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Encyclopedia of Gender and Mining

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**WOMEN'S RIGHTS
AND MINING**



Introduction

This encyclopedia offers a snapshot of some of the key actors, initiatives and programmes in the field of gender and mining. It is intended as a living document, there to help practitioners gain an overview of the sector and potentially ideas for projects or collaborations, rather than as a comprehensive document setting out the definitive list of who is who in the field.

This field is deceptively diverse – not only do actors work on different themes, from gender-based violence to economic empowerment to voice and accountability – but they do so from very different perspectives. Some actors seek to make changes within the mining sector as it currently exists, whilst others want to change the paradigm itself, seeing the current model of extraction as inherently destructive. What these initiatives, actors and programmes do have in common, however, is that their end goal is to better the conditions of women and diminish gender inequality. In this encyclopedia you will therefore find a broad mix of actors – from local networks of indigenous women to some of the world’s largest mining companies. We have not made judgements as to whether one approach is better than another but have included a range of perspectives to reflect the richness of this field.

The encyclopedia is organised by theme, covering artisanal and small-scale mining; indigenous women; community impact and participation; access to justice; transparency and accountability; women’s participation in the workforce and economic empowerment; and women human rights defenders. Where actors work on more than one theme we have placed them in the section most relevant to them. Naturally, the field of gender and mining is more overlapping and intertwined than this categorisation suggests. However, the themes provide overall structure and allow the reader to more easily find what they are looking for.



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Acronyms

3TGs	Tin, Tantalum, Tungsten and Gold
ASM	Artisanal & Small-Scale Mining
ASGM	Artisanal & Small-Scale Gold Mining
CEDAW	Committee on the Elimination of Discrimination against Women
CRO	Community Relations Officer
DACDF	Diamond Area Community Development Fund
DRC	Democratic Republic of Congo
EITI	Extractive Industries Transparency Initiative
EIA	Environmental Impact Assessment
PWYP	Publish What You Pay
WHRDs	Women Human Rights Defenders



Artisanal and Small-Scale Mining

Globally, women are thought to represent about 30 per cent of the artisanal and small-scale mining (ASM) workforce.¹ However, in certain regions this can go much higher – in Guinea for instance women make up roughly 75 per cent of artisanal miners.² Despite this relatively high representation, women face many risks and challenges in the sector due to their gender. Furthermore, their roles in the supply chain – and as miners – often remain unrecognised. Factors such as domestic and childcare responsibilities; a lack of formalised access to land and resources; and lower education levels, all conspire to prevent women from fulfilling their potential in the ASM sector. In addition, superstitious beliefs around women's presence at mines persist and limit their opportunities to engage in mining activities. These factors keep women's involvement at the fringes of ASM, with research demonstrating that women tend to have the least-paid and most dangerous jobs in the sector.³ Artisanal women miners are exposed to a number of risks, from health-based risks linked to the use of mercury in gold processing to increased vulnerability to gender-based violence.⁴ This section includes a range of actors and programmes that are working to support women as miners, protect them from dangers, and integrate them – and gender considerations – into the ASM sector. Some of the organisations below, such as Solidaridad and IMPACT, also work on issues related to medium and large-scale mining. However, as their gender and mining work focuses around artisanal mining they have been included in this section.

¹ <http://siteresources.worldbank.org/INTOGMC/Resources/toolkit-web.pdf>

² www.iisd.org/sites/default/files/publications/igf-asm-global-trends.pdf

³ For more on women's role in ASM see bibliography

⁴ On sexual abuse in ASM in DRC: www.worldbank.org/en/news/feature/2015/05/04/empowering-women-in-the-mines-of-the-eastern-democratic-republic-of-the-congo

→ ARTISANAL GOLD COUNCIL

Founded	2007
Headquarter/Country	Victoria, Canada
Geographical focus	Global
Contact info	Cathy Sturgeon csturgeon@artisanalgold.org
Website	www.artisanalgold.org

The Artisanal Gold Council (AGC) is a non-profit organisation that “seeks to build an environmentally sound, socially responsible, and formalised” artisanal and small-scale gold mining (ASGM) sector.⁵ It does this through providing technical and strategic support, as well as education and capacity building – this includes developing financial tools to improve economic opportunities for miners or helping governments develop strategies to reduce the use of mercury in artisanal mining. AGC’s work to improve the ASGM sector is pursued through seven areas, one of which is gender equality. As part of its work in this area, AGC conducts gender-mapping studies in order to execute gender-responsive programmes; specifically targets women in its trainings; and raises the issue of gender equality with its stakeholders during projects. As well as generally seeking to incorporate gender considerations into its strategies, AGC has worked on specific gender and mining projects. In 2017 the council worked with *IMPACT* to develop and implement gender strategies to “improve the social, economic and environmental conditions of mining communities” in Indonesia and Peru.⁶

⁵ www.artisanalgold.org/our-approach

⁶ https://impacttransform.org/wp-content/uploads/2018/04/IMPACT_Gender-Equality_April-2018-EN_web.pdf

→ CARLETON UNIVERSITY – INSTITUTE OF AFRICAN STUDIES

Founded	1942 (University) 2009 (Institute of African Studies)
Headquarter/Country	Canada
Geographical focus	Global
Contact info	Professor Doris Buss doris.buss@carleton.ca
Website	https://carleton.ca/africanstudies

Students and faculty at the Institute pursue research on the gender dimensions of artisanal and small-scale mining in Africa. This includes:

- ♀ A research project with *IMPACT* and Uganda’s Development Research and Social Policy Analysis Centre and Rwanda’s WIAMO, to examine women’s economic roles and livelihoods in the artisanal mining of tin, tantalum and tungsten and gold in DRC, Rwanda and Uganda. The participatory research examined what type of economic activities women were involved in within the sector in various communities in these countries. The project also looked at how policies and regulations were failing to recognise gender inequalities, and developed recommendations for how to improve women’s opportunities in artisanal mining
- ♀ Examining women’s livelihoods in artisanal and small-scale gold mining in three countries at different stages of mining reform: Kenya, Mozambique and Sierra Leone. This project is being done in collaboration with the Coady Institute, St. Francis Xavier University (Canada) and the University of Sierra Leone.

→ CANADIAN INTERNATIONAL RESOURCES AND DEVELOPMENT INSTITUTE (CIRDI)

Founded	2013 by the University of British Columbia (UBC), Simon Fraser University and Polytechnique Montréal
Headquarter/Country	Vancouver, Canada
Geographical focus	Global
Contact info	Priya Bala-Miller, PhD priya.bala-miller@cirdi.ca
Website	www.cirdi.ca

CIRDI is based at the University of British Columbia and serves as an independent centre of expertise in sustainable natural resource governance. Working with Canadian and international partners, the Institute provides advice, technical support, training and research on request to developing country governments seeking to strengthen natural resource management for the benefit of their citizens. It focusses on three areas to achieve its aims: improving governance; strengthening resource management; and transforming artisanal and small-scale mining. Gender equality is one of its cross-cutting themes and CIRDI emphasises gender in its communities' engagement work 'in order to help ensure that both women and men contribute to decision-making on resource development.' In March 2018, the institute started developing an institutional-wide strategy to increase gender equality in natural resource governance.

The institute's projects linked to gender and mining have included:

- ♀ The Co-Laboratorio Peru Project, through which CIRDI provided support to Peruvian women to help improve gender equality in the mining sector. This included hosting a series of Women Leadership and Circles and Learning Sessions, where women from civil society, government, industry and communities were able to exchange experiences and develop strategies for amplifying women's voices and access to resources.
- ♀ Providing training courses in Ghana and Tanzania on mine closures – the courses included a focus on the importance of community consultation and how to effectively engage with women. It was targeted to government officials and regulators, academics, industry representatives and community members.
- ♀ Supporting the Indonesian government (at district, provincial and national levels) to 'improve design and implementation of environmental policies for the ASM sector'.⁷ This project included working with the Tewang Pajangan community (Central Kalimantan) to analyse the gender dimensions of ASGM and start work on gender-responsive actions.

⁷ <https://cirdi.ca/project/capacity-building-for-multi-level-governance-of-asm-in-indonesia>

→ EUROPEAN PARTNERSHIP FOR RESPONSIBLE MINERALS (EPRM)

Founded	2016
Headquarter/Country	The Hague, Netherlands
Geographical focus	Global
Contact info	<i>epm@rvo.nl</i> Susi Huisman <i>susi.huisman@rvo.nl</i>
Website	<i>https://europeanpartnership-responsibleminerals.eu</i>

The EPRM was set up as an accompanying measure to the EU's Conflict Minerals Regulation and focuses on the mining of gold, tantalum, tungsten and tin in conflict and high-risk areas. Its goal is to improve social and economic conditions for miners and their communities by increasing the number of mines and artisanal miners mining responsibly. It seeks to do this through several ways, including increasing the demand for responsibly-sourced minerals, for instance by raising awareness among SMEs in Europe of the importance of responsible mineral sourcing. EPRM also supports miners and their communities in improving their mining practices – in Kenya the partnership provided two mine sites with access to finance, technical trainings and markets in order to increase miners' income and work conditions. The partnership funds a number of projects to achieve its goals – each of these is required to have a gender component. A couple of examples are:

- ♀ The AFFECOR (Artisanal Mining Women's Empowerment Credit & Savings project) in DRC, which promotes women's empowerment and leadership in artisanal mining communities in Ituri, DRC. As part of this project, women have received literacy and financial coaching as well as training in business skills.
- ♀ Alliance for Responsible Mining and RESOLVE's CAPAZ project, which promotes responsible and conflict-free gold mining in Colombia. The CAPAZ project has supported women in mines, and also established the Association of Gold Waste Picker Women and Peacebuilders in Suárez.

→ THE GOLDEN LINE

Actors	Simavi, Solidaridad, Healthy Entrepreneurs
Dates	2016 – 2020
Geographical focus	Ghana & Tanzania
Website	www.thegoldenline.org

This collaborative programme aims to improve the working and living conditions of women living in and around artisanal gold mining communities in Ghana and Tanzania, while increasing their ability to engage in economic activities. Solidaridad's work includes engaging with miners to promote fair mining practices, for instance by leading a series of workshops to dispel misconceptions that contribute to gender inequality around artisanal gold mining. The organisation's aim is to create an enabling environment for women to engage in economic activities, both within the mining sector and beyond, by changing gender norms and attitudes to women's rights and gender equality. Meanwhile, Simavi and Healthy Entrepreneurs focus on a health perspective, seeking to improve women's sexual and reproductive health in artisanal gold mining communities and creating an environment in which women's health rights are recognised.

