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Mainstreaming Gender into Extractive Industries Projects



Guidance Note
for Task Team
Leaders

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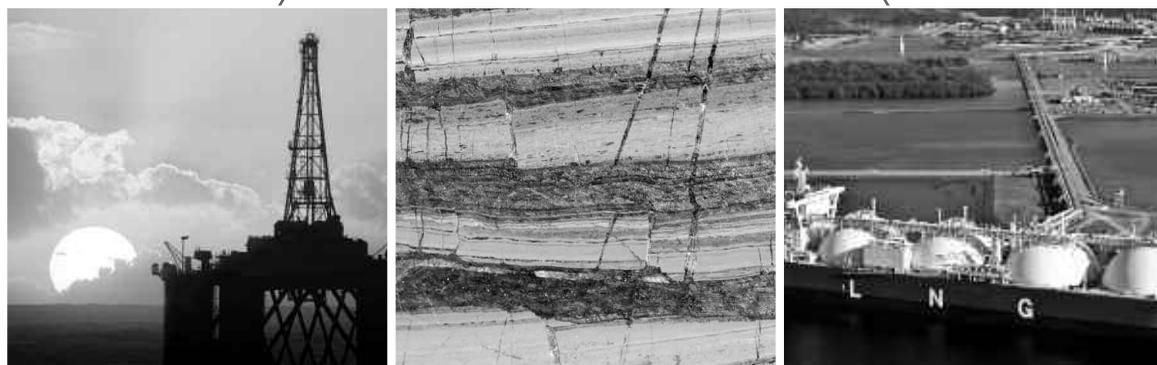
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ACRONYMS

ASM	Artisanal and Small-scale Mining
BGR	Geological Survey of Germany
COCPO	World Bank Oil, Gas, and Mining Policy Division
ESMAP	Energy Sector Management Assistance Program
ESW	Economic and Sector Work
EI	Extractive Industries
IFC	International Finance Corporation
NGO	Non-governmental Organization
PAD	Project Appraisal Document
PCN	Project Concept Note
PIP	Project Implementation Plan
PIU	Project Implementation Unit
STD	Sexually Transmitted Disease
ToR	Terms of Reference
TTL	Task Team Leader

INTRODUCTION

Extractive industries (EI) can bring many positive development impacts to the communities involved, but also have the potential to create or exacerbate vulnerabilities within these communities. Benefits and risks are often evaluated and measured at the community level, with little examination of the different impacts on men and women. In fact, evidence suggests that a gender bias exists in the distribution of risks and benefits in EI projects: benefits accrue to men in the form of employment and compensation, while the costs, such as family and social disruption, and environmental degradation, fall most heavily on women.¹

But it has become recognized in recent years that the effectiveness and sustainability of EI operations are dependent not only on the commercial viability of the company, but also on a social license to operate and a positive relationship among government, EI operators, and the community.² Women have a key role in creating this social license and in facilitating the social and economic development of their communities. Thus, understanding and consideration of how women and men are uniquely impacted by EI – on the part of EI companies, governments, and donors – can increase the effectiveness and sustainability of EI operations.

Despite the ample evidence of gender bias³ – and its implications – in EI, there is significant scope for increasing the gender focus of most EI projects in the World Bank. Analyzing and adapting projects to local gender issues can help to mitigate the risks created by EI, and amplify the potential benefits to both men and women, leading to increased profitability and more sustainable development impacts. Furthermore, understanding and adapting projects to improve gender sensitivity is essential to realizing the Bank's stated commitment to both mainstreaming gender and to the third Millennium Development Goal (MDG) of gender equality and empowerment of women.

The following guidelines briefly outline some of the ways that EI can impact men and women differently and the associated development implications, and provide step by step suggestions for how to understand and integrate gender issues into World Bank Group EI project design

¹Evidence includes a series of conferences and workshops with women stakeholders in EI communities in the Philippines, Peru, Indonesia, Papua New Guinea, Ghana, Tanzania, India, and Poland.

Also see: Kuntala Lahiri-Dutt and Martha Macintyre, eds. "Women Miners in Developing Countries," (England: Ashgate Publishing Co., 2006; Oxfam.)

"Tunnel Vision: Women, Mining and Communities" (Melbourne:Oxfam, 2002)

²The World Bank. "Striking a Better Balance: Extractive Industry Review Report." (Washington, DC: The World Bank, 2004.)

³The World Bank. "Gender Dimensions of the Extractive Industries." (Washington, DC: The World Bank, 2009).

WHY CONSIDER GENDER AND THE EXTRACTIVE INDUSTRIES?

The extractive industries (EI) can have broad and deep impacts on the economic, social, and environmental situations of the communities involved. Based on men's and women's roles and relationships in their families and in their communities, these changes can have very different effects on men and on women. Impacts on men and women may be direct – changes resulting directly from the mines – or indirect – changes that are the knock-on effects of EI.

These impacts can be felt across numerous sectors. For instance, in terms of income and employment, EI can create a host of new jobs, often at the expense of traditional jobs (as in cases where agricultural land is converted for EI). But these jobs often go primarily to men. While women may get jobs in spin-off industries, among men, increased income from EI does not always translate into increased money to the home and family. Men – especially where unaccustomed to cash income – often spend on alcohol and gambling, while women are more likely to spend on education, health, and nutrition for their families, so decreased job opportunities and/or access to resources for women can negatively impact the whole family. EI also often leads to inflation, so even while formal employment rates may increase, women are often forced into a position of reduced resources and higher expenses. Women are frequently responsible for both selling and buying goods in the market - improved access to markets using EI-constructed roads and improved selling opportunities may be a benefit to women with products to sell, but equally women constitute the majority of the most vulnerable in the community who are least able to afford increased prices or to negotiate with EI companies as to where roads should be constructed.

