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# A Guide to Gender and Mining

Issues, Actors and Initiatives

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# Acronyms & Abbreviations

<b>ASM</b>	Artisanal and Small-Scale Mining
<b>BMZ</b>	German Federal Ministry for Economic Cooperation and Development
<b>CAHRA</b>	Conflict Affected and High-Risk Areas
<b>CSO</b>	Civil Society Organisation
<b>DRC</b>	Democratic Republic of the Congo
<b>EGPS</b>	Extractives Global Programmatic Support
<b>EITI</b>	Extractive Industries Transparency Initiative
<b>EPRM</b>	European Partnership for Responsible Minerals
<b>EU CRMA</b>	European Union Critical Raw Materials Act
<b>EU CSDDD</b>	European Union Corporate Sustainability Due Diligence Directive
<b>FPIC</b>	Free, Prior and Informed Consent
<b>GBV</b>	Gender-Based Violence
<b>GIZ</b>	Deutsche Gesellschaft für Internationale Zusammenarbeit
<b>HRD</b>	Human Rights Defender
<b>IADB</b>	Inter-American Development Bank
<b>IFI</b>	International Financial Institutions
<b>IGF</b>	Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development
<b>IGO</b>	Inter-Governmental Organisation
<b>ILO</b>	International Labour Organisation
<b>IWiM</b>	International Women in Mining
<b>LGBTIQ+</b>	Lesbian, gay, bisexual, trans, intersex and queer persons
<b>LSM</b>	Large-Scale Mining
<b>MOOC</b>	Massive Open Online Course
<b>MSI</b>	Multi-Stakeholder Initiative
<b>NAP</b>	National Action Plan
<b>OECD</b>	Organisation for Economic Co-operation and Development
<b>PPE</b>	Personal Protective Equipment
<b>SDG</b>	Sustainable Development Goal
<b>SGBV</b>	Sexual and gender-based violence
<b>SME</b>	Small and Medium Enterprises
<b>STEM</b>	Science, Technology, Engineering and Mathematics
<b>UN</b>	United Nations
<b>UNGP</b>	UN Guiding Principles on Business and Human Rights
<b>WHRD</b>	Women Human Rights Defenders
<b>WIM</b>	Women in Mining
<b>WRM</b>	Women's Rights and Mining
<b>WRO</b>	Women's Rights Organisation





# Introduction

This guide offers an overview of the key issues, actors, initiatives and resources in the field of gender and mining. It builds on the 2019 ‘Encyclopaedia of Gender and Mining’ produced by GIZ and the Women’s Rights in Mining (WRM) multi-stakeholder initiative, expanding the range of actors included.

## Why now?

Across the last decade, attention to gender equality issues in the mining sector has grown. What was once understood as a workplace or community specific issue is increasingly understood as a structural issue. Since the 2019 version, the body of research on gender and mining has grown further, industry initiatives have increasingly integrated gender into their standards and more countries have adopted feminist development and foreign policies. At the same time, the increased demand on critical minerals such as copper, cobalt, nickel and lithium, needed for the energy transition has brought with it renewed concern over a resource rush that will sideline the needs and priorities of affected communities, in particular Indigenous communities. At this juncture, the guide seeks to take stock of new evidence, expand its mapping of actors and enhance its intersectional focus. As with the 2019 version, this guide is intended as a living document to help practitioners gain an overview of the field.

## What constitutes a ‘gender and mining’ actor?

Gender and mining, for the purposes of this guide, refers to the way in which gender relations and existing gender inequalities shape women, men and those of other gender identities’ experiences and interactions within the mining sector. The guide takes an intersectional, feminist approach, recognising that other factors like sexuality, race, class, age, indigeneity, and geography interact with gender identity to shape someone’s experience of the mining sector. The field of gender and mining, as the 2019 encyclopaedia noted, is deceptively diverse and actors work on different themes and from a variety of perspectives, with some seeking change within the sector and others seeking to change the extractive paradigm itself. Actors differ on the extent and depth of their work



on gender and mining. Some actors explicitly focus on gender and mining, some have integrated clearly defined programmes of work on gender and mining into a broader mandate, whilst others are taking their initial steps in recognising and bringing gender into their work. A ‘gender and mining’ actor, therefore, is any institute, organisation or initiative engaging directly with gender issues as part of their mandate, regardless of the extent of this engagement. This guide seeks to present the diversity of actors and approaches, without attempting to evaluate the impact of each approach.

## Methodology and coverage

The guide has been produced using a desk-based review of evidence and actors. Every effort was made to contact actors listed in the guide to confirm the accuracy of the respective actor description. However, some actors could not be contacted or did not respond before the publication deadline. Those actors’ descriptions rely on publicly available information and are indicated in the text with an asterisk (\*).