→ IMPACT

Founded	1986 (as Partnership Africa Canada, before becoming IMPACT in 2017)
Headquarter/Country	Ottawa, Canada
Geographical focus	Global, with a heavy focus on Africa
Contact info	Joanne Lebert jlebert@impacttransform.org
Website	https://impacttransform.org

IMPACT works on improving natural resource management in places where human rights and security are at risk. Gender equality is one of IMPACT's five areas of focus and its activities – for this work stream and others – revolve around research, policy recommendations, advocacy, awareness-raising and providing technical guidance. IMPACT has led several projects and partnerships on gender and mining issues. For example:

- ♀ IMPACT carried out a three-year research project with *Canada's Carleton University* and Uganda's Development Research and Social Policy Analysis Centre on women's involvement in the artisanal mining of tin, tantalum and tungsten in DRC, Rwanda and Uganda. The participatory research examined what type of economic activities women were involved in within the sector in various communities in these countries. The project also looked at how policies and regulations were failing to recognise gender inequalities, and developed recommendations for how to improve women's opportunities in artisanal mining.
- ♀ As part of its Just Gold project, IMPACT led a sensitisation and outreach programme in Ituri, DRC, to "improve understanding of women's rights and, in particular, their right to access, control, and benefit from natural resources."⁸
- ♀ Over the course of a five-year project (2015-2020) IMPACT is developing gender assessment tools to provide guidance on how to integrate gender considerations into mineral policies and projects seeking to formalise the ASM sector. The first tool was piloted in Uganda in 2017 while the second, focussing on artisanal mining, is being piloted in Ituri, DRC.

⁸ https://impacttransform.org/wp-content/uploads/2018/04/IMPACT_Gender-Equality_April-2018-EN_web.pdf

→ SOLIDARIDAD NETWORK

Founded	1969
Headquarter/Country	Utrecht, the Netherlands
Geographical focus	Global
Contact info	info@solidaridadnetwork.org
Website	www.solidaridadnetwork.org

Solidaridad is an international network organisation made up of eight regional expertise centres around the world, with a secretariat based in the Netherlands. Its key goal is promoting sustainable and inclusive value chains for 13 different commodities, ranging from cotton to coffee and including gold. The network's focus regarding gold includes promoting responsible mining that respects the environment, as well as working with miners to improve their livelihoods and help them become part of the formal economy. Solidaridad also targets buyers throughout the supply chain, supporting them in sourcing responsibly mined conflict-free gold. Solidaridad has executed several projects on mining and gender including:

- ♀ The Golden Line (2016 – 2020) to support women in and around artisanal gold mining communities in Ghana and Tanzania (*see entry*)
- ♀ Raising awareness through research of the role played by the “Pallaqueras” in Peru’s gold supply chain. The Pallaqueras are women who work on the outskirts of mines in Peru, foraging the minerals thrown away by male miners. Their role was not recognised as part of the mining process and, as such, the Pallaqueras could not sell to the formal market. In July 2018, the Peruvian government formally acknowledged the role of the Pallaqueras.⁹

⁹ www.solidaridadnetwork.org/news/female-miners-in-peru-gain-landmark-recognition-of-key-role-in-gold-value-chain

→ ALLIANCE FOR RESPONSIBLE MINING (ARM)

Founded	2004
Headquarter/Country	Envigado, Colombia
Geographical focus	Bolivia, Colombia, Honduras, Peru
Contact info	Ander Arco anderarcos@responsiblemines.org Maria Pujol mariapujol@responsiblemines.org
Website	www.responsiblemines.org

ARM's vision is for a world where artisanal and small-scale mining is "legitimate, responsible and profitable" and "promotes inclusive and sustainable development".¹⁰ The alliance's objectives are directed towards: the well-being of miners, their families and communities; the reduction of negative impacts of ASM on the environment; and for ASM to contribute to local and national economic development and job creation. The Alliance works towards this goal through improving governance around artisanal mining; supporting miners; developing standards and certification systems; and building responsible supply chains and markets. ARM has historically directly supported women miners and executed projects that relate to gender issues within the ASM sector; it also includes gender as a cross-cutting issue in its approach. In 2018, the Alliance decided to incorporate a gender lens into its strategy more broadly. To this end, it conducted a *research project* using case studies and interviews in Colombia to explore the key gender issues pertaining to ASM and is developing tools and methodologies to help improve gender equality in ASM.

¹⁰ www.responsiblemines.org/en/about

The following are a few examples of ARM's activities relating to gender-issues:

- ♀ As part of the Somos Tesoro project, ARM conducted a range of workshops for men, women and youth in Boyocá, Colombia, aimed at improving gender equality in the ASM.¹¹ These workshops related to: women's rights and addressing gender violence; a masculinities workshop reflecting on male roles and stereotypes; and a workshop enabling the sharing of experiences between gold and coal women miners.
- ♀ Colombian women miners were able to access the formal market (and higher prices) through an ARM project that guided them through the process of selling under the CRAFT code (Code of Risk mitigation for Artisanal and small-scale mining engaging in Formal Trade).
- ♀ With the support of Fundación Ayuda, in 2018 ARM worked towards setting up a national network of women miners in Colombia (with a focus on the Cauca and Antioquia regions).

¹¹ www.responsiblemines.org/en/news/we-keep-advancing-toward-an-artisanal-and-small-scale-mining-that-goes-hand-in-hand-with-gender-equality



Indigenous Women

Gender is not the only social identifier that influences a person's experience of the extractive sector – age, ethnicity, indigenous status and location among others all play a role in determining the distribution of extractive projects' costs and benefits. Indigenous women tend to be most affected by negative impacts of extraction due to their status as both indigenous people and as women. However, it is important not to portray indigenous women as victims – particularly as they have been at the forefront of campaigns to protect the environment and their communities, often putting their well-being and lives at risk as they do so (*see section on women human rights defenders*). Indigenous women's groups have also been important actors in terms of engaging with the mining sector and promoting a more responsible mining. Here are just a few examples of these organisations.

→ FIRST NATIONS WOMEN ADVOCATING RESPONSIBLE MINING (FNWARM)

Founded	2008
Headquarter/Country	British Colombia, Canada
Geographical focus	British Colombia, Canada
Website	www.fnwarm.com

FNWARM is a coalition of First Nations Women advocating for a responsible mining that respects the environment and the rights of First Nations, including their full participation in resource project decisions. The group provides indigenous women with a platform for advocacy and space to support one another, while also conducting its own campaigns. FNWARM activities have included:

- ♀ “Stand for Water”: a movement launched in 2018 to raise awareness of the risks mining poses to waterways in British Colombia and beyond. The project also aims to improve respect of the principles of free, prior and informed consent under the UN Declaration on the Rights of Indigenous Peoples.
- ♀ A campaign in 2017 to highlight the environmental risks, and low fiscal gain, of placer-mining in British Colombia. This including instigating research from Fair Mining Collaborative into the impacts of placer-mining and calling for the government to make specific reforms to the sector.
- ♀ Leading a successful campaign for the federal government to reject the proposed Prosperity Mine Project, which would have destroyed Teztan Biny (fish lake) in the territory of the Tsilhqot’in people. This campaign was cited when FNWARM received, in 2010, the Canadian Boreal award for its advocacy towards responsible mining.

→ INDIGENOUS WOMEN IN MINING AUSTRALIA (IWIMA)

Founded	2018
Headquarter/Country	Australia
Geographical focus	Global
Contact info	Florence Drummond hello@iwimra.com
Website	www.iwimra.com

IWIMA is an initiative that seeks to connect every indigenous woman working in the mining and resource sector in Australia. It is focused on creating a framework that supports women's professional development and helps diversify the mining sector, as well as provides a space for indigenous women to exchange ideas and resources. Co-founder Florence Drummond explained that she sees the platform as an opportunity for women to work together on issues that are prominent in indigenous communities – such as access to better quality food, to better health services and education, which develop into bigger social justice issues including domestic and family abuse, drug and alcohol abuse. IWIMA had its inaugural networking event in Brisbane in October 2018. The organisation currently runs an online platform that shares job opportunities and resources for indigenous women in the mining sector; promotes indigenous knowledge and culture; and raises awareness of issues relating to Australia's indigenous population.

→ PAUKTUUTIT – INUIT WOMEN OF CANADA

Founded	1984
Headquarter/Country	Ottawa, Canada
Geographical focus	Canada
Contact info	Lema Ijtemaye www.pauktuutit.ca/contact
Website	www.pauktuutit.ca

Pauktuutit is the representative organisation for Inuit women of Canada, which seeks to promote equality and social improvement for Inuit women, raise awareness of their needs, and encourage their full participation in the “community, regional and individual life of Canada.”¹² The organisation operates along three broad themes: abuse prevention, health, and social and environmental development. Its work on resource extraction and environmental issues sits under the latter. Specific projects realised on these questions include:

- ♀ Two reports investigating the social impact of mining activities on Inuit women and their families near Qamani’tuaq (Baker Lake) in Nunavut territory. Pauktuutit’s findings were also developed into an article which featured in Taylor & Routledge’s Gender and Development journal in November 2017.
- ♀ Increasing opportunities around mines for Inuit businesswomen, by *creating a resource* that shows which mining companies operate in Inuit Nunangat and what these companies need to procure. The resource also includes lessons learned from Inuit businesswomen who worked with mining companies as well as a wealth of practical information on how and where to get started.

¹² www.pauktuutit.ca

→ WAANALERU – ORGANISATION OF INDIGENOUS WOMEN FROM THE AMAZON

Founded	2014
Headquarter/Country	Puerto Ayaucho, Venezuela
Geographical focus	Amazonas state, Venezuela
Contact info	wanaaleru@gmail.com
Website	www.wanaaleru.org

Wanaaleru is a network of indigenous women that promotes indigenous women's empowerment and protection of their rights, whilst seeking to dismantle colonial and patriarchal power structures. The organisation has three areas of focus: sexual and reproductive rights of indigenous women; eradicating violence against indigenous women; and sustainable development and earth rights. Given Wanaaleru's location in areas affected by mining, these issues are linked to the impacts of extractive projects. One of the organisation's campaigns, "gold doesn't buy life", focusses on the negative impacts of mining on indigenous women and communities. As part of this, the organisation researched and disseminated content on the effects of extraction on women's reproductive health, indigenous cultures, and the environment. In particular, Wanaaleru highlighted the link between mining projects and an increase in gender-based violence and sexual assault.



Community Engagement and Women's Voice

When it comes to the impact of mining on communities, research in different contexts has shown the same trend: that the benefits tend to accrue to men while women are more likely to bear a disproportionate amount of the costs. This is due to a range of gender issues related to – among others – division of labour among men and women, unequal gender relations, traditional beliefs, social norms and of course patriarchal structures. This reality manifests itself in several ways, from women becoming more at risk to sexual violence due to an influx of male transient workers, to being less likely to capture the economic opportunities of a mining community. In addition to this skewed distribution of benefits and costs, women are also least likely to have a voice in consultations or decision-making around a mining project. As a result, their specific needs and concerns are often not addressed, either before a project has begun or once its impacts are beginning to make themselves known. Almost all the actors in this encyclopedia work at some stage with women from communities near mining areas and seek to improve their experience of the sector. However, in this section we have placed the actors that explicitly focus on supporting and empowering community women to help mitigate the harmful effects of mining projects. We have also included those actors who seek to ensure that women in communities have a voice and are listened to.