EI can also significantly impact the natural environment, with different impacts for men and women. Where women are responsible for gathering food, water, and firewood, decreased availability of these resources due to environmental changes associated with EI can mean tasks take much longer and can inhibit women and girls' abilities to go to school or do other tasks. Where women work in agriculture, collect water, or do laundry in rivers, pollution can jeopardize their health.

Indirectly, changes in land use can decrease subsistence agriculture, which diminishes food supply and food security, which diminishes women's economic empowerment and ability to provide for families, but lead to changes in diet and possible increased dependence on processed foods, with related health consequences. EI is also associated with other health risks, with strong gender dimensions, in both large- and small-scale mining. In artisanal and small-scale mining (ASM), for example, the health implications for women can often be severe, particularly where women are involved in mineral processing within the home. EI is also often associated with increased prostitution and, as a result, rising rates of HIV/AIDS and other sexually transmitted diseases (STDs). Not only are women at particular risk in these scenarios, they are also typically responsible for the greatest burden of care when a family member becomes sick.

In addition to these above-mentioned sectoral implications, EI can change the gender dynamics of a community – where men have increasing access to formal employment and decision-making spheres, women in some instances become marginalized, with little say of how EI resources should be used. Women tend to advocate for more sustainable investments, while men often focus more on infrastructure investments, which may prove less effective to achieving development outcomes. Thus, marginalization of women from the decision-making process can be detrimental to the community at large.

These issues present a snapshot of the complex inter-relationship between gender and EI. For a more comprehensive examination, Annex A explores the gender dimensions and related development impacts of EI in greater depth. But EI projects that overlook these differences and fail to understand how men and women differently experience EI, can undermine commitments by EI companies, donors, government, and civil society to ensure that EI projects realize the development potential of the communities involved. In contrast, a well-managed and forward-looking extractive industry that understands men's and women's different experiences, and seeks to decrease risks and share benefits, can contribute significantly to the sustainable development of impacted communities, while improving the reputation and growing the bottom line of oil, gas, and mining companies. Improving gains from EI for female stakeholders will not only leverage their potential for increasing growth, reducing poverty, and fostering positive conditions for sustainable development, but also improve the development effectiveness of oil, gas, and mining operations for communities and countries as a whole.

HOW TO INTEGRATE GENDER INTO WORLD BANK GROUP EXTRACTIVE INDUSTRIES PROJECTS

Gender issues can be included in all stages of project development, for all types of projects.

Gender should be an important element of any upstream macro-social analysis, as Economic and Sector Work (ESW). Such analysis can focus on women as a particular sub-group of relevance, assessing the likelihood that the project will sustainably enhance equitable opportunities for men and women, contribute to the country's development objectives in terms of gender equity and MDG 3, and advance the Bank's core mission of poverty reduction for men and women. During project preparation, gender should be included in any social impact analysis that focuses on opportunities and constraints, outcomes, impacts, and risks associated with a particular project, with the goal of understanding whether the benefits of a project outweigh the risks for both men and women. Social appraisal should include project options and alternatives for enhancing gender equity. And throughout project implementation, social assessments with gender focus may be conducted as a means of evaluating the social benefits and costs of proposed projects. This may involve identifying stakeholders, and may function as a means for enabling stakeholder participation.

Table 1 highlights how gender issues may be incorporated into all phases of project planning and implementation. These suggestions may not apply to all projects. World Bank task team leaders (TTLs) should select necessary steps in project planning and implementation based on the specific project context, selecting from Tables 1 and 2 as appropriate for a given project.

TABLE 1: INCORPORATING GENDER ISSUES INTO PROJECT PLANNING AND IMPLEMENTATION⁴

Project Stage	Opportunities for Integrating Gender Analysis
<p>Project Identification, Project Concept Documents</p>	<p>Gender concerns should be considered during project identification and presented in the Project Concept Note (PCN):</p> <ul style="list-style-type: none"> • A gender specialist should be included in the task team, or be consulted to raise questions about how a project might benefit women or put them at risk. This specialist might highlight similar or related projects that might be useful for project design. • Ensure that gender analysis is included in the terms of reference (ToRs) for any social assessments to be conducted. • Ensure that men and women are included in all stakeholder consultations; conduct separate consultations with men and women if necessary.
<p>Project Preparation and Design</p>	<p>Tools for gender assessment during project preparation and design can include focus groups, surveys, time-use studies, consultations, community and social mapping. These tools can contribute to a social impact assessment of the proposed project.</p> <ul style="list-style-type: none"> • Analyze data to demonstrate gender specific impacts and aspects of EI, including examination of linkages between gender, health and sanitation, education, infrastructure, poverty. • Place gender impacts as a specific item to be discussed with the Borrower and the implementing agency. • Identify gender issues that will be most crucial for the sustainability and effectiveness of the EI project. • Design a detailed strategy to ensure that these gender issues are addressed in the project.
<p>Project Appraisal Documents</p>	<p>Include gender strategy in the Project Appraisal Document (PAD):</p> <ul style="list-style-type: none"> • The PAD should present and summarize gender analysis in terms of project objectives and benefits, winners and losers, and project alternatives, sustainability, and risks. • The institutional design presented in the PAD should reflect the agreements reached with the Borrower on the project's gender and social development outcomes and the mechanisms and resources needed to achieve those outcomes. Ensure that there are resources provided for identified gender activities. • The institutional design should also ensure that the implementing agency has the capacity to implement,

⁴For reference, see: "Building Social Analysis into Project Design," Washington, DC, The World Bank. Available online at <http://www.worldbank.org/socialanalysis/sourcebook/design2.htm>.