The guide aims to be comprehensive, but it should not be read as an exhaustive list. A wide variety of initiatives were found through the desk-based review, but this method, by its nature, means that actors that cannot or choose not to maintain an online presence are likely to be missed. It is also limited in language – research took place predominantly in English, with some Spanish and French searches. These limitations mean the guide is not as comprehensive as it would like to be in identifying smaller, informal or community-based initiatives. Those seeking to make country or community specific partnerships on gender should use this guide as a starting point, but should look beyond to identify local initiatives, which whilst possibly less visible, are critical to the gender and mining field.

*Part I* provides an overview of the main thematic issues and evidence related to gender and mining. *Part II* provides a mapping of actors working on gender and mining, grouped by actor type: women in mining organisations, civil society, financial institutions, inter-governmental organisations, governments, research institutions and multi-stakeholder initiatives. *Resources* are listed in the annexes.



# Part I: Contextualising gender issues in the mining sector

Entrenched gender inequality is a global phenomenon. Gender norms and power relations across the world mean that women generally earn less for paid work, take on a greater degree of unpaid caring work within the home and community, are less represented in political leadership and decision making and experience higher levels of gender-based violence than men. Whilst the mining sector did not create these gender inequalities, it does serve to entrench and reproduce them when gender is not considered, further marginalising women and those of diverse gender identities and sexualities. As concisely summarised by Eftimie, Heller & Strongman (2009), in the extractives sector, men are more readily able to access the benefits, whilst women tend to be more vulnerable to the risks.

The experiences of women and girls in the mining sector should not, however, be homogenised – their experiences are shaped by and intersect with other factors like race, indigeneity, sexuality, income levels and disability; as well as structural cultural, economic and political forces. Much of the recent research on gender and mining focuses on the Global South and much of the evidence of gender issues in the mining sector is specific to a mine site or a particular geography. However, whilst the experience of women in the mining sector are diverse, there are structural commonalities that persist to marginalise women, Indigenous people and those of diverse gender identity in the mining sector across the world, and this is what this section seeks to set out. It should also be noted that despite the risks of the sector, women are not simply victims of extraction – they are active in the workforce, in their communities and in actions of resistance.

This section of the guide will offer an overview of the key issues in the field of gender and mining, providing general overviews with reference to some specific contexts and examples. It will start with women working in the mining sector, before moving to community level experiences, access to justice, policy and legislative considerations, the emerging research on the experiences of the LGBTIQ+ community and finally, reflecting on gender considerations in the context of the just transition.

## 1. Women working in, around and with mining

Women have worked in the mining sector throughout history, however with industrialisation and the emergence of the male breadwinner model, women were gradually excluded from mining (Meireles, Edmonds, 2021). The hypermasculine nature of the mining sector, combined with factors including gender stereotypes, superstitions over women in mines, women’s lower levels of education generally as compared to men, legislation preventing women from working underground and women’s generally higher levels of caring responsibilities serve to limit and exclude women’s employment and income generating roles in the sector and sometimes push them into positions of precarity.

### 1.1. Artisanal and Small-Scale Mining

Artisanal and small-scale mining (ASM) can be characterised as low-tech, labour-intensive mineral extraction and processing (Hilson et al., 2018). DELVE’s 2023 State of the ASM sector report finds that globally, over 44.67 million people are thought to work in ASM, with women comprising around 30% of ASM workers (World Bank, 2023). This proportion varies from country to country, with women estimated to make up as much as 70% of the ASM workforce in Guinea and as little as 4% in the Philippines (World Bank, 2023, p.30). Reliable, sex-disaggregated data is however lacking, and the World Bank (2023) have noted that women are just not being counted in the ASM sector, leading to gender blind policies and practices.

ASM activity is concentrated in the Global South. India, China, and Indonesia, have the largest ASM populations in the world, followed by the DRC, Ethiopia and Ghana in Africa.<sup>1</sup> Whilst ASM can be carried out through formal, licenced models, the informality of much of ASM activity dominates the discourse around the risks associated with it. Gender norms and power relations shape women’s access to ASM sites and their roles, tasks and remuneration within it.

Women’s work in ASM is positioned in the literature both as a potential site of economic empowerment and as an occupation with considerable risk of exploitation and harm. Jenkins (2014) notes that within ASM, women are concentrated in arduous and hazardous tasks, those with the lowest economic returns and that require high levels of manual labour and that they receive generally lower remuneration than men. Hinton (2016) however also notes in her work on the Great Lakes region, that ASM can also provide women with increased income, agency and bargaining power. For example, Buss et al. (2019) note in Uganda that working in ASM is 64% more lucrative for men than working in other sectors, and 335% more lucrative for women. Arthur-Holmes’ (2023) case study on women ASM workers’ pay negotiations in Ghana, highlights how a growing reliance on women to carry mineralised materials strengthened their collective negotiating position for improved remuneration. Hilson et al. (2018) in their case studies in Sierra Leone and Zambia observe that women generally struggle to reach senior positions in ASM and take enormous risks through their work, but that they view the effort as worthwhile as they earn a better income than they could in other sectors.