→ ACTIONAID

Founded	1972
Headquarter/Country	Johannesburg, South Africa
Geographical focus	Global
Contact	Lucy Manne lucy.manne@actionaid.org
Australia	Swaleh Kitasi swaleh.kitasi@actionaid.org
Kenya	Philip Kilonzo philip.kilonzo@actionaid.org
South Africa	Fatima Valley fatima.vally@actionaid.org
	Christopher Rutledge christopher.rutledge@actionaid.org
Uganda	Harriet Robina Gimbo harriet.gimbo@actionaid.org
	Muhumuza Didas didas.muhumuza@actionaid.org
Website	www.actionaid.org

ActionAid is an international NGO with offices in more than 40 countries seeking to “achieve social justice, equality, and poverty eradication.”¹³ In its strategy, ActionAid is explicit about the need to adopt a feminist lens in its work to ensure that women living in poverty and exclusion are central to the organisation’s approach. ActionAid operates on a number of fronts, including the extractive sector as well as women’s rights. As such, several of the organisation’s country offices pursue work on gender and mining issues. Below are a few examples:

- ♀ ActionAid’s chapters in Australia, Kenya, South Africa and Uganda are running a 2017 – 2019 project to build the capacity of women leaders in mining-affected communities in five southern African countries. The women leaders will be supported in how to engage and influence mining companies and government officials on policies and laws that will protect community rights.
- ♀ ActionAid South Africa led *research* into the impact of the coal industry on women.
- ♀ ActionAid Australia campaigned to highlight the negative impact on women in Phelo (S. Africa) of a mine run by a subsidiary of South32, one of Australia’s largest mining companies. It has also conducted *research* into the impact of Australian coal mining in Africa.

→ COGUIFEMINE DD

Founded	2018
Headquarter/Country	Conakry, Guinea
Geographical focus	Guinea
Contact info	Aicha Barry ceconfore@yahoo.fr

COGUIFEMINE DD is a Guinean coalition of women striving for sustainable mining that contributes to development. The lack of women in decision-making positions in Guinea's mining sector was the impetus behind setting up the network. The network's focus areas include: taking into account women's needs and experiences with regards to how the mining sector is managed; protecting the environment; supporting the creation of revenue generating activities for women in mining communities; and protecting women's rights in mining communities (including right to health, to education, to compensation). The coalition only formed in March 2018 but has so far installed focal points in twelve mining communes and led workshops there to sensitise women about their rights.

→ GREATER PHOLA OGIES WOMEN'S FORUM

Founded	2016
Headquarter/Country	Greater Phola Ogies, South Africa
Geographical focus	Greater Phola Ogies, South Africa

The forum met for the first time in 2016, gathering more than 50 community women to exchange and connect on their daily struggles.¹⁴ In 2017-2018 women from the forum conducted an investigation into the impact of the Klipsprint coal mine in Phola. The findings included testimonies of pollution and health issues, whilst 85 percent of the women interviewed stated they had witnessed an increase in gender-based violence since mining had begun.¹⁵ With the support of ActionAid Australia, representatives from the forum travelled to Australia to take the issues up directly with South32, the mining company that owns the subsidiary operating the coal mine in Phola.

¹⁴ www.womin.org.za/resource-library/women-building-power/women-making-rights-real-women-building-power.html

¹⁵ <https://actionaid.org.au/justice-for-phola>

→ GUYANA WOMEN MINERS ORGANISATION

Founded	2012
Headquarter/Country	Georgetown, Guyana
Geographical focus	Guyana
Contact info	Urica Primus guyanawomenminers@yahoo.com
Website	www.facebook.com/GuyanaWomenMinersOrganisation

The Guyana Women Miners Organisation was launched to give voice to women in the mining industry and in the formulation of mining-related projects and policies. The organisation also supports communities living near mining areas, with a focus on education, health and supporting vulnerable people. Projects have included:

- ♀ Creating safe homes for victims of abuse, violence and trafficking. At these homes women and children are provided with educational opportunities and the chance to acquire skills to get a job. A key focus is improving women's opportunities and reducing their vulnerability as one of the most common factors for victims of trafficking is poverty. The organisation also provides victims of abuse, violence and trafficking with counselling, advice and representation.
- ♀ Working with hospitals and clinics in indigenous communities near mining sites so that midwives could give new mothers a 'post-maternity hamper' containing essential hygienic and baby products.
- ♀ Supporting women in the mining industry by providing them with training and advancement opportunities. For example, the organisations offered women the chance to acquire a certificate in excavating operations, therefore obtaining work with a much higher average salary than the jobs usually given to women in mines.

→ OXFAM

Founded	1995
Headquarter/Country	Oxfam's international secretariat is based in Oxford, UK.
Geographical focus	Global
Contact info	Maria Ezpeleta maria.ezpeleta@oxfam.org
Website	www.oxfam.org

Oxfam is an international confederation of 19 organisations operating as affiliates that work to combat injustice and poverty. Oxfam operates on many fronts including natural resources, and women's rights. The organisation has also worked on the combined issue of women's rights within the extractive sector and stated in its 2016 – 2019 global extractives programme strategy that one of its four focus goals was for gender justice to “become a central issue in global extractive industry reforms.”¹⁶ The organisation also said it wants women's rights to be “more progressively realised within the [extractive industry] sector.”¹⁷ In 2017, Oxfam International further outlined its philosophy and approach in a “position paper on gender justice and the extractive industries.”¹⁸ Oxfam affiliates have carried out a number of projects seeking to protect the rights of women affected by extractive projects and enhance their influence in decision-making.

¹⁶ www.oxfamamerica.org/static/media/files/External_OI_EI_SP_2.3.16-FINAL.pdf

¹⁷ Ibid

¹⁸ <https://policy-practice.oxfamamerica.org/publications/position-paper-on-gender-justice-and-the-extractive-industries>

Here are a few examples:

- ♀ **Oxfam Australia** lobbies the government, Australian companies and financial institutions to ensure responsible mining that “puts people before profits.” One of Oxfam Australia’s focus goals within this work stream are the gender impacts of mining. Among its other work, Oxfam Australia published *a toolkit* to help extractive companies integrate gender considerations into their impact assessments.
- ♀ **Oxfam Canada** conducts advocacy campaigns calling for the government and Canada’s mining companies to better address gender issues and women’s needs in resource-rich countries around the world. This includes working with Canada’s mining associations to “incorporate women’s rights and gender equality provisions into their policies and programs” and submitting recommendations to Export Development Canada on how “its environmental and social review process could better integrate gender analysis and women’s rights”.
- ♀ The **Oxfam West Africa Regional Platform** with Oxfam America is executing a programme to identify barriers to women’s participation in extractive governance initiatives and build the capacity of women’s groups and civil society to advocate on gender and extractive issues.¹⁹

¹⁹ www.oxfam.ca/blogs/mining-101-how-canadas-huge-extractive-sector-fits-into-the-struggle-for-gender-justice

→ **UNIVERSITY OF QUEENSLAND –
THE CENTRE FOR SOCIAL RESPONSIBILITY IN MINING**

Founded	2001 (the Centre); 1909 (the University)
Headquarter/Country	Australia
Website	https://smi.uq.edu.au/csrm

The Centre for Social Responsibility in Mining is part of Queensland’s University Sustainable Minerals Institute. It seeks to improve the social performance of the mining industry, a goal which it pursues through research, teaching, and participating in multi-stakeholder dialogues. With regards to gender and mining, the centre has led and been involved in several projects, including:

- ♀ *Research* into the gender dimensions of community development agreements, through the lens of three case studies in Australia, Lao PDR and Papua New Guinea.
- ♀ Authoring “*Why Gender Matters*” in collaboration with (and for) Rio Tinto, to provide practical guidance as to how the company could integrate gender considerations into its communities work.
- ♀ Working with the National University of Mongolia and the Gender Centre for Sustainable Development to examine how to manage the impact of mineral extraction on men and women of Mongolia and their traditional livelihoods.

→ RIO TINTO: LISTENING TO WOMEN'S NEEDS IN MONGOLIA

Company name	Rio Tinto Group
Headquartered	London, UK; Melbourne, Australia
Country	Anglo-Australian
Website	www.riotinto.com

Rio Tinto wrote a case study of the following story to illustrate the gendered nature of consultations and why companies need to take gender issues into account in their community engagement.

In 2005, Rio Tinto began an exploration programme for coal in South-West Mongolia (in the Tugrug and Tseel sub-provinces). During family consultations, the company's Communities Relations Officer (CRO) realised that women were raising a new set of questions and concerns that had not hitherto been voiced in meetings between the company and community. This was partly because the Community Advisory Group consisted of just men, and that women tended not to speak out at public meetings.

In order to ensure that women's views would be heard, the CRO set out on a formal consultation process with women and set up women's meetings. Through this, the company was able to glean a new set of issues – for instance, women asked detailed questions about the impact of the mine on pastures, including with regards to the rehabilitation of the land after mining. This aspect had not been raised during the general meetings, as it was women who were responsible for dairy products, which are affected by pastures. Through this group, women also suggested that they in future be consulted in winter, rather than spring, when they had fewer household responsibilities.

→ WOME

Founded	2013
Headquarter/Country	Freetown, Sierra Leone
Geographical focus	Sierra Leone (with a focus on the four districts of Tonkolili, Port Loko, Kono and Kenema)
Contact info	Esther Kandeh estherfindakandeh@yahoo.com

WOME is a network of women in Sierra Leone that campaigns to overcome the economic inequality, social exclusion and vulnerability of women in mining communities and seeks an equitable distribution of funds from extractive activities and operations. The network pursues this goal through advocacy, campaigning and awareness-raising – at central government level as well as among local authorities and local communities. Objectives within these streams include monitoring human rights abuses in mining communities; increasing women’s participation in the governance of the sector; raising awareness of mining laws and advocating for reform where necessary; and developing alternative livelihoods for women in mining communities. WOME’s projects over the past few years have included:

- ♀ Training women leaders in the Diamond chiefdoms in Kono on participation and advocacy. This resulted in 10 per cent of the DACDF (Diamond Area Community Development Fund) revenues being dedicated to women’s priorities in two chiefdoms.
- ♀ Leading a campaign for representation of women on chiefdom councils. So far WOME has managed to place women on two of the six councils it targeted.
- ♀ Training women to increase their knowledge on the country’s mining laws and policies, their rights, and advocacy methods to defend their interests.

→ WOMIN

Founded	2013
Headquarter/Country	Johannesburg, South Africa
Geographical focus	Africa
Contact info	Samantha Hargreaves samantha.hargreaves@womin.org.za
Website	https://womin.org.za

Womin is an African women-led, women’s rights alliance that pursues an alternative to the “current destructive model of extractivism.”²⁰ Much of Womin’s work is directed to supporting African working-class and peasant women and addressing the impact of extractivism on their lives, labour, livelihood and bodies. Womin works from an explicitly feminist and post-extractivism perspective – its campaigns are aimed at long-term structural changes rather than changes within the sector as it exists. The alliance conducted a regional participatory *research project* to explore and publicise the effects of the extractive industries on African working-class and peasant women. This included studies on the impact of extractivism in seven African countries, as well as *papers* exploring themes such as women’s artisanal mining or how women can use regional frameworks to assert their rights. Womin also engages in movement building and has led specific campaigns including on fossil fuels and women’s rights of consent concerning extractive projects.

²⁰ www.womin.org

→ ZIMBABWE ENVIRONMENTAL LAW ASSOCIATION (ZELA)

Founded	2000
Headquarter/Country	Harare, Zimbabwe
Geographical focus	Zimbabwe
Contact info	Nyaradzo Mutonhori nyaradzo@zela.org
Website	www.zela.org

ZELA is a law group promoting environmental justice; democracy and good governance in the extractive sector; and a “sustainable and equitable use of natural resources.”²¹ Its work spans various sectors of which mining is one, and it carries out activities in advocacy, community support, legal and policy research, impact litigation, conflict resolution and civic education. For example, ZELA has trained women in rural mining communities on gender and environmental justice and provided recommendations for how EIAs can better take gender considerations into account.