TABLE 1: INCORPORATING GENDER ISSUES INTO PROJECT PLANNING AND IMPLEMENTATION CONT.

Project Stage	Opportunities for Integrating Gender Analysis
	<p>manage, and monitor the gender strategy.</p> <ul style="list-style-type: none"> • Appropriate indicators and benchmarks should be identified to monitor progress and project implementation, and resources for monitoring should be adequately provided for as a condition of project appraisal. • The PAD Risk Matrix should spell out risks for women and a risk-management strategy; ensure that women's risk for displacement is fully understood and that there are plans to compensate women as well as men for any displacement or resettlement in line with the World Bank's Resettlement Policy (World Bank Operational Policy Manual 4.12)..
Project Operational Manual	<p>Based on understanding of the gender dimensions of the impacted community, and of the potential impacts of the project, the project operational manual should be formulated to ensure that all operational procedures for the project are in accord with the identified risks and benefits to women.</p>
Project Implementation Plan	<p>Although prepared by the Borrower, the project implementation plan (PIP) should clearly explain the gender strategy, and what it entails in terms of actions and monitoring and evaluation. For example, the Bank TTL can promote inclusion of steps in the PIP to promote women's representation and participation in the project.</p>
Project Legal Documents (Loan/Credit and Project Agreements)	<p>Legal documents detail Borrower responsibilities with regards to social safeguards and social development objectives. Objectives for mitigating negative impacts and promoting positive benefits for women should be included here.</p>
Supervision and Monitoring	<p>Gender issues should be integrated into monitoring and supervision guidelines and reports.</p> <ul style="list-style-type: none"> • Ensure that gender disaggregated data is collected, and that all gender-specific activities are closely monitored. This can help not only to monitor the impact of the project on gender, but also to identify changes or adjustments required to ensure the maximum positive impact, and minimum negative repercussions. • For sustainability, also ensure that gender-specific data is incorporated into all standard EI monitoring and evaluation.
Mid-Term Review	<p>Gender issues should be examined at the mid-term review, in terms of impacts and outcomes. Changes to improve these impacts and outcomes can be suggested here.</p>

TTLs should ensure that at least one gender specialist is involved in project planning and preparation to help ensure that gender issues are considered at each project phase.

Additionally, since the gender-dimensions of EI cross multiple sectors – such as governance, health, environment, and so on, these guidelines do not just apply to EI projects. Rather, TTLs of EI projects should use consultations and assessments to determine the various ways in which EI may impact gender, and integrate these findings and related actions into appropriate sectoral activities and projects. TTLs should work closely with the wider country team, including TTLs of other projects, at each of the phases above, to determine how gender and EI issues might be involved and addressed.

SPECIFIC TOOLS FOR CONSIDERING GENDER TOPICS

While all projects should include gender analysis during project preparation and planning to predict and adjust for ways in which projects will impact women and men differently, there are several activities that can be incorporated or adjusted in EI project activities specifically to ensure that projects respond to the needs and perspectives of women. Not all activities apply to all projects, but this guide outlines tools and scenarios that may provide TTLs with a ‘checklist’ of some of the activities that may be most useful.

In all phases, women should be included in project coordinating structures and relevant meetings, and meetings should be planned such that they are equally accessible (in terms of time, location, opportunity cost) to both men and women. However, the presence of women on a committee does not necessarily fulfill obligations to gender sensitivity – women may not always actively participate, and may be hesitant to contradict men, or to break with traditional gender roles for participation. Furthermore, women should not be marginalized to speak only on women’s issues. In all consultative or participatory aspects of the project, women should be actively incorporated, with separate meetings for women if women hesitate to participate in mixed gender activities. In all project monitoring and evaluation, gender sensitive indicators should be used for all monitoring and evaluation, to determine the impacts of the project on men as well as women.

Tables 2a and 2b outline some of the gender-related questions to be addressed and tools that can be used in project design, preparation, implementation, and supervision to ensure that the gender is appropriately integrated.

