

# **WOMEN AND MINING**

*Voice, Empowerment, Opportunity*

*Gender, Mining and Sustainable Livelihoods Workshop*

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# The Gender Bias in Mining

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- Mining development has both positive and negative impacts for communities.
- A growing body of evidence shows that a gender bias exists in the distribution of risks and benefits of mining projects:
  - Benefits, which include employment, income, and compensation, typically accrue to men, and
  - costs, such as family/social breakdowns, cultural harm and environmental degradation, fall most heavily on women and children.

# Key Risks of Mining Activities on Women

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- Increase in domestic abuse and sexual violence leading to social disruption and family breakdown
- Loss of safety and security due to influx of migrants and increased domestic violence as men's income levels rise
- Alcoholism, prostitution, rise in HIV/AIDS and other STDs
- Loss of ownership or use of fertile agricultural land or gardens which are generally tended by women
- Environmental harm and water pollution leading to loss of water sources and depleted local food and fish stocks

# Key Benefits of Mining Activities for Women

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- Improved access to education and to health care
- Improved infrastructure and transport
- Improved community social services
- Some mining project employment but women's employment rarely rises above 10% of the direct workforce
- Indirect employment opportunities through linkages and SME developments (where women may get up to 50% of employment), and micro-credit loans (which can be 100% dedicated to women)

# Integrating Gender into Mining Projects

## *The Rationale*

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- We can increase the development impact of mining projects and meet the Bank's stated commitment to gender equality, by addressing the gender bias issues in our projects taking measures to:
  - Minimize and mitigate the risks of mining projects for women
  - Increase and enhance the benefits of mining projects for women

# Women in Mining (WIM) Project in PNG

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- **The Bank has supported WIM activities which have helped:**
  - to build linkages between *networks of key women* at the national level and women's groups at local level
  - to build the capacity of local women's associations, and have given them greater voice with *male community leaders and local governments*
  - *mining companies* to target their *community programs* more effectively with improved outcomes
- A national *2007 – 2012 WIM Action Plan was developed* which provides a good basis for mobilizing additional public, donor, and private sector resources to improve economic and social outcomes for women and families in mining areas.

# The PNG Women Sharing Their Experience



# Women in Mining Project in Poland

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- **The Bank supported training of 24 women leaders** from mining communities to provide support and services to mitigate the social impacts of the downsizing of the Polish coal industry
- **Six women's centres** have been established where these women leaders are now helping women and men in the Polish communities to overcome the negative impacts of sector downsizing
- **Services offered** include the following:
  - Free Legal Advice to families
  - Free Psychological Support to families
  - Publications And Workshops To Promote Gender Mainstreaming
  - Voluntary And Charity Work for the most vulnerable in the community
  - Training and support to help women obtain employment
  - Entrepreneurship and Support for Redundant Workers

# Article for Polish Newweek



# Lessons Learned

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1. By looking at our mining projects through the gender lens of benefits and risks, we were able to identify actions that helped not only improved gender impacts but also improve overall development outcomes
2. By responding to women's needs and requests, we built strong local ownership in the WIM activities
3. By listening to women's voices, we empowered women to take a more proactive role in community affairs
4. By supporting the women community leaders, we empowered them to help others in their communities
5. By informing community women about mining, we enabled them to become engaged in the assessment of the impacts of mine development

# Women and Extractive Industries (EI) – The Work Program

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## ■ *Internal Focus on:*

- raising awareness among Bank staff, and
- mainstreaming gender issues into EI projects and sector policy by providing the necessary guidance for Bank staff working in the sector.

## ■ *Actions:*

- Continue building up the body of evidence through extending the women and mining work in East Asia and Pacific, Europe and Central Asia, and Latin America and the Caribbean to the other regions
- Integrate gender issues in policy dialogue/advice in the EI sector and mainstream gender into Oil, Gas and Mining Policy Division (COCPO) projects through the newly developed TTL Gender Guidelines
- Organize and participate in Bank wide events to raise awareness of gender issues in EI.
- Produce a Department publication on Women and EI to give gender and EI issues greater visibility with both Bank staff and management.

# Women and Extractive Industries (EI) – The Work Program

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- *External Focus on:* (i) engaging with tri partite stakeholders (governments, civil society, and Oil, Gas and Mining (OGM) companies) to raise awareness; and (ii) identifying actions to advance women’s economic and social empowerment and improve their well-being
- *Actions:*
  - Develop a **global network of “Women and EI” champions**
  - Organize **regional tripartite stakeholder workshops** to (i) raise awareness of gender and EI issues; (ii) recommend actions to empower women’s groups, and (iii) enhance women’s economic participation in EI activities
  - Develop (i) **gender guidelines for governments** - “development case;” ; and (ii) in partnership with IFC and MIGA, **gender guidelines for OGM companies** - the “business case”
  - Design and deliver a **media outreach strategy**

# Other Countries where we are Working with Women in Mining Communities

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- Peru – building participatory relationships and resolving conflict between communities and mining companies
- Tanzania – consultation with Women's Mining Associations to improve mining's impacts for communities
- Mongolia – assessment of mining impacts on women from mining communities and women artisanal miners
- Pakistan – Strategic Environmental and Social Assessment for the mining sector - TOR includes gender sensitive analysis

# Steps forward

## TTL Guideline

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**Mainstream gender issues in mining projects** by providing guidance for Bank's task managers on how to incorporate gender issues into the project cycle through:

- identifying and consulting with women's groups on key gender issues in the sector during project design and preparation.
- effectively implementing gender sensitive interventions and ensuring a participatory monitoring and evaluation system that actively involves women during project supervision.

## Guide for Improving Practice

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- Developed as a result of a comprehensive research on New approaches for improving the development outcomes of the Extractive Industry in Peru: *Improving impacts on women in poverty and their families*. The Guide:
  - focuses primarily on improving development impacts for women in communities nearby to extractive industries operations rather than women in the EI company workforce; and
  - provides clear and simple practical suggestions about what a company could do to improve its current practices and mainstream gender through its operations.

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# Thank you!

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<http://www.worldbank.org/eigender>