²¹ www.zela.org/about-us-2

Other activities ZELA has carried out with regards to gender and mining include:

- ♀ Co-hosting a week-long ASM academy for women miners in December 2017, where 55 women miners were trained in mining fundamentals and given a space to share their experiences.²² The course covered fundamentals such as introduction to mining law, basic mine finance and planning, and basic health and safety. Participants were also able to reflect on the specific challenges of being women miners, such as the risks of sexual harassment and difficulties in gaining ownership of mining titles.
- ♀ Leading a training in October 2018 to help amplify the voices of artisanal and small-scale women miners. The women were trained in storytelling and the use of social media platforms.
- ♀ Participating in the Platform on Gender and Extractives in Zimbabwe, through which it helped compile a report of women's experiences vis-à-vis the country's extractive sector and hosted a symposium on gender and extractives.

²² www.zela.org/zela_blogs/artisanal-small-scale-mining-women-academy-off-the-blocks



Transparency, Accountability & Good Governance

The 2010s saw a growing recognition of the importance of gender issues in the extractive sector's transparency and accountability movement. Actors started to realise that gender issues have an important impact on women's ability to participate and benefit from the very transparency and accountability mechanisms intended to contribute to a better governance of natural resources. Generally speaking, women are less able to access information or participate in accountability mechanisms because of educational, practical and technological barriers, among others. Furthermore, the different needs and interests of women should be addressed in natural resource management to ensure that projects contribute to gender equality, or at the very least not increase gender inequalities. Work in this specific area is young, but key actors in the field are examining how they can make sure their work and approach is gender-responsive.

→ EXTRACTIVE INDUSTRY TRANSPARENCY INITIATIVE (EITI)

Founded	2002
Headquarter/Country	Secretariat in Oslo, Norway
Geographical focus	Global
Contact info	Ines Schjolberg Marques imarques@eiti.org
Website	www.eiti.org

Since late 2017, the EITI Secretariat has been publicly exploring the relevance of gender issues to the initiative and how EITI can contribute to gender equality. In January 2018 it created *a brief* on gender equality and in November it published *a guidance note* on how the EITI mission relates to gender equality. Stakeholders in certain countries are trying to implement EITI in more gender-responsive ways at the national level. For example, several gender-related activities were carried out in Burkina Faso under the auspices of the EITI work-plan. These included: a sub-regional workshop on women's involvement in governance processes; training on local business opportunities for women living near mining sites; and debates on the impact of the extractive sector on women. According to Global Affairs Canada, a third of EITI implementing countries have specifically targeted women in their dissemination of EITI reports.²³

²³ www.international.gc.ca/gac-amc/publications/evaluation/2018/extractives.aspx?lang=eng

²⁴ www.resourcegovernance.org

²⁵ www.tandfonline.com/doi/full/10.1080/13552074.2017.1379774?src=recsys

→ NATURAL RESOURCE GOVERNANCE INSTITUTE

Founded	2014, when the Revenue Watch Institute (2002) and Natural Resource Charter (2009) merged
Headquarter/Country	Offices in Accra, Lima, London and New York
Geographical focus	Global
Contact info	Claudia Vale cvale@resourcegovernance.org
Website	www.resourcegovernance.org

NRGI works with a range of stakeholders – including media, parliamentarians, civil society and governments – to “help people realize the benefits of their countries’ endowments of oil, gas and minerals.”²⁴ The institute does this through a mix of advocacy, capacity-building, grant-making, research, technical advice and policy analysis. NRGI works on natural resource management issues all along the value chain. Since 2014, and partly due to its requirements as a DFID grantee, NRGI has sought to incorporate a gender lens into its approach to natural resource management. In order to ascertain how best to make its work gender-responsive, the institute carried out a sex-disaggregated survey of its beneficiaries and executed several pilot projects. The latter included a case study on the engagement of Tunisian women parliamentarians on natural resource governance issues; “*a study* on the social impact of the extractive industries in countries of the Andean region, that included gender as an indicator; and the inclusion of questions on gender equality in the NRC benchmarking framework exercise in Myanmar.”²⁵ Based on these pilot projects and internal reflection, NRGI decided in 2018 to focus its gender-related work in two areas: transparency initiatives (such as EITI), and social-environmental impacts. Other gender-related projects include:

- ♀ A global literature review paper on empirical research of the gendered impacts of the extractive sector, as well as an analysis of how the Natural Resource Charter could incorporate gender issues in its framework.
- ♀ Producing internal guidance tools to support staff in the design of strategies that address or include gender issues.
- ♀ An examination of how to incorporate a gender-dimension in the institute’s support of Ghana’s EITI implementation.

→ OXFAM AMERICA – HELPING WOMEN FOLLOW THE MONEY

Actors	Oxfam America
Dates	2017 – 2019
Geographical focus	Dominican Republic & Zambia

Oxfam America is leading a two-year project in the Dominican Republic and Zambia to improve women’s participation in extractive revenue accountability mechanisms. As part of this the project supports women’s rights groups, and natural resource focussed organisations, in using these mechanisms to address women’s needs and promote gender equality.

The project is made up of two parts: the first is research to identify the gender biases that prevent women from fully participating in transparency and accountability mechanisms related to extractive revenues. The second part consists of programmatic activities to foster collaboration and cross-fertilisation between women’s rights groups and groups working on extractive revenue transparency, while helping these develop advocacy agendas relating to gender issues and revenue management. To support the latter, Oxfam is using the Gender Action Learning methodology developed by Gender at Work. The process is action-orientated, focussing on concrete changes and first step goals; it has already yielded some results. In Zambia, participating organisations integrated a paragraph with specific gender recommendations in the Indaba declaration, whilst in the Dominican Republic a women’s rights group has started advocating for the five per cent of extractive revenues that is legally required to go to communities.

→ PUBLISH WHAT YOU PAY

Founded	2002
Headquarter/Country	London
Geographical focus	Global
Contact info	Stephanie Rochford srochford@publishwhatyoupay.org
Website	www.publishwhatyoupay.org

Publish What You Pay (PWYP) is a global coalition of more than 800 organisations campaigning for an open and accountable extractive sector. In 2013, PWYP – at the behest of its coalition members – started examining how to address the gender implications of its campaign. It initially did this through capacity building, awareness-raising and the creation of *a toolkit* with UN Women that explored how to incorporate gender considerations at each step of PWYP’s strategic value chain. In 2018, PWYP started a two-year pilot focussing on a gender-responsive implementation of EITI processes in Burkina Faso, Guinea and Senegal. This includes identifying the barriers to women’s participation in EITI and exploring how EITI could be used to advance gender equality and mitigate the harmful impact extractive projects have on women. PWYP also conducted an audit examining seven of its West African coalitions, ascertaining the extent to which the membership, governance structures and institutions of these are gender-responsive and allow for equal participation by women and men. Publish What You Pay is made up of more than 40 national-level coalitions. Several national coalitions have done work that focusses on gender and mining issues. These include:

- ♀ PWYP Zimbabwe, which is a member of the Platform on Gender and Extractives in Zimbabwe (spearheaded by Oxfam, UN Women and ZELA). As part of this platform, the coalition published a paper compiling the experiences of women with regards to the country’s extractive sector.
- ♀ PWYP DRC, which led an outreach project specifically targeting women as part of its work disseminating EITI reports.



Protecting Women Human Rights Defenders

Being a land and environmental defender is a dangerous occupation: 197 activists were murdered in 2017, making it the deadliest year on record. The situation for women is doubly risky, as they confront not only state and corporate power in their activism but also societal norms. Women activists therefore face a twin set of dangers: those of being an activist (e.g., censorship, arrest, intimidation) but also those of being a woman activist (e.g., sexual assault, threats of rape, threats against their families). In addition to this, gendered division of labour tends to mean that women are doing their activism on top of work and domestic and childcare duties – leading to potential exhaustion and burnout. We have included a section on organisations that support and help protect women human rights defenders (WHRDs), given how many of them campaign on mining issues and are at risk because of their work.

²⁶ www.globalwitness.org/en-gb/blog/new-data-reveals-197-land-and-environmental-defenders-murdered-2017

→ COUNT ME IN!

Members	AWID, CREA, Just Associates (JASS), Mama Cash (including the sex-worker led Red Umbrella Fund) and Urgent Action Fund – Africa (representing its sister funds in the US and Latin America)
Time span	2016 – 2020
Geographical focus	Global
Contact info	Daphne Zwaaneveld d.zwaaneveld@mamacash.org
Website	www.mamacash.org/en/count-me-in-consortium

Count Me In! (CMI!) is a consortium, led by international women’s fund Mama Cash, that seeks to strengthen and protect women activists and women’s rights groups. It supports women’s activism through grants, capacity building and advocacy. The consortium has three areas of focus: combating gender-based violence, including against women human rights defenders; economic justice (including labour, land and natural resource rights); and the sustainable resourcing of women’s rights groups. The first focus area includes helping protect WHRDs who oppose large-scale mining project and, in its approach, CMI! addresses the gendered nature of attacks against WHRDs and their families. Under the second focus area, CMI! supports groups working to defend women’s claims to land, property and natural resources as well as those fighting for recognition and de-criminalisation of certain forms of work, such as sex work. With regards to sustainable resourcing, CMI! works with communities of donors to help fund the activism of women, girls, trans and intersex groups.

→ INICIATIVA MESOAMERICANA DE MUJERES DEFENSORAS DE DERECHOS HUMANOS (IM-DEFENSORAS)

Founded	2010
Geographical focus	El Salvador, Guatemala, Honduras, Mexico, Nicaragua
Contact info	<i>comunicacion@im-defensoras.org</i>
Website	<i>http://im-defensoras.org</i>

IM-Defensoras (The Mesoamerican Initiative of Women Human Rights Defenders) was launched to provide a comprehensive and regional response to the increase in attacks against women human rights defenders. The initiative's approach is based on the understanding of the fact that threats and attacks against WHRDs are closely linked to, and influenced by, sexism and gender issues. A key tenet of IM-Defensoras' work is to create national, and regional, networks of WHRDs in order to create protection and support systems. Other specific work carried out by the initiative includes:

- ♀ Protection and self-care shelters, designed as places of refuge and healing for WHRDs who are experiencing extreme stress, fatigue, trauma and other conditions linked to their activism. IM-Defensoras supports three different shelters, as well as additional temporary accommodation centres.
- ♀ Research that increases understanding and awareness of the specific nature of the attacks faced by WHRDs.
- ♀ Building the skills of WHRDs with trainings on self-care, protection and safety.
- ♀ Maintaining a database of attacks on WHRDs in the region, including information on the type of attack (e.g., physical threat, smear campaign) and on the activist's work. This acts as an alert system, as well as a means of collecting data on the threats faced by WHRDs.