TABLE 2A: CHECKLIST FOR GENDER-SENSITIZING PROJECT DESIGN AND PREPARATION

PROJECT DESIGN AND PREPARATION	
<p>1. Evaluate country gender context, through poverty and social impact approaches.</p>	<p>Questions to be Addressed:</p> <ul style="list-style-type: none"> • What are the potential risks and benefits of the EI project on men, women, and gender relations? • What are the legal, cultural, social, and economic conditions that might influence the impact of EI on men, women, and gender relations? <p>Tools:</p> <ul style="list-style-type: none"> • Stocktaking of laws and regulations that might impact women and men differently. • Literature review, social assessment of cultural norms regarding women and gender; social assessment might include interviews, focus groups, expert meetings. Review of other project documents.
<p>2. Identify key women stakeholder groups in the community.</p>	<p>Questions to be Addressed:</p> <ul style="list-style-type: none"> • How are women organized and represented vis-à-vis the proposed EI project, the government, and men in the community? • Through what types of civil society, government, and EI company mechanisms are women represented? <p>Tools:</p> <ul style="list-style-type: none"> • Community mapping, stakeholder analysis, focus groups, key informant interviews with women, local government, EI companies.
<p>3. Consult with key women stakeholder groups to determine key gender issues in the sector in the proposed project area.</p>	<p>Questions to be Addressed:</p> <ul style="list-style-type: none"> • How do ownership rights and access to land and other productive resources (credit, labor, financial services, and technology) vary by gender? • How do women voice opinions and priorities in decision-making in the family and the community? • How are women represented in decision-making structures, and what measures are in place to ensure that the women who are participating are representative of women in the community? • To what degree do women have access to education and skills training? • To what degree do women have access to (i) project-related and (ii) sector-related information? • In what ways are women involved in community-supported project monitoring activities? <p>Tools:</p> <ul style="list-style-type: none"> • Focus group discussions, key informant interviews, review of relevant processes and project documents.

TABLE 2A: CHECKLIST FOR GENDER-SENSITIZING PROJECT DESIGN AND PREPARATION CONT.

PROJECT DESIGN AND PREPARATION	
<p>4. Based on information collected, determine the likely distribution of risks and benefits of the proposed project by gender by each stage, i.e., how are benefits and risks distributed between men and women at the exploration, feasibility, construction, operational, closure, and post-closure stages.</p>	<p>Questions to be Addressed:</p> <ul style="list-style-type: none"> • What are the main benefits and risks of the EI project for the local community and, if considered relevant from a gender perspective, also at the regional and national levels? • Is there a gender bias in the distribution of risks and benefits whereby men receive most of the benefits and women and families bear most of the risks in the proposed project activities and in the legacy of any previous or ongoing EI production? <p>Tools:</p> <ul style="list-style-type: none"> • Key informant interviews, focus groups, household surveys.
<p>5. Determine indicators for measuring the different impacts of EI on men and women, and determine if baseline data and analysis is available to identify key gender issues in the community.</p>	<p>Questions to be Addressed:</p> <ul style="list-style-type: none"> • How can similar projects be used to determine indicators? • How can other data sources be used for gathering baseline data? • How can other relevant gender projects, studies, or reports at the community; regional or national levels input into this process? <p>Tools:</p> <ul style="list-style-type: none"> • Stocktaking of available data and data sources.

TABLE 2B: GENDER-RELATED QUESTION FOR PROJECT IMPLEMENTATION AND SUPERVISION

PROJECT DESIGN AND PREPARATION	
<p>1. Implement the agreed measures to enhance the benefits and mitigate the risks of the project on women.</p>	<p>Questions to be Addressed:</p> <ul style="list-style-type: none"> • Women make up what percentage of the project coordination structures? • What barriers exist to implementation of the gender-sensitive measures? <p>Tools:</p> <ul style="list-style-type: none"> • Information from Project Implementation Unit (PIU) and site visits and interviews with women in communities.
<p>2. Implement monitoring activities.</p>	<p>Questions to be Addressed:</p> <ul style="list-style-type: none"> • Have performance and outcome/output monitoring criteria been designed/refined to include gender-related measures? • Does the PIU include women's groups in the community monitoring of the project? • Does the PIU include gender-sensitive performance indicators and sex-disaggregated data included in project monitoring and progress reports? • Are the timing, location, and organization of project meetings organized by the PIU or other parties adapted to accommodate women's needs and ensure their participation? <p>Tools:</p> <ul style="list-style-type: none"> • Information from PIU and site visits and interviews with women in communities. • Stocktaking of available data and data sources.
<p>3. Throughout the project, as supervision and monitoring data is received, make appropriate changes and adjustments to ensure program continues to be gender sensitive and responsive.</p>	<p>Questions to be Addressed:</p> <ul style="list-style-type: none"> • Has progress been made on identified actions/impacts? • What are the gaps to be filled and priorities to be adjusted? • How effective are gender-sensitive measures in reducing the risks and enhancing the benefits of the project for women? <p>Tools:</p> <ul style="list-style-type: none"> • Information from PIU and site visits and interviews with women in communities. • Stocktaking of available data and data sources.
<p>4. Identify lessons learned.</p>	<p>Questions to be Addressed:</p> <ul style="list-style-type: none"> • What were the main challenges in the design and implementation of gender-sensitive activities? • How were legacy issues addressed? <p>Tools:</p> <ul style="list-style-type: none"> • Information from PIU and site visits and interviews with women in communities. • Stocktaking of available data and data sources.

ACTIONS TO MITIGATE POTENTIAL NEGATIVE GENDER IMPACTS OF EI

Once gender has been systematically integrated into project design, there are a range of activities that can be undertaken and incorporated into the project to address men's and women's different experiences of EI – including job creation, health and education programs, community consultations, and participatory monitoring of budgets, investments, and environment. Table 3 provides a detailed list of many of these activities, as well as associated outcomes, outputs, and indicators for ensuring a positive impact of social programming and risk mitigation programs for men and women. The actions and indicators in the list are organized around five main themes: (i) Health and Education; (ii) Income and Employment for Commercial-scale Mining; (iii) Employment of Women in ASM; (iv) Women's Economic Empowerment; and (v) Women's Social Empowerment. The list includes actions to be taken by one or more of the four main stakeholders, i.e., national government, local government, EI companies, and civil society, which includes communities themselves and non-governmental organizations (NGOs).