Gendered power relations shape women’s experiences in ASM and themes of women’s constrained power relative to men in ASM are evident in the literature. Examples of this include women receiving unfair pricing for their work, needing to negotiate access to mine sites through men, and women miners taking on ‘shadow husbands’ to safeguard them from unwanted attention from other men are all examples of this (see GIZ, 2020, citing ASF, 2019; Muheki & Geenen, 2018; Rutherford & Buss, 2019). Women are not a

<sup>1</sup> See: <https://www.delvedatabase.org/data>, accessed 12 January 2024

homogenous group however, and Bashwira and Cuvelier (2019) note, in the context of the DRC, that there are differences in how women navigate ASM environments and that there has been a lack of attention to power dynamics between women.

Globally, women take on a higher proportion of unpaid caring and domestic responsibilities than men and this impacts their involvement in ASM. Buss et al. (2019), surveying ASM communities in DRC, Rwanda and Uganda, found that women generally worked fewer hours and days in mining than men, due in large part to other family obligations that women are expected to undertake. This affected not just hours worked per day, but their seasonal availability, as during certain times of year women needed to attend to other agricultural activities. They found that men's relative 'punctuality, reliability and constancy' becomes a justification for prioritizing men as workers (Buss et al., 2019, p.1106).

ASM sites also maintain a gendered division of labour operating across the mine sites. Buss et al. (2019) found – in their work on DRC, Rwanda, and Uganda – that women were primarily in processing roles or selling food; and that whilst women's roles differ between ASM sites, across all sites they surveyed there were strong norms against women going into mine shafts or taking particular mining roles.

ASM is physically demanding work and health, and injury risks are high. Certain risks, including silicosis from inhalation of silica dust, exposure to mercury during gold amalgamation and exposure to other toxic substances including cyanide, are particularly associated with the roles that women undertake in ASM work (Jenkins, 2014, p.334). Exposure to toxics is particularly concerning for pregnant women or those of childbearing age, with evidence they can cause stillbirths, miscarriages, and prolonged periods.

Given the extent of informal ASM activity and the health risks implicit in this, formalisation of ASM has emerged as a priority policy area, but concerns remain of what women stand to lose in efforts to formalise the sector. Buss et al. (2019) note that authority structures are gendered in a way that tend to benefit men and therefore efforts to formalise ASM tend not to benefit women. Hilson et al. (2018) note the relative dearth of data on the situation of women in ASM in Sub-Saharan Africa, from which to draw reliable conclusions, emphasising that it is this very data that is needed to design formalisation strategies that benefit women. The World Bank's 2023 DELVE report focused on gender equality goes some way to addressing this, however more data is needed.

Evidence shows that gender-based violence (GBV) is a widespread risk in the ASM sector. *GIZ's* (2020) report on GBV in mining in Sub-Saharan Africa noted that in the ASM sector, GBV can serve as a means of reinforcing power dynamics. The report further notes that alternative livelihood programming is one response that has been promoted, particularly in the context of the DRC, in trying to respond to GBV in ASM, however as noted above ASM tends to provide better incomes than other sectors, limiting the feasibility of this as a response. Citing the World Bank, the GIZ (2020) report states that women noted that mining was exploitative but that at the same time it was beneficial as a source of income and that in some cases they had previously moved away from other sectors like agriculture due to violence in those sectors. Jenkins (2014, p.332) also highlights the importance of not casting women as victims in ASM and acknowledging also their and resilience stating that 'whilst [their resilience] should not be over-romanticised, given the harsh conditions that they face, this does suggest a need for more comprehensive engagement with, and support for, these workers, in order to make visible and tackle the challenges they face, and to place women at the centre of analysis of the ASM sector'.

GIZ's (2020) evidence review also highlights that child labour is widespread in ASM, with estimates that around one million children work in mines and quarries. Children are involved in a range of tasks, including working underground, carrying, and crushing ore and burning mercury. DELVE found in a case study in Tanzania that boys and girls are engaged in different tasks in ASM, with boys involved in both underground and surface mining, whilst girls were more involved in surface mining tasks like sorting and cutting (World Bank, 2023). Child labour is a violation of children's rights and is associated with a range of harmful health outcomes including physical strain and exposure to mercury and cyanide. Girls were noted to be particularly vulnerable to sexual harassment and abuse around mine sites (GIZ, 2020).