→ JUST ASSOCIATES (JASS)

Founded	2003
Headquarter/Country	San Francisco, USA
Geographical focus	Global
Contact info	Adelaide Mazwarira info@jass.org
Website	https://justassociates.org

JASS is a “local women-led human rights network of activists, popular educators and scholars” that seeks to support women leaders and increase the collective power of women activists.²⁷ This means helping women leaders and movements become “more confident, better organised, louder and safer.” JASS conducts its activities – including research, awareness raising and direct support of activists – through its four regional hubs: JASS Mesoamerica, JASS Southern Africa, JASS Southwest Asia and JASS crossregional. The organisation pursues much of its work on the safety of WHRDs through its JASS Mesoamerica hub, which co-founded and co-ordinates IM-Defensoras (*see entry*). JASS also harnesses its international network – and connections with the media, governments and allies – to respond to urgent cases where WHRDs are at risk. JASS has conducted analysis on the gendered violence faced by WHRDS and in 2017 – in partnership with the Fund for Global Human Rights – gathered civil society members, donors and activists in South Africa to deepen understanding of the situation of HRDs and develop strategies to help protect them.

²⁷ <https://justassociates.org/en/about-us>





Access to Justice and Litigation

Being a land and environmental defender is a dangerous occupation: 197 activists were murdered in 2017, making it the deadliest year on record. The situation for women is doubly risky, as they confront not only state and corporate power in their activism but also societal norms. Women activists therefore face a twin set of dangers: those of being an activist (e.g., censorship, arrest, intimidation) but also those of being a woman activist (e.g., sexual assault, threats of rape, threats against their families). In addition to this, gendered division of labour tends to mean that women are doing their activism on top of work and domestic and childcare duties – leading to potential exhaustion and burnout. We have included a section on organisations that support and help protect women human rights defenders (WHRDs), given how many of them campaign on mining issues and are at risk because of their work.

→ ACCOUNTABILITY COUNSEL

Founded	2009
Headquarter/Country	San Francisco, USA
Geographical focus	Global
Contact info	Natalie Bridgeman Fields natalie@accountabilitycounsel.org
Website	www.accountabilitycounsel.org

Accountability Counsel is an international NGO that works to protect the human and environmental rights of communities affected by development and resource projects – including mining projects – funded by international financial institutions (e.g., World Bank, European Bank of Reconstruction and Development). Accountability Counsel’s lawyers will help communities (at the community’s request) use accountability offices effectively to defend their rights and redress harms caused by development and resource projects.²⁸ Other ways Accountability Counsel seeks to realise its goals are through advocacy and research, including the creation of tools to increase transparency and access to information. When it comes to working with communities, the organisation highlights the fact that women are often most likely to bear the brunt of negative impacts of projects while being least likely to have a voice. For each project it executes, Accountability Counsel therefore “identifies and addresses forms of marginalization and hierarchy specific to each community” in order to ensure that women’s voices and needs – and indeed those also of other marginalized and vulnerable groups – are heard.²⁹ Accountability Counsel will also make a special effort to ensure that abuses that occur against women are documented at accountability offices, whilst working with small groups to ensure there is awareness of the specific issues women and girls face.

²⁸ An accountability office is a “point of contact within an institution that receives complaints from people harmed by activities of that institution” – also referred to as complaint offices or grievance mechanisms | www.accountabilitycounsel.org/about-us/frequently-asked-questions-faqs

²⁹ www.accountabilitycounsel.org/wp-content/uploads/2017/11/AC-Gender-Approach.pdf

→ CAAL V. HUBBAY MINERALS

Lawsuit	2011 – ongoing
Geographical focus	Guatemala – Canada
Website	www.business-humanrights.org/en/hudbay-minerals-lawsuits-re-guatemala-0

In 2011 a group of eleven Mayan Q'eqchi' women from the Lote Ocho community in Guatemala filed a lawsuit against Canadian company Hudbay Minerals that would potentially transform how companies are to be held accountable for the actions of their subsidiaries abroad. They accused the company of being complicit in sexual violence perpetrated by the security personnel of its subsidiary operating the Fenix nickel mine. The women assert that in 2007, during the forced eviction of Mayan families from their homes, they were gang-raped by mining security personnel, police and military. The lawsuit set a global precedent because the trial is being carried in Canada – where the mining company is headquartered – rather than in Guatemala where the alleged abuses took place. Crucially, it is the first time a Canadian mining company is being held to account in a Canadian court for human rights abuses perpetrated by one of its foreign subsidiaries. As of late 2018 the trial is still ongoing, with the women having travelled to Ontario in December 2017 to present their testimony.

→ EARTHRIGHTS INTERNATIONAL

Founded	1995
Headquarter/Country	Administrative office is in Washington D.C., USA
Geographical focus	Global, with a focus on Southeast Asia and Latin America
Contact info	<i>infousa@earthrights.org</i>
Website	<i>www.earthrights.org</i>

EarthRights International (ERI) is an NGO fighting to defend human rights and the environment. It follows a three-pronged approach in pursuit of its goals: first, it trains activists and communities in issues including advocacy, legal issues and campaigning; it conducts campaigns along specific themes such as corporate accountability and the extractive industries; and it takes to court actors who have violated human rights and the environment. ERI has worked on projects linked to mining generally, as well as relating to mining and gender issues specifically.

- ♀ In Porgera, Papua New Guinea, ERI represented dozens of women who had been raped by security guards working for Barrick Gold Corporation. ERI represented the women during the non-judicial remedial framework process that Barrick Gold had established and, when some of the women rejected the process, prepared to file a suit against Barrick. In the end, a settlement was reached between Barrick and ERI (on behalf of its clients) so the lawsuit no longer had to be filed.

- ♀ With MiningWatch Canada and the University of Toronto's Human Rights Programme, ERI researched and submitted *a report* to CEDAW detailing how the Canadian government had allegedly failed to prevent the perpetration of abuses against women and girls by Canadian mining companies operating abroad.
- ♀ ERI is representing environmental and land defender Maxima Acuña de Chaupe in her legal battle against Newmont Mining. Maxima Acuña de Chaupe, a subsistence farmer from the highlands of Cajamarca in Peru, and her family assert that agents of Newmont have used harassment and violence to try and force them off their land, so that Newmont's Conga mining project can proceed.



Participation in the Workforce & Economic Empowerment

Globally, women only make up about ten per cent of the industrial mining workforce.³⁰ The question isn't only one of numbers but of seniority and career progress: a report commissioned by Women in Mining UK found that the mining industry was one of the worst performing when it came to having women on boards. A number of barriers – legal, practical and social – prevent women's full participation in the mining workforce. For example, it was only in 1994 that South Africa changed the law to allow women to work underground; meanwhile, issues such as women's traditional role as caregiver make it difficult for women to work after having children. Finally, as with artisanal mining, traditional superstitions about women's presence around mining sites still exist. Women miners also face risks and dangers specific to their gender: reports of harassment, sexual assault and gender-based violence in the mines are commonplace.

Another facet of the economic opportunities created by mining relate to the industries and economy generated to sustain mines. This includes providing food and drink for the workers, cleaning facilities or providing goods to the company. Even if some of these jobs (cooking, cleaning) belong to women's 'traditional' sphere, women still face barriers that prevent them from fully taking advantage of these business opportunities. These include generally having lower education levels, getting access to finance and getting the information about a company's procurement needs and how to apply.

The following section covers actors and initiatives that seek to promote and support women's involvement in mining as well as help women access the indirect economic opportunities generated by the industry.

³⁰ www.pwc.com/gr/en/publications/assets/mining-for-talent.pdf

→ BHP AIMS FOR 50:50 WORKFORCE BY 2025

Company name	BHP (Formerly BHP Billiton)
Headquartered	Melbourne, Australia; London, UK
Country	Anglo-Australian
Contact info	infousa@earthrights.org
Website	www.bhp.com

In 2016, BHP Billiton set itself an ambitious goal: for women to represent 50 per cent of its workforce by 2025. At the time, women made up roughly 17 per cent of the company's employees. In his announcement at the London AGM, the CEO of the company stated that there was an "undeniable" business case for a more diverse workforce. The company also shared that its top 10 most inclusive operations performed on average 15 per cent better than other projects. While targets are but one (and sometimes disputed) measure towards increasing women's participation in mining, BHP Billiton's move has been cited as an example for being ambitious and for highlighting that employing more women makes business-sense. As part of its strategy to meet this goal, BHP has been increasing flexible working opportunities, including shorter shifts and remote working. While BHP did not meet its target of increasing female staff by 3 per cent in 2018, the company stated that it remains on track to have a 50:50 workforce by 2025.³¹

³¹ Sources: FT | www.ft.com/content/ab96677a-95d6-11e6-a80e-bcd69f323a8b
Independent | www.independent.co.uk/news/business/news/bhp-billiton-worker-half-women-female-2025-gender-equality-mining-a8586696.html

→ BSR (BUSINESS FOR SOCIAL RESPONSIBILITY)

Founded	1992
Headquarter/Country	Offices in Asia, Europe and North America
Geographical focus	Global
Contact info	connect@bsr.org
Website	www.bsr.org

BSR is a non-profit organisation that works with businesses to provide “a more just and sustainable world.” The organisation focuses on six areas: climate change, human rights, inclusive economy, supply chain sustainability, sustainable management, and women’s empowerment. BSR seeks to improve business practices and impact through providing consultancy services, conducting research and facilitating collaborations. BSR has worked specifically on mining and gender issues, for example:

- ♀ Led a year-long *research project* investigating how businesses – including mining companies – could support the economic empowerment of women in Sub-Saharan Africa. BSR’s report included a briefing with specific recommendations for mining companies.
- ♀ Published a *white paper* examining the barriers to women’s economic empowerment in the jewellery supply chain; the report included a focus on the mining phase of the production process and looked at precious metals (mainly gold), gemstones and diamonds.
- ♀ Developed guidance for companies across different sectors on how to incorporate gender considerations in their supply chain due diligence.

→ CREATING CHOICES: GOLDCORP & HUMPHREYS GROUP

Company name	Goldcorp
Headquarter/Country	Vancouver, Canada
Geographical focus	Global
Website	www.goldcorp.com

Goldcorp's training programme, "Creating Choices" was cited by both IFC and BSR as case studies in discussions on how to support women miners. The training and mentorship programme, launched in 2010, was aimed at helping women develop the skills they needed for advancement and leadership positions within the company. The company collaborated with the Humphreys Group, experts in leadership communications training and "longstanding champion of diversity and inclusion".³² In 2015, the initiative was expanded with a new programme "Growing Choices", which supports women in branding themselves, planning their careers, and finding a work-life balance. In its 2016 sustainability report, the company announced that 1700 employees had graduated from the programme, which is now available to Goldcorp's employees worldwide.

