statements	Indicators
Community capacity to engage with government and private sector	
Increased capacity of women, including indigenous women and men, to engage with governments, private sector, and other stakeholders over natural resource management and benefits of extractive sector.	▪ Level of satisfaction of stakeholder in consultation structures and processes, and grievance mechanisms (m/f); and ▪ Perceived level of tangible results of extractive projects (e.g. jobs, income, quality of life) (m/f).
Increased equitable ability of women and men to hold government accountable for effective management of extractive sector revenues.	▪ Level of confidence (m/f) to engage with government on issues related to extractive sector revenue management.
Increased access to quality, affordable child-care facilities.	▪ Numbers of spaces, level of fees; and ▪ Numbers of employees/community members (m/f) using facilities.
Improve equitable access to clean water and common property resources by women and men.	▪ Level of access (m/f) to potable/clean water; and ▪ Perceived access to common property resources (m/f).
Improved, affordable basic services/infra-structure that meet the different needs of women, men, youth (m/f), and children (m/f).	▪ Price of fuel, distance to nearest fuel pump; ▪ Number of people using sanitation services (m/f); and ▪ Distance to nearest health care post (m/f).
Increased equitable availability of quality services, including preventative health care for women, men, and children, including to address negative impacts of extractive industries.	▪ Number of qualified community health care workers (disaggregated by geographic area or population, m/f); ▪ Fee for health service (disaggregated by service); and ▪ Range of stockout duration of essential medical supplies (by geographic region).
Reduced rates of gender-based violence, and community violence in and around the extractive sector.	▪ Number of incidences of sexual and physical violence reported (disaggregated by age/sex of abuser and age/sex of victim).

Additional Resources on Promoting Gender Equality in the Extractive Sector

Carleton University. Centre for Women in Politics and Public Leadership. *The Pathway Forward: Creating Gender Inclusive Leadership in Mining and Resources.* November 2012.

Cultural Survival Quarterly. *Gender Issues in Consultation Processes.* No. 25.1 (Spring 2001) Mining Indigenous Lands. http://www.culturalsurvival.org/publications/cultural-survival-quarterly/canada/gender-issues-consultation-processes

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International Finance Corporation and Global Reporting Initiative. *Embedding Gender in Sustainability Reporting: A Practitioner's Guide.* International Finance Corporation and Global Reporting Initiative 2009. https://www.globalreporting.org/resourcelibrary/Embedding-Gender-In-Sustainability-Reporting.pdf

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Knox, Anna, Nata Duvvury, and Noni Milici. *Connection Rights to Reality: A Progressive Framework of Core Legal Protections for Women's Property Rights.* ICRW. 2007. http://www.icrw.org/files/publications/Connecting-Rights-to-Reality-A-Progressive-Framework-of-Core-Legal-Protections-for-Womens-Property-Rights.pdf

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Newmont Golden Ridge. *Mainstreaming Gender Issues in Compensation Negotiation Process & Resettlement Planning.* 2009.

Rio Tinto. *Why gender matters: A resource guide for integrating gender considerations into Communities work at Rio Tinto.* 2009. http://www.riotinto.com/documents/ReportsPublications/Rio_Tinto_gender_guide.pdf

World Bank. *Gender and Extractive Industries site.* This site contains links to World Bank resources and publications as well as other materials. http://web.worldbank.org/WBSITE/EXTERNAL/TOPICS/EXTOGMC/EXTEXTINDWOM/0,,menuPK:3157100~pagePK:149018~piPK:149093~theSitePK:3156914,00.html

———. *Gender-Sensitive Approaches for the Extractive Industry in Peru: Improving the Impact on Women in Poverty and Their Families.* Bernie Ward with John Strongman. 2011.

———. *Mainstreaming Gender into Extractive Industries Projects: Guidance Note for Task Team Leaders.* Extractive Industries and Development Series #9. August 2009. http://siteresources.worldbank.org/EXTOGMC/Resources/eifd9_gender_guidance.pdf

———. *Gender Dimensions of Artisanal and Small-Scale Mining: A Rapid Assessment Tool kit.* 2012.www.worldbank.org/eigender

———. Multi-Donor Trust Fund for Extractive Industries Transparency Initiative. *Implementing EITI for Impact: A Handbook for Policy Makers and Stakeholders.* Anwar Ravat and Sridar P. Kannan (eds.) 2012. http://siteresources.worldbank.org/INTEXTINDTRAINI/Resources/EITI_Handbook_2012.pdf