In considering the range of actions by different stakeholders, it is important to recognize that the starting point is that the role of government is to provide community services such as health and education, especially for the poorest and most vulnerable, whereas the role of companies is to provide employment in a safe and respectful working environment with remuneration that matches job responsibilities. But, many EI operations take place in remote locations where government capacities are very low and budgets are very small. As a result, it is common practice to find EI companies providing health care and sometimes also education facilities for their employees and their families. In more recent times, many EI companies are also taking initiatives to share the benefits of their operations more widely by increasing spin-off businesses and local supplier linkages to increase local EI-related employment, and by providing community support programs.

The size and scope of such community support programs varies widely according to the size and location of the EI operations and the operating company. Many EI companies undertake such community programs because they see them as a means

to strengthen their social license to operate, mitigate some of the negative impacts of EI operations, and reduce the disparities between living conditions for their workers and for the rest of the community. Indeed, a business case can be made that a positive relationship with the local community contributes in the long run to higher efficiency and more productive use of management time, rather than situations where the community is at odds with the EI operation and management time is diverted to address community opposition or, in the worst case, community protests that disrupt operations and cause lost production.

For those companies that have or are considering community programs, Table 3 identifies a number of gender-related actions that companies may consider including in their community programs. As an example, adult illiteracy is frequently a significant but unaddressed characteristic of many remote communities. As part of community program, companies can hire teachers or fund NGO programs to provide literacy training for community women – the costs would be very modest but the good will generated and lifestyle improvements supported by literacy can garner enormous good will in the community for the company.

The table below provides a summary list of some of the general risks and benefits posed to women by EI and notes the specific priority sectors on which TTLs can focus to ensure that gender issues are mainstreamed into EI and related sectors. The table also lists specific activities that can be encouraged for government, EI companies, and civil society, with performance indicators for measuring the implementation of given actions, and impact indicators for exploring the effect of these actions.

TABLE 3: SUMMARY LIST OF POTENTIAL ACTIONS AND INDICATORS TO IMPROVE THE HEALTH, EDUCATION, EMPLOYMENT, AND ECONOMIC AND SOCIAL EMPOWERMENT OF WOMEN IN EI COMMUNITIES		
Topic	Potential Actions	Performance Indicators
Economic empowerment of women	<p>Benefit: Economic empowerment of women can lead to improved development outcomes for women, as well as for families and communities.</p> <p>Risk: Economic empowerment of women may cause tension in the home and community and can lead to violence against women.</p>	
	<p>Sectoral Focus:</p> <ul style="list-style-type: none"> • EI, Economic Development and Capacity Building, Governance: include gender issues in all economic development and capacity building projects, particularly in EI-impacted areas. • Ensure that EI projects uphold existing gender equity policies, in terms of equal pay, access to finance, and anti- 	<p>Performance Indicators</p> <ul style="list-style-type: none"> • Pro-female banking and land ownership regulations. • Consultation with women and women's groups about land compensation. • Gender sensitization activities regarding women's right to work and control income. <p>Selected Impact Indicators</p> <ul style="list-style-type: none"> • Number of women with (a) bank accounts in their own

TABLE 3: SUMMARY LIST OF POTENTIAL ACTIONS AND INDICATORS TO IMPROVE THE HEALTH, EDUCATION, EMPLOYMENT, AND ECONOMIC AND SOCIAL EMPOWERMENT OF WOMEN IN EI COMMUNITIES (CONT.)

Topic	Potential Actions	Performance Indicators
	<p>discrimination legislation, for instance.</p> <ul style="list-style-type: none"> • Ensure gender mainstreaming in good governance projects, particularly in EI communities. <p>Potential Stakeholder Actions</p> <ul style="list-style-type: none"> • Improve women’s access to banking services. • Promote micro-credit and grants programs for female entrepreneurs. • Consult with women’s groups and take their views into account in designing and implementing EI company community programs • Improve women’s participation in community decision making. • Ensure that women land users are properly compensated if land is taken for mining activities. • Provide publicly funded childcare to support women taking employment. 	<p>names; (b) land titles in their own names; and (c) their own small businesses.</p> <ul style="list-style-type: none"> • Number of female-focused grant mechanisms and capacity building programs for female entrepreneurs. • Percentage of EI company community program spent on women’s projects. • Number of women who (i) attended and (ii) spoke at last community decision-making meeting.
<p>Employment of women in ASM</p>	<p>Benefit: Potential for increased job opportunities for women; potential for increased financial control by women. Risk: Potential of unsafe, unprofitable work.</p>	
	<p>Sectoral Focus</p> <ul style="list-style-type: none"> • EI, Economic and Social Development, Capacity Building: include gender issues in all ASM activities and regulation; promote gender equity in property ownership, business development capacity building. <p>Potential Stakeholder Actions</p> <ul style="list-style-type: none"> • Affirmative action and legislative programs to enable women to be mine owners and operators. • Capacity building programs for women. 	<p>Performance Indicators</p> <ul style="list-style-type: none"> • Legal ability of women to own and operate mines. • Availability of capacity building programs for women. <p>Selected Impact Indicators</p> <ul style="list-style-type: none"> • Percentage of ASM owners and operators who are women. • Percentage of earnings that female ASM miners receive.