³² www.commddev.org/wp-content/uploads/2018/05/Unlocking_Opportunities_for_Women_and_Business_IFC-2.pdf

→ DeBEERS CANADA & UN WOMEN

Duration	2008 – 2010
Geographical focus	Canada
Website	www.debeersgroup.com/media/company-news/2018/de-beers-canada-launches-un-women-2018-scholarships-for-stem-students

DeBeers Canada and UN Women formed a partnership to help women and girls from underprivileged communities in Canada study STEM (Science, Technology, Engineering and Maths) subjects. As part of this, DeBeers committed to providing half a million USD in STEM scholarships in Canada for female students. The group will also sponsor schoolgirls from indigenous communities where the company operates in Canada, to attend the University of Waterloo summer IMPACT camps, which aim to help build confidence of girls hoping to pursue a career in the STEM fields. The DeBeers CEO explained that by increasing education opportunities for women in this field the organisation was hoping to address their under-representation in the mining industry.³³

³³ www.debeersgroup.com/media/company-news/2018/de-beers-canada-launches-un-women-2018-scholarships-for-stem-students

→ GIZ – DEUTSCHE GESELLSCHAFT FÜR INTERNATIONALE ZUSAMMENARBEIT GMBH

Founded	2011 [When Deutscher Entwicklungsdienst (1963), Deutsche Gesellschaft für Technische Zusammenarbeit (1975) & InWEnt (2002) merged]
Headquarter/Country	Bonn & Eschborn, Germany
Geographical focus	Global
Contact info	Gender contact point, sectoral programme „Extractives and Development“: Lisa Stellner lisa.stellner@giz.de
Website	www.giz.de

GIZ is Germany’s development agency. It provides services “in the field of international cooperation for sustainable development and international education work” and works to “deliver effective solutions that offer people better prospects and sustainably improve their living conditions”.³⁴ Most of GIZ’s work is directed towards executing the projects of the German Federal Ministry for Economic Cooperation and Development (BMZ), but it also provides its services to financial institutions, the private sector, and other governments. GIZ works on a broad range of matters, including extractive governance – with BMZ and the Federal Institute for Geosciences and Natural Resources it implements the Extractives and Development Sector programme. As part of this GIZ supports work that integrates a gender perspective into natural resource management or seeks to redress the negative impacts on women of extractive projects. Some of GIZ’s other programmes and country offices have also been involved in gender and mining issues.

³⁴ www.international.gc.ca/gac-amc/campaign-campagne/iap-pai/index.aspx?lang=eng

For example:

- ♀ Helping the Afghan government be more gender-sensitive in the management of its mineral resources and improve women's participation in the mining sector. This has included training staff from the Afghanistan Ministry of Mines and Petrol on the role of gender in mining and supporting the gender unit within the ministry in developing a policy to promote women's employment in the mining sector.
- ♀ Funding a programme in the mining region of Atsimo Andrefana, Madagascar, to help women gain employment and be integrated in the mining economy (regarding both direct and indirect jobs). Some women were trained to join the hospitality while others were taught in how to work with precious metals and make costume jewellery.
- ♀ Supporting *WOME* in Sierra Leone, an organisation that trained women on how to advocate and campaign, particularly within the forum of the DACDF committee. The trainings also helped women in the Kono district organise their needs into priorities and demands, so they could successfully claim part of the funds from artisanal mining allocated to the chiefdom for their own projects.

→ INTER-AMERICAN DEVELOPMENT BANK (IADB)

Founded	Bank, 1959; Extractive Sector Initiative 2017
Headquarter/Country	Washington D.C., USA
Geographical focus	Latin America and the Caribbean
Contact info	Natascha Nunes da Cunha nataschan@iadb.org
Website	www.iadb.org

The IADB provides technical and financial support to countries in Latin America and the Caribbean with the aim of reducing poverty and inequality. In 2017, the Bank launched the Extractive Sector Initiative (ESI) to improve natural resource management and increase transparency in the continent's mining and hydrocarbons sectors. Most of the programs under this Initiative started the year before, with a grant from the Canadian government that established the Canadian Extractive Sector Facility (CANEF), now managed by ESI. As gender equality and diversity is one of the Bank's pillars, several of these projects have incorporated a gender dimension and/or are addressing women's needs. Examples include:

- ♀ In Peru, the Bank launched a project to support women's leadership in the country's extractive sector. Thirty women – 15 from the government and its agencies and 15 from the private sector – were trained over a period of six months. The program involved a mix of mentorship, coaching and projects to help women strengthen their leadership skills and improve their opportunities for promotion.
- ♀ In Buriticá, Colombia, the Bank worked with the Medellín Chamber of Commerce to help entrepreneurs access procurement opportunities linked to the local gold mine. More than half of the businesses that received training and support were women-led or women-owned.
- ♀ In Colombia, the IADB worked with the Ministry of Mines and Energy to incorporate gender considerations and gender equality into its human rights policy, which came into effect in August 2018.

→ INTERNATIONAL WOMEN IN MINING (IWIM)

Founded	2007
Headquarter/Country	London, United Kingdom
Geographical focus	Global
Website	https://internationalwim.org

IWIM is a network for women in the mining industry, comprising of more than 10,000 members in over 100 countries. IWIM's objective is to support women's professional development in the mining industry and foster diversity within the sector. In order to realise this goal, the network executes a number of programmes – from mentorship initiatives, to keeping a database of women able to serve on boards, to communications campaigns and research. These are intended to help support women's career progression, increase the number of women on mining boards and improve the representation of women in the mining industry. The network is connected with more than 50 independent national associations of Women in Mining (e.g., Women in Mining British Colombia, Women in Mining UK).

→ NEWMONT IN GHANA

Company name	Newmont Mining
Headquarter/Country	Denver, USA
Geographical focus	Global
Website	www.newmont.com

BSR highlighted Newmont Ghana's (Newmont's wholly-owned subsidiary operating in Ghana) operations as a good example of how a company can empower women in mining communities and the mining workforce³⁵ Newmont Ghana's activities to better engage with and support women included:

- ♀ Supported career development programmes for female engineer students at the University of Mines and Technology.
- ♀ Created a Women & Allies Business Resource Group, which worked to advocate for better working conditions for women in the mining industry. One of their first successes was having Newmont create breastfeeding facilities at the Ahafo mining site.
- ♀ Established a Women's Consultative Committee in Ahafo to improve women's participation in community decision-making and provide them with a platform to share their grievances.

See also: [Guyana Women Miners Organisation](#)

³⁵ www.bsr.org/en/our-insights/blog-view/how-newmont-mining-ghana-empowers-women-workforce-workplace-community

→ WOMEN RIGHTS & MINING

Founded	2017
Headquarter/Country	The Hague, the Netherlands
Geographical focus	Global
Contact info	Jan Pieter Barendse JanPieter.Barendse@minbuza.nl

Women Rights & Mining is a collaborative effort of the Dutch Ministry of Foreign Affairs, ActionAid, The Netherlands, Gender Resource Facility, GIZ, Global Affairs Canada, Simavi and Solidaridad. One of its stated objectives is to “secure commitments from key stakeholders in the mining sector to address key gender concerns and uphold women’s rights.”³⁶ To this end the initiative:

- ♀ Supports research and tool development to guide those working on gender and mining issues. This has included a series of fact-sheets providing guidance to governments, financial institutions and practitioners on how to strengthen gender risk mitigation strategies and address gender concerns in mineral production.
- ♀ Organises dedicated gender sessions at international mining conferences and events. This has included panel sessions at the OECD Forum for Responsible Mineral Supply Chains in 2017 and 2018.
- ♀ Provides comments to international mining standards, position papers and code of conducts or similar instruments in the mining and minerals sector in order to increase the gender responsiveness of mining policy and practice.

The group has also supported the creation of this encyclopedia on gender and mining.

³⁶ <https://grf.kit.nl/publications>

→ WORLD BANK GROUP

Founded	1945 Energy and Extractives Global Practice: 2012 (Previously SEGOM – Sustainable Energy, Gas, Oil and Mining)
Headquarter/Country	Washington D.C., USA
Geographical focus	Global
Contact info	Dr. Rachel Perks rperks@worldbank.org
Website	www.worldbank.org

The Energy and Extractives Global Practice of the World Bank Group is committed to achieving corporate targets on gender equity, including ensuring that 55 per cent of the World Bank’s financing to client countries includes activities to close specific gender gaps. In order to achieve these targets, the Energy and Extractives Global Practice adopted in 2016 a Gender Note which defines the areas of intervention: (i) enhancing women’s voice and agency, and engaging men and boys; (ii) removing constraints to more and better jobs; (iii) improving human endowments; and (iv) removing barriers to women’s ownership and control of assets. Interventions in World Bank financed projects in client countries to date include: Afghanistan, Burkina Faso, Central African Republic, Democratic Republic of Congo, Guyana, Mali, Niger, Nigeria, Papua New Guinea, Sierra Leone, and Tanzania. In 2018, the World Bank Extractives Unit developed a series of tools for project staff to identify gender gaps as well as design corresponding activities and indicators to measure progress. The same year, the World Bank Group hosted the first Gender in Oil, Gas and Mining Conference.

→ UN WOMEN

Founded	2011 in its current iteration, but dates back to the Commission on the status of Women, 1947
Headquarter/Country	New York, USA
Geographical focus	Global
Website	www.unwomen.org

In 2013, UN Women's regional office in East & Southern Africa office began to examine the relationship between women's rights and the extractive sector. The office began a partnership with *Publish What You Pay* which resulted in a workshop that convened civil society, multilateral representatives and companies to share experiences and identify entry points for starting work on gender and extractives. The other output was the development of a toolkit, *Extracting Equality*, which examines how to incorporate gender at each step of the extractive value chain. Since then UN Women offices have continued to work on gender and extractives issues, with a strong focus on how to economically empower women through mining and increase their participation in the workforce. UN Women has engaged in strategic partnerships with extractive companies (see their project with *DeBeers Canada*), conducted research and organised events for practitioners to share resources and strategies. Specific examples of projects include:

- ♀ Organising a “regional sharefair” on gender equality in the extractive industries, (in Kenya, 2015), to generate discussion on how to promote women's inclusion in the extractive industries, mitigate the negative effects of extraction on communities and improve women's economic opportunities.
- ♀ Research into the gender dimensions of HIV/AIDS with regards to the extractive sector. This *consisted of* a contextual report and practical guidance for health practitioners and industry on how to mainstream gender considerations in HIV/AIDS responses.
- ♀ *Research* into emerging best practices on how women's participation in the extractive industry can be improved.
- ♀ Working with DeBeers to support women entrepreneurs in Botswana, Namibia and South Africa. The three-year capacity building programme (2018-2021) will equip 1,200 women with the skills and knowledge they need to operate and grow small business.



Donors

Donors not only provide the financial resources necessary for organisations to execute projects on gender and mining, but also play a vital role in promoting the gender and extractives agenda. Donors are trendsetters in the development sector, sometimes pushing an agenda through by creating opportunities for organisations to engage in certain issues and other times more forcefully by making requirements of all their grantees. For example, in 2016 the UK Department for International Development (DfID) required its grantees adopt gender considerations and gender equality into all of their projects. Given that these donors support a broad range of gender and mining projects, we decided to group them together as actors rather than include them in our thematic structure.

→ DUTCH MINISTRY OF FOREIGN AFFAIRS

Founded	1798
Headquarter/Country	The Hague, The Netherlands
Geographical focus	Global
Contact info	Jan Pieter Barendse JanPieter.Barendse@minbuza.nl General igg@minbuza.nl
Website	MFA www.government.nl GRF https://grf.kit.nl

The Dutch Ministry of Foreign Affairs promotes Dutch values and interests globally, as well as assists Dutch nationals abroad. The Ministry is also responsible for development cooperation and as such supports and initiates a range of projects intended to enhance prosperity and human rights around the world. Gender equality is a key tenet of the Ministry's approach and it is supported in its work by the gender advisory and knowledge services (GRF), which provides support with regards to incorporating women's rights and gender equality in strategic plans, gender-specific monitoring tools, and more. Projects the Dutch Ministry of Foreign Affairs has supported or initiated on gender and mining include:

- ♀ The Women Rights & Mining Working Group, launched to elicit commitments from stakeholders on gender and mining issues (*see entry*).
- ♀ The Golden Line Project, run by Solidaridad, Simavy and Healthy Entrepreneurs, to support artisanal and small-scale women miners in Ghana and Tanzania (*see entry*).
- ♀ GRF has created important research products, including a *quick scan* of actors working on gender and mining (2017); *a report* on gender equality and minerals traceability (2016), and *a report* on the gender dimension of tin, tantalum and tungsten mining in the Great Lakes region (2016).
- ♀ Funding NGOs based in the Netherlands working on gender and mining, including ActionAid Netherlands, Solidaridad and SOMO.

→ GLOBAL AFFAIRS CANADA

Founded	1909 (As Department of External Affairs)
Headquarter/Country	Ottawa, Canada
Geographical focus	Global

Global Affairs Canada is the government department charged with Canada's diplomatic relations and consular services; promoting international trade; and leading Canada's humanitarian and development assistance. In 2011, Global Affairs Canada formulated its approach for assistance on extractives and sustainable development, with a focus on improving resource governance capacity.³⁷

The majority of these projects "integrated gender equality to some extent into their design" whilst others had a pronounced gender and extractives focus.³⁸ In 2017, Canada adopted the Feminist International Assistance Policy, which seeks to eradicate poverty and build a more peaceful world through supporting gender equality and empowering women and girls.³⁹



³⁷ www.international.gc.ca/gac-amc/publications/evaluation/2018/extractives.aspx?lang=eng

³⁸ www.international.gc.ca/gac-amc/publications/evaluation/2018/extractives.aspx?lang=eng

³⁹ www.international.gc.ca/gac-amc/campaign-campagne/iap-pai/index.aspx?lang=eng

Some examples of gender and mining initiatives supported by Canada include:

- ♀ The Canadian International Resources and Development Institute work on gender and mining (*see entry*).
- ♀ IMPACT's gender assessment tools that help governments integrate gender equality in the formulation of mining laws and policies, as well as IMPACT's work promoting the economic empowerment of women artisanal miners in Ituri, DRC (*see entry*).
- ♀ UN Women's mapping study on gender and the extractives in Tanzania (*see entry*).
- ♀ The Supertécnica outreach campaign in Mozambique, which is challenging women's and men's attitudes and perceptions and encouraging young people, particularly young women to take technical training.⁴⁰
- ♀ The Enhancing Resource Management through Institutional Transformation (MERIT) project, which includes gender sensitivity and gender mainstreaming training for local authorities and for Mongolian Ministries involved in natural resources management.⁴¹

⁴⁰ www.supertecnica.co.mz/en

⁴¹ www.ceso-saco.com/merit/#aboutus

→ HEWLETT FOUNDATION

Founded	1966
Headquarter/Country	Menlo Park, USA
Geographical focus	Global
Budget	Has roughly USD 9.9 billion in assets; in 2017 disbursed USD 400 million in grants

The Hewlett Foundation “advances ideas and supports institutions to promote a better world”. Its remit is broad, ranging from the environment to education to the performing arts. The Foundation’s global population and development programme focusses on improving women’s economic and reproductive choices, increasing citizen participation, and improving policy making through evidence. As part of this programme, Hewlett Foundation has supported projects focused on natural resource governance and on women’s rights. Some of the projects focussed on gender and mining (or extractives) supported by the Foundation include:

- ♀ PWYP’s two-year pilot focussing on the gender dimensions of EITI implementation in Western Africa (see entry)
- ♀ Oxfam America’s project on the improving women’s participation in transparency and accountability initiatives in the Dominican Republic and Zambia
- ♀ BSR’s research on women’s economic empowerment in Sub-Saharan Africa, which included a focus on the artisanal mining sector
- ♀ Being one of the funders of the Growth and Economic Opportunities for Women (GrOW) initiative under which projects related to women artisanal miners have been funded.

⁴² <https://hewlett.org/about-us>



Resources

INTRODUCTION

This resources section presents some of the key reports, toolkits and guides of the gender and mining field. Some relate to the impacts of extraction on women, others offer practical guidance as to how to incorporate gender considerations into extractive projects, whilst others still include testimony from community women themselves. All of them have furthered knowledge within this burgeoning field.

This list is, naturally, not exhaustive but only intends to provide an introduction to the field, using the same thematic structure as the body of the encyclopedia.

→ Access to Justice

In search of justice: Pathways to remedy at the Porgera gold mine (2018)

Margaret Jungk; Ouida Chichester; Chris Fletcher | BSR | www.bsr.org/reports/BSR_In_Search_of_Justice_Porgera_Gold_Mine.pdf | Report

→ Across the Value Chain

Gender-sensitive approaches for the extractive industry in Peru: Improving the Impact on Women in Poverty and Their Families – Guide for Improving Practice (2011-2012)

Bernie Ward; John Strongman; Adriana Eftimie; Katherine Heller | World Bank | <https://openknowledge.worldbank.org/handle/10986/18294> | Toolkit

Mainstreaming Gender into Extractive Industries Projects (2009)

Adriana Eftimie; Katherine Heller; John Strongman | World Bank | www.commdev.org/wp-content/uploads/2015/06/Mainstreaming-Gender-into-Extractive-Industries-Projects.pdf | Toolkit

Position Paper on Gender Justice and the Extractive Industries (2017)

Oxfam International | www.oxfamamerica.org/static/media/files/EI_and_GJ_position_paper_v.15_FINAL_03202017_green_Kenny.pdf | Position Paper

Quick scan:

Key actors in gender and mining in the Netherlands and internationally (2017)

Gender Resource Facility, Dutch Ministry of Foreign Affairs | <https://grf.kit.nl/wp-content/uploads/2015/03/170615-GRF-QUICK-SCAN-GENDER-MINING-FINAL-version.pdf> | Report

Unlocking Opportunities for Women and Business: A Toolkit of Actions and Strategies for Oil, Gas, and Mining Companies (2018)

Katherine Heller; Sherry Goldberg (authored Tool Suite 3) | International Finance Corporation | www.commdev.org/wp-content/uploads/2018/05/Unlocking_Opportunities_for_Women_and_Business_IFC-2.pdf | Toolkit

This comprehensive toolkit aimed at extractive companies offers practical guidance and tips for how to address and incorporate gender considerations in projects, with the objective of better including women and promoting gender equality. It is divided into four sections:

- 1) Increasing Gender Diversity from the Workforce to the Boardroom
- 2) Women-Owned Businesses and the Supply Chain
- 3) Women and Community Engagement
- 4) Addressing Gender-Based Violence in the Workforce

Each section, or toolkit, includes an overview of key issues, case studies as well as terms of references and checklists.

→ Artisanal & Small-Scale Mining

Artisanal gold mining: both a woman's and a man's world.

A Uganda case study (2017)

Ivan Mpagi; Nalubega Flavia Ssamula; Beatrice Ongode; Sally Henderson; Harriet Gimbo Robinah | Gender & Development Journal 25 (3) | www.tandfonline.com/doi/full/10.1080/13552074.2017.1386006 | Journal article

**Gender Dimensions of Artisanal and Small-Scale Mining:
A Rapid Assessment Toolkit (2012)**

*Adriana Eftimie; Katherine Heller; John Strongman; Jennifer Hinton;
Kuntala Lahiri-Dutt; Nellie Mutemeri* | World Bank |
<http://hdl.handle.net/10986/2731> | Toolkit

**The Gender Dimensions of Tin, Tantalum and Tungsten Mining in the Great
Lakes Region (2016)**

Gender Resource Facility, Dutch Ministry of Foreign Affairs |
<https://grf.kit.nl/wp-content/uploads/2015/03/170425-GRF-Desk-Study-The-Gender-Dimensions-of-3Ts-in-the-GLR.pdf> | Report

**Women in Artisanal and Small-Scale Mining: Challenges and opportunities for
greater participation (2018)**

Intergovernmental Forum on Mining, Minerals and Sustainable Development (IGF)
Fitsum Weldegiorgis; Lynda Lawson; Hannelore Verbrugge
www.iisd.org/sites/default/files/publications/igf-women-asm-challenges-opportunities-participation.pdf | Report

**Women in Artisanal and Small-Scale Mining in Central & East Africa:
Snapshot of challenges and opportunities for empowerment (2017)**

Carleton University, Development Research and Social Policy Analysis Centre and
IMPACT | <https://impacttransform.org/wp-content/uploads/2017/10/women-in-artisanal-and-small-scale-mining-uganda.pdf> | Brief

**Women in Artisanal and Small-Scale Mining in Democratic Republic of Congo,
findings and recommendations (2017)**

Actions et Réalisations pour le Développement, Carleton University, Catholic
University of Bukavu, Development Research and Social Policy Analysis Centre,
IMPACT, Réseau d'Innovation Organisationnelle and University of Kisangani
<https://impacttransform.org/wp-content/uploads/2017/11/Women-in-ASM-DRC-recommendations.pdf> | https://impacttransform.org/wp-content/uploads/2017/09/Women-in-ASM_DRC_final-July-2017-FR.pdf | Brief

Women in Artisanal and Small-Scale Mining in Rwanda, findings and recommendations (2017)

Carleton University, Development Research and Social Policy Analysis Centre, IMPACT and Women In/And Mining | <https://impacttransform.org/wp-content/uploads/2017/11/Women-in-ASM-Recommendations-Rwanda.pdf> | https://impacttransform.org/wp-content/uploads/2017/09/Women-in-ASM_Rwanda_final-July-2017-EN.pdf | Brief

Women in Artisanal and Small-Scale Mining in Uganda, findings and recommendations (2017)

Carleton University, Development Research and Social Policy Analysis Centre and IMPACT | <https://impacttransform.org/wp-content/uploads/2017/11/women-in-artisinal-and-small-scale-mining-Uganda-recommendations.pdf> | <https://impacttransform.org/wp-content/uploads/2017/10/women-in-artisinal-and-small-scale-mining-uganda.pdf> | Brief

→ Community Impact & Participation

A guide to gender impact assessment for the extractive industries (2017)

Christina Hill; Chris Madden; Nina Collins | Oxfam Australia | www.oxfam.org.au/wp-content/uploads/2017/04/2017-PA-001-Gender-impact-assessments-in-mining-report_FA_WEB.pdf | Toolkit

Comparative and descriptive analysis of the effects of the extractive industry boom on social indicators, Andean countries (2016)

Maritza Victoria Paredes Gonzales | Natural Resource Governance Institute | <https://resourcegovernance.org/sites/default/files/documents/comparative-and-descriptive-analysis-of-the-effects-of-the-extractives-industry-boom-on-social-indicators.pdf> | Report

Empowered to lead:

Impact stories of WACAM's Women Leadership Programme (2018)

Kwesi Amoak | Oxfam Ghana, WACAM & Mpuntsusem Foundation | <http://mpuntusem.org/images/documents/empoweredtolead.pdf> | Report

Blurb: This report consists of profiles of women activists from Ghanaian communities who have benefited from WACAM's leadership programme. Many of their lives – and work – has been shaped by mining activities. Joanna Manu decided to stand for election at the district assembly in order to be able to fight for her community's rights and protect it from the harmful impacts of mining; she was successfully elected in 2010 and re-elected in 2015. Or take Mary Margaret Eshun: part of her mission at WACAM was to make sure that women's voices would be heard in consultations, so that they could share their concerns regarding the impacts of mining. Overall, this is an important read to gain a more rounded perspective of local activism on gender and mining.