TABLE 3: SUMMARY LIST OF POTENTIAL ACTIONS AND INDICATORS TO IMPROVE THE HEALTH, EDUCATION, EMPLOYMENT, AND ECONOMIC AND SOCIAL EMPOWERMENT OF WOMEN IN EI COMMUNITIES (CONT.)

Topic	Potential Actions	Performance Indicators
	<ul style="list-style-type: none"> • Child care programs for women. 	
Income and employment in commercial-scale EI operations	<p>Benefit: Potential for increased EI and other job opportunities for women; potential for increased financial control by women.</p> <p>Risk: Inequality in access to EI jobs leads to increased marginalization of women and the most vulnerable members of the community.</p>	
	<p>Sectoral Focus</p> <ul style="list-style-type: none"> • EI, Economic Development and Capacity Building, Governance: Include gender issues in all economic development and capacity building projects. • Ensure that EI projects uphold existing gender equity policies, in terms of equal pay, access to finance, and anti-discrimination legislation, for instance. <p>Potential Action</p> <ul style="list-style-type: none"> • Implement affirmative action programs and capacity building programs for women to boost women's employment. • Provide training and mentoring for women to obtain skilled, supervisory and management positions. • Provide equal pay for equal work and gender-sensitive compensation and benefits policies. • Provide incentives/rewards to EI company suppliers and spin-off businesses to increase employment of women. • Improve working conditions for women and reduce harassment in the workforce • EI companies set targets for female employees in all levels of operations. 	<p>Performance Indicators</p> <ul style="list-style-type: none"> • Legislation and regulations support women's employment and protect women from harassment. • EI company employment targets for women workers, supervisors and managers • Standardized gender-sensitive compensation and benefits policies. • Monitoring systems for female employment by supplier industries and spin-off businesses. • EI company communications campaign (targeting workforce) regarding value-added of women in supervisory and management positions. • EI company anti-harassment policies. <p>Selected Impact Indicators</p> <ul style="list-style-type: none"> • Number of women employed by EI company. • Percentage of total jobs, skilled jobs, supervisory and managerial jobs held by women in EI industry. • Number of women with jobs in EI supply companies and spin-off businesses. • Ratio of pay for women and men for same job in EI companies. • Number of women who say they have experienced workplace harassment.

TABLE 3: SUMMARY LIST OF POTENTIAL ACTIONS AND INDICATORS TO IMPROVE THE HEALTH, EDUCATION, EMPLOYMENT, AND ECONOMIC AND SOCIAL EMPOWERMENT OF WOMEN IN EI COMMUNITIES (CONT.)

Topic	Potential Actions	Performance Indicators
	<ul style="list-style-type: none"> • Appoint national and regional gender coordinators to act as focal points for women’s employment and women’s concerns. 	
<p>Social Empowerment of Women</p>	<p>Benefit: Increased ability of women to make better choices for themselves, and their families. Risks: Increased insecurity due to population influx, increased access to cash leading to increased theft, increased access to alcohol, gambling, which can lead to decreased resource availability in the home, increased domestic violence, prostitution, etc.</p>	
	<p>Cross-Sectoral Activities</p> <ul style="list-style-type: none"> • Increase gender focus in infrastructure projects to decrease water, food, and fuel gathering time. • Incorporate gender into governance projects to ensure that women are included in all environmental, public service, and budget monitoring activities. <p>Potential Actions</p> <ul style="list-style-type: none"> • Take women’s groups views and concerns into account in local and regional development planning and decision making • Include women/women’s group representatives in key EI forums and committees. • Provide counseling and shelter for female victims of violence and sexual crimes. • Train police force in responding to domestic violence. • Implement social programs for female headed households to provide affordable housing and food for the poorest and most vulnerable in the community, where needed. • Provide small scale infrastructure to decrease time of women and girls spent gathering water or fuel. 	<p>Performance Indicator</p> <ul style="list-style-type: none"> • Consultation programs with women’s groups regarding local and regional development plans. • Police training programs, to deal with domestic violence. • Corporate and legal programs to minimize gender discrimination in the workplace. • Existence of a detailed social map that highlights women’s ability/barriers to participating in consultations. <p>Selected Impact Indicators</p> <ul style="list-style-type: none"> • Number of women members of local and regional development committees. • Number of reported cases of violence against women (health records). • Number of women leaving the community involuntarily due to loss of dwellings or land or inability to afford food or transport. • Number of women who participated in last community consultation on EI. • Distance to nearest clean water source. • Coverage of gender-related issues in company reports provided to Government. • Number of women involved in participatory monitoring.

TABLE 3: SUMMARY LIST OF POTENTIAL ACTIONS AND INDICATORS TO IMPROVE THE HEALTH, EDUCATION, EMPLOYMENT, AND ECONOMIC AND SOCIAL EMPOWERMENT OF WOMEN IN EI COMMUNITIES (CONT.)

Topic	Potential Actions	Performance Indicators
	<ul style="list-style-type: none"> • Provide participatory monitoring with women's and other groups of EI environmental and gender impacts. 	
Health and education	<p>Benefit: Increased access to health centers (decreased distance, time to get to health center), and improved health care available, including improved reproductive health care; potential for improved schooling, improved access to school for girls.</p> <p>Risk: Risk of negative health consequences of EI, particularly for women; increased risk of HIV/AIDS; potential for children to work in EI, particularly ASM, rather than go to school; health risks from ASM mining and mineral processing.</p>	
	<p>Sectoral Focus</p> <ul style="list-style-type: none"> • In health and sanitation projects, ensure adequate support for health concerns of women in EI-impacted areas. • Within education projects, ensure adequate focus on women and children in EI-impacted areas. <p>Potential Stakeholder Actions</p> <ul style="list-style-type: none"> • Provide adequate funding of health center staffing, medicines and supplies. • Implement HIV/AIDS prevention and treatment program. • Improve sanitation facilities and connection to clean water. • Implement safety procedures for transport, handling, storage and use of hazardous materials in both commercial scale mining and ASM. • Adequate funding of teachers and school supplies. • Provide adult literacy training for women. • Provide extension services to improve ASM health and safety practices and reduce ASM child labor. • Provide health training for teachers in the community. 	<p>Performance Indicators</p> <ul style="list-style-type: none"> • Number of health providers funded. • Number of different medications on the shelf. • Average distance to health centers. • Availability of confidential HIV/AIDS testing. • Average distance to sanitation facilities. • Average distance to clean water supply. • Number of teachers funded. <p>Selected Impact Indicators</p> <ul style="list-style-type: none"> • Percentage of women who visit their local health center for primary care needs. • Infant and maternal mortality rates. • Percentage of women infected with HIV/AIDS. • Percentage of women being treated for HIV/AIDS. • Percentage girls attending and completing primary and secondary education classes. • Percentage of girls who work in ASM who do not attend school. • Percentage of adult women who are literate.

ANNEX A: GENDERED IMPACTS AND DEVELOPMENT IMPACTS OF EI OPERATIONS

The table below provides a list of some of the most common ways in which EI can impact men and women differently, and identifies some of the development impacts of these differential gender impacts. For a more thorough discussion, see the World Bank paper “Mining for Equity: Gender Dimensions of the Extractive Industries.”

TABLE 4: GENDER IMPLICATIONS AND DEVELOPMENT IMPACTS OF THE EXTRACTIVE INDUSTRIES		
Theme	Gendered EI Impacts	Development Impacts
Employment	<ul style="list-style-type: none"> • Men are more often hired for formal EI jobs. While women may be hired for related work, women are also particularly vulnerable to losing jobs when EI begins, in agriculture for example. • While some women are hired in direct EI jobs, women more often have increased access to related jobs, in spin-off industries like catering, laundry, clerical support, and agricultural produce. • Women are also frequently heavily involved in ASM. 	<ul style="list-style-type: none"> • Where women are discriminated against in hiring, this can increase women’s risks for poverty, and/or dependence on men, which can threaten family well being. • Employment opportunities for women can significantly improve development outcomes for families. Evidence has shown that when women control a portion of familial finances, development outcomes for the whole family often improve.
Income	<ul style="list-style-type: none"> • New jobs in the EI sector mean more money flowing into the local economy. • As most of the formal EI jobs go to men, it is men who have the greatest say on how the money is used. 	<ul style="list-style-type: none"> • Where men earn the wages, women typically receive only a small portion of it for family needs. This can lead to conflict and strife in the family on how the man’s income should be spent,

TABLE 4: GENDER IMPLICATIONS AND DEVELOPMENT IMPACTS OF THE EXTRACTIVE INDUSTRIES CONT.

Theme	Gendered EI Impacts	Development Impacts
	<ul style="list-style-type: none"> • The increased cash flow can also lead to inflation in local food, transport, land and housing prices. 	<p>how much should be kept by him and how much should be used for food, health, and education, or be saved for future use.</p> <ul style="list-style-type: none"> • Where men spend their incomes on gambling, prostitution, second wives or drugs, women often face a heavier burden to provide for their families with fewer resources, often in inflationary climates. Communities suffer the effects of increased crime, alcoholism, and drug use. • Rising food, transport, land, and housing prices may be afforded by those with cash incomes, but fall very heavily upon the most vulnerable who may be unable to feed or house themselves and thus become even more marginalized and vulnerable.
<p>Environment, Natural Resources</p>	<ul style="list-style-type: none"> • EI can change access to clean water, food, and firewood, which women and girls are often primarily responsible for gathering, by making these further away, or by polluting resources. • Land may be converted for use by EI. • Oil, gas, and mining can also lead to significant air, soil, and water pollution, through chemicals and dust. 	<ul style="list-style-type: none"> • Making water, food, and firewood less accessible – either because access has been restricted or because nearby sources have become polluted – can mean that women and girls have to spend more time collecting water, food, or firewood, or dealing with pollution-related illnesses. This can limit women’s abilities to do other things, and can decrease girls’ options for going to school. • Reduced subsistence agriculture leads to lower food supply and food security for the community, which in turn results in more food being imported into the community – which the poorest may not be able to afford. • EI companies and government can also make water and electrification more accessible, as well as improving related infrastructure, therefore,

TABLE 4: GENDER IMPLICATIONS AND DEVELOPMENT IMPACTS OF THE EXTRACTIVE INDUSTRIES (CONT).