Fuelling injustice: Women's rights and Australian coal mining in Africa (2018)

Lucy Manne; Julie Macken; Melissa Bungcaras; Sally Henderson; Michelle Higelin | ActionAid Australia | <https://actionaid.org.au/wp-content/uploads/2018/08/Fuelling-injustice-Womens-rights-and-Australian-coal-mining-in-Africa.pdf> | Report

Gender and the extractive industries: Putting gender on the corporate agenda (2016)

Christina Hill; Chris Madden; Maria Ezpeleta | Australian Aid, Oxfam | www.oxfam.org.au/wp-content/uploads/2016/09/2016-PA-004-Mining-and-Gender-report_FA3_web.pdf | Paper

Mainstreaming gender in HIV and AIDS responses in the extractive industries sector (2015)

UN Women | www2.unwomen.org/-/media/field%20office%20africa/attachments/publications/2015/mainstreaming%20gender%20in%20hiv.pdf?la=en&vs=524 | Report

Mining and local-level development: Examining the gender dimensions of agreements between companies and communities (2014)

Julia Keenan; Deanna Kemp | Centre for Responsibility in Mining – University of Queensland | www.csr.m.uq.edu.au/media/docs/684/Mining-and-Local-Level-Development-FULL.pdf | Report

Collection: The impacts of extraction on women in Africa (2015)

Womin | This collection by *Womin* consists of country studies on:

- ♀ Burkina Faso
- ♀ Democratic Republic of Congo
- ♀ Ghana
- ♀ Zimbabwe
- ♀ Nigeria
- ♀ South Africa
- ♀ Uganda

<https://womin.org.za/collection-two.html> | Report

Reality Check: The gender dimensions of the impact of multinational companies' operations in fragile and conflict-affected areas (2015)

Jana Naujoks; Ilona Hartlief | SOMO | www.somo.nl/reality-check-report | Report

Report to the UN Committee on the elimination of discrimination against women (2016) [Re: abuses perpetrated against women and girls by Canadian mining companies operation abroad]

Earth Rights International, Human Rights Research and Education Center, Mining-Watch Canada | https://earthrights.org/wp-content/uploads/eri_hrc_mwc_cedaw_committee_report_october_3_2016.pdf | Report

Synthesis of the available literature addressing key themes and questions related to women, gender and extractives (2013)

WoMin | This collection by *WoMin* consists of several papers:

- ♀ A *WoMin* perspective on international and regional policy and human rights frameworks
- ♀ Women miners – navigating difficult terrain underground
- ♀ Land and food sovereignty undermined – impacts on peasant women
- ♀ Women's unseen contribution to the extractives industries: their unpaid labour
- ♀ Extractivism's impacts on women's bodies, sexuality and autonomy
- ♀ Transformation of artisanal mining: empowering women, sustaining humanity, saving the planet?
- ♀ International and regional provisions of relevance to women, gender and mining at a glance

<https://womin.org.za/collection-one.html> | Report

Women, communities and mining:

The gender impacts of mining and the role of gender impact assessment (2009)

Christina Hill; Kelly Newell | Oxfam Australia | <https://policy-practice.oxfam.org.uk/publications/women-communities-and-mining-the-gender-impacts-of-mining-and-the-role-of-gende-293093> | Toolkit

Women's vision for reform:

An agenda for corporate accountability in Australia's mining sector (2018)

Christina Hill; Lucy Manne | ActionAid Australia | <https://actionaid.org.au/wp-content/uploads/2018/09/MINING-CORP-ACCT-REPORT-v4.pdf> | Report

Why gender matters: A resource guide for integrating gender considerations into communities work at Rio Tinto (2009)

Deanna Kemp; Julia Keenan (Centre for Social Responsibility in Mining) | Rio Tinto | www.riotinto.com/documents/ReportsPublications/Rio_Tinto_gender_guide.pdf | Toolkit

Blurb: This toolkit provides practical guidance for how to integrate gender issues into mining projects and community development. It includes advice on how to include gender questions into baseline community assessments, social impact assessments and social risk assessments. The toolkit also covers issues such as how to conduct measuring & evaluation, planning for mine closure and how to develop community development plans. Finally, the guide suggests some solutions for how to address the barriers women in communities face with regards to participation, and offers some case studies as examples of what has – and hasn't – worked.

→ Indigenous Women

The effects of resource extraction on Inuit women and their families: evidence from Canada (2017)

Elana Nightingale; Karina Czyzewski; Frank Testerm; Nadia Aaruaq | Gender & Development Journal 25 (3) | <https://dx.doi.org/10.1080/13552074.2017.1379778> | Journal article

The impact of resource extraction on Inuit women and families in Qamani'tuaq, Nunavut Territory – Quantitative & qualitative assessment (2016; 2014)

Karina Czyzewski; Frank Tester; Nadia Aaruaq |

Pauktuutit Inuit Women of Canada & University of British Columbia |

www.pauktuutit.ca/wp-content/uploads/Quantitative-Report-Final.pdf |

www.pauktuutit.ca/wp-content/uploads/Report-Final-Jan-2015.pdf

Indigenous women's anti-mining activism: a gendered analysis of the El Estor struggle in Guatemala (2017)

Kalowatie Deonandan; Rebecca Tatham; Brennan Field | Gender & Development

Journal 25 (3) | www.tandfonline.com/doi/full/10.1080/13552074.2017.1379779 |

Journal article

Opportunities in Mining Procurement

This online resource from the Pauktuutit Inuit Women of Canada aims to help Inuit women capture the business opportunities around mines. The resource includes:

♀ A mapping of which mines are operating in Inuit Nunangat and what services they need

♀ Lessons learned from Inuit businesswomen who have worked with mining companies

♀ Overview of challenges & opportunities for Inuit businesswomen

www.pauktuutit.ca/social-and-economic-development/economic-independence/opportunities-in-mining-procurement | Online resource

→ Participation in the Workforce & Economic Empowerment

African mining, gender, and local employment (2013)

Andreas Kotsadam; Anja Tolonen | Oxcarre (University of Oxford) |

www.economics.ox.ac.uk/oxcarre-papers/african-mining-gender-and-local-employment |

Report

Advancing gender equality in the scaling up minerals traceability project (2016)

Gender Resource Facility, Dutch Ministry of Foreign Affairs | [www.itsci.org/](http://www.itsci.org/wp-content/uploads/2018/02/GRF-Final-Report-Pact-ASM-and-Gender-Scaling-Up-Minerals-Trace.pdf)

[wp-content/uploads/2018/02/GRF-Final-Report-Pact-ASM-and-Gender-Scaling-Up-Minerals-Trace.pdf](http://www.itsci.org/wp-content/uploads/2018/02/GRF-Final-Report-Pact-ASM-and-Gender-Scaling-Up-Minerals-Trace.pdf) | Report

Women in Mining: Can a mining law unlock the potential of women? (2017)

Sophie Rickard; Wendy Treasure; James McQuilken; Antonia Mihaylova; Julia Baxter | Adam Smith International & International Women in Mining |

http://internationalwim.org/wp-content/uploads/2017/05/ASI-IWiM-2017-Can-a-mining-law-unlock-the-potential-of-women_FINAL_08_....pdf | Report

Going underground in South African platinum mines to explore women miners' experiences (2017)

Asanda Benya | Gender & Development Journal 25 (3) | www.tandfonline.com/doi/full/10.1080/13552074.2017.1379775 | Journal Article

Guidance for governments: Local content policies (2018)

Aaron Cosby; Isabelle Ramdoo | Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development (IGF) | www.iisd.org/sites/default/files/publications/igf-guidance-for-governments-local-content.pdf | Toolkit

Blurb: This toolkit is directed towards helping governments determine what local content policies would be helpful to them getting the most out of mining. Managed properly, local content from mining “can mean economic diversification, skills upgrading and higher levels of employment.” Of particular interest is the fact that the guide specifies an approach that is ‘gender-equitable’ and offers suggestions for how to ensure women as well as men benefit from – and are not harmed by – local content policies.

Mining for talent: A study of women on boards in the mining industry by WIM (UK) and PwC (2013)

Women in Mining UK & PwC | www.pwc.com/gr/en/publications/assets/mining-for-talent.pdf

Promoting women's participation in the extractive industries sector: Examples of emerging good practices (2016)

UN Women | www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2016/promoting-womens-participation-in-extractive-industries.pdf?la=en&vs=1955 | Report

**Women's economic empowerment in Sub-Saharan Africa:
Recommendations for the mining sector (2017)**

Ouida Chichester; Jessica Davis Pluess; Alison Taylor | BSR | www.bsr.org/reports/BSR_Womens_Empowerment_Africa_Mining_Brief.pdf | Brief

Women in the jewelry supply chain:

A landscape review of barriers to women's economic empowerment (2018)

Ouida Chichester; Jessica Davis Pluess, Jessica; Hetal Momaya | BSR | www.bsr.org/reports/BSR_Women_in_the_Jewelry_Supply_Chain.pdf | Report

→ Transparency, Accountability & Good Governance

EITI and gender equality (2018)

EITI | https://eiti.org/sites/default/files/documents/eiti_brief_gender_equality_1.pdf | Brief

Extracting equality – A guide (2014)

Publish What You Pay & UN Women | www.publishwhatyoupay.org/pwyp-resources/extracting-equality-a-guide | Toolkit

Blurb: This toolkit offers practical guidance for incorporating gender considerations across the value chain, with a particular focus on transparency and accountability mechanisms. The guide offers an overview of the gender issues at each step of the process, for instance during the decision to extract or when a project is being dismantled, as well as a series of question to help inform whether gender issues have been addressed. The toolkit was developed by Publish What You Pay and UN Women through a consultative process that took in the views of a wide range of practitioners in the field.

How gender relates to the EITI mission (2018)

EITI | https://eiti.org/sites/default/files/documents/eiti_brief_how_gender_equality_relates_to_the_eiti_mission.pdf | Brief

Integrating a gender perspective into transparency and accountability initiatives: three case studies (2017)

Alice Powell | Gender & Development Journal 25 (3) | www.tandfonline.com/doi/full/10.1080/13552074.2017.1379774 | Journal Article

→ **Women Human Rights Defenders**

2012 Assessment Report:

Violence Against Women Human Rights Defenders in Mesoamerica (2013)

IM-Defensoras | www.awid.org/sites/default/files/atoms/files/2012%20Regional%20Assessment%20Report.pdf | Report

Our right to safety:

Women human rights defenders' holistic approach to protection (2014)

Inmaculada Barcia | AWID & Women Human Rights Defenders International Coalition (WHRDIC) | www.awid.org/sites/default/files/atoms/files/Our%20Right%20To%20Safety_FINAL.pdf | Report

Violence against women human rights defenders in Mesoamerica

2012 – 2014 report (2015)

IM Defensoras & Iniciativa Nicaragüense de Defensoras de Derechos Humanos | www.awid.org/sites/default/files/atoms/files/286224690-violence-against-whrds-in-mesoamerica-2012-2014-report.pdf | Report

Women human rights defenders confronting extractive industries:

An overview of critical risks and human rights obligations (2017)

Inmaculada Barcia | AWID & Women Human Rights Defenders International Coalition (WHRDIC) | www.awid.org/sites/default/files/atoms/files/whrds-confronting_extractive_industries_report-eng.pdf | Toolkit

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