Theme	Gendered EI Impacts	Development Impacts
		decreasing time needed to access water and other resources, leaving more time for school and other activities.
Health	<ul style="list-style-type: none"> • Oil, gas, and mining can lead to health risks associated with air, soil and water pollution. • Working in EI can pose health risks, including exposure to chemically or physically hazardous work environment. • EI can also lead to the spread of HIV/AIDS and other STDs (through the growth of prostitution), increased traffic-related fatalities (due to increased road traffic related to EI), decreased nutrition, and increased incidence of lifestyle diseases (due to decreased access to traditional foods leading to reliance on processed foods and leading to obesity, etc.) • Improvements in infrastructure through EI can also improve access to health clinics and improve sanitations and health-seeking behavior. 	<ul style="list-style-type: none"> • Women working in agriculture, collecting water, doing laundry in rivers, and other tasks can be severely impacted by air, soil, and water pollution, including impacts on their reproductive health. • Women are often responsible for accessing health care for family members, so increased illness or injury can represent a major burden on women. • Changes in community diet may lead to negative health impacts such as diabetes, hyper-tension and high-blood pressure which the community is not familiar with and may cause significant health impairment before they are diagnosed and properly treated. • Improved health seeking behavior and improved health outcomes can decrease burdens on women, freeing up time for work outside and inside the home,
Community Consultations	<ul style="list-style-type: none"> • Governments and EI companies often conduct community consultations to obtain social license to operate and to determine community priorities for how to allocate EI royalties. Accidentally or by design, women are often excluded from these meetings, or cannot fully participate. 	<ul style="list-style-type: none"> • Failure to include women's perspectives can undermine social license, and mean that resources are not allocated according to community priorities or needs, often reducing the effectiveness of these investments.

ANNEX B: ADDITIONAL RESOURCES FOR GENDER- MAINSTREAMING IN EI PROJECTS

Bureau for Gender Equality. “Girls in Mining: Research Findings from Ghana, Niger, Peru and the United Republic of Tanzania.” Geneva: ILO, 2007.

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The World Bank. "Striking a Better Balance: Extractive Industry Review Report." Washington, DC: The World Bank.

OTHER PUBLICATIONS IN THE EXTRACTIVE INDUSTRIES FOR DEVELOPMENT SERIES ARE:

- #1 *Vulnerability to Oil Price Increases: A Decomposition Analysis of 161 Countries* by Robert Bacon and Masami Kojima
- #2 *Changes in End-User Petroleum Product Prices: A Comparison of 48 Countries* by Masami Kojima
- #3 *Extractive Industries Value Chain: A Comprehensive Integrated Approach to Developing Extractive Industries* by Eleodoro Mayorga Alba
- #4 *Mining Cadastres: Promoting Transparent Access to Mineral Resources* by Enrique Ortega, Alexandra Pugachevsky, and Gotthard Walser,
- #5 *Emerging Players in Global Mining* by Dr. David Humphreys
- #6 *Changing Patterns of Household Expenditures on Energy: A Case Study of Indonesia and Pakistan* by Robert Bacon, Soma Bhattacharya, and Masami Kojima
- #7 *Financial Surety: Guidance Notes for the Implementation of Financial Surety for Mine Closure* by Meredith Sassoon

THE WORLD BANK OIL, GAS, AND MINING POLICY DIVISION

The World Bank Group's role in the oil, gas, and mining sectors focuses on ensuring that its current interventions facilitate the extractive industries' contribution to poverty alleviation and economic growth through the promotion of good governance and sustainable development.

The Oil, Gas, and Mining Policy Division serves as the Bank's global sector management unit on extractive industries and related issues for all the regions of the world. It is part of the Oil, Gas, Mining, and Chemicals Department, a joint World Bank/International Finance Corporation department.

Through loans, technical assistance, policy dialogue, and analytical work, the Division leads a work program with multiple sector activities in more than 70 countries, of which almost half are in Sub-Saharan Africa. More specifically, the Division:

- Advises governments on legal, fiscal, and contractual issues and on institutional arrangements as they relate to natural resources, as well as on good governance practices
- Assists governments in setting up environmental and social safeguards in projects in order to promote the sustainable development of extractive industries
- Helps governments formulate policies that promote private sector growth and foreign direct investments
- Advises governments on how to increase the access of the poor to clean commercial energy and to assess options for protecting the poor from high fuel prices

The Oil, Gas, and Mining Policy Division serves as a global technical advisor that supports sustainable development by building capacity and providing extractive industry sector-related advisory services to resource-rich governments. The Division also carries out an advocacy role through its management of the following global programs:

- The Extractive Industries Transparency Initiative (EITI) multi-donor trust fund, which supports countries in implementing EITI programs
- The Global Gas Flaring Reduction (GGFR) Public-Private Partnership, which brings governments and oil companies together to reduce gas flaring
- The Communities and Small-scale Mining (CASM) Partnership, which promotes an integrated approach to addressing issues faced by artisanal and small-scale miners
- The Gender and Extractive Industries Program, which addresses gender issues in extractive industries
- The Petroleum Governance Initiative (PGI), which promotes good governance
- The Extractive Industries Technical Advisory Facility (EI-TAF), which facilitates "rapid-response" advisory services on a demand-driven basis to build capacity for extractive industry resource policy frameworks and transactions.



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