## 1.2. Large-Scale Mining

Women are underrepresented at every level of the large-scale mining (LSM) workforce, comprising an estimated 8-17% of the workforce globally (McKinsey, 2021). The *IGF* (2023), in a baseline of 12 countries for Phase I of the *Women and the Mine of the Future project*,<sup>2</sup> found in all that LSM has incredibly low female participation rates as compared to other sectors. They further found that women employed in LSM are concentrated in administrative, clerical and support services and that women tend to drop out of the sector at earlier stages of their career than men (IGF, 2023). Given the low levels of women working in the sector, several mining companies have set institutional targets to increase the share of women in the workforce.

Outside of direct employment in mining, data on women's indirect employment in mining supply chains is even more scant; and there are no reliable estimates on this (IGF, 2023). The *ILO* (Meireles, Edmonds, 2021) notes that LSM companies could leverage their buying power to support SMEs owned and led by women, however they found that only a small minority of companies take proactive measures to include women within procurement. This is despite mining having a significant multiplier impact on job creation, including in sectors that women are well represented in, like catering, laundry, clothing, and uniform supply (Eftimie, Heller & Strongman, 2009, p.12).

Women's representation in management and leadership in the mining sector is low as compared to men, but improvements have been made across the last decade. A review found that across the top 100 listed mining companies globally, 66% had two or more women on their boards, as compared to 2012, when 53% had no women on their boards (White & Case, 2023). Women are however less represented in managerial positions and thus less represented in decision making roles (IGF, 2023).

IGF (2023) further noted that available data generally does not allow for intersectional analysis. Data is often presented through binary sex categories, which does not allow for any exploration of experiences of trans or non-binary people and data related to characteristics like indigeneity, ethnicity and socio-economic status is often not collected. Exceptions were Australia and Canada, where data was available on the employment of Indigenous people, that women made up 19 and 17% of the Indigenous workforce respectively, in Australia at a higher proportion than the non-Indigenous workforce, attributable in part to dedicated initiatives to increase employment for Indigenous populations (IGF, 2023, p.11). However, numbers only tell part of the story and a study by *Pauktuutit* (2020, p.4) found in one mine that whilst Inuit women represented 60% of the women working at the mine, they were more likely to be temporary workers and in unskilled roles, accounting for only 6.5% of the permanent workforce.

Understanding women's low participation in the sector requires understanding some of the structural barriers to women's greater participation. Gender stereotypes and norms limit women's participation in the sector, but this is cemented through practical and administrative gaps. Eftimie, Heller & Strongman (2009) highlighted the need for appropriate safety equipment for women, separate washing and toilet facilities and maternity provisions. Nearly 15 years later, IGF (2023) continues to highlight these as issues, noting also that fly-in fly-out models and low levels of part time work are not particularly compatible with women's caring responsibilities. Meireles & Edmonds (2021) note similarly that unpaid care responsibilities, coupled with a lack of childcare facilities often forces women to leave the sector. Kansake, Sakyi-Addo & Dumakor-Dupey (2021), in a survey exploring women's participation in mining in Africa, note discrimination, lack of support, lack of confidence and family commitments among many of the challenges women face, that stop them advancing in the sector.

As with ASM, GBV remains a problem in LSM. Data<sup>3</sup> is not available on this at an overall sector level, but the evidence that does exist points to widespread sexual harassment and other forms of gender-based violence against women, including rape. Rio Tinto recently undertook an external review of workplace

2 *Women and the Mine of the Future* is a collaborative project of the IGF, ILO, IWIM, UNDP EGP and GIZ on behalf of BMZ to increase understanding of the status quo for women in mining, so stakeholders can anticipate, assess, and address gendered impacts as mining evolves.

3 GBV is known to be underreported and readers should therefore be aware that where statistics are given in relation to GBV, the actual prevalence is likely to be higher than the reported levels.

culture and found harassment to be widespread. In Canada, for example, 27% of women had experienced sexual harassment, compared to 5% of men. Kansake, Sakyi-Addo & Dumakor-Dupey (2021, p.9) found – in a survey with women engaged in the mining industry – 37% of women respondents reported experiencing sexual harassment and 17% experienced sexual demands from hiring managers during the hiring process. Harassment was perpetrated by superiors, colleagues and subordinates (Kansake, Sakyi-Addo & Dumakor-Dupey, 2021). Similarly, a report from *IndustriALL* noted that in Canada nearly half of women in management positions had experienced sexual harassment (Pillinger, Wintour, 2022, citing Peltier-Huntley, 2019). In South Africa, Zungu’s (2014) study found violence and harassment to be a recurrent problem and a threat to the health and safety of women working in mines. Zungu’s survey with mine workers found that 50% of men and 56% of women respondents were worried or very worried about violence in their respective mines, with physical and sexual assault reported by respondents.

Whilst harassment appears to be the most widely reported, it is not the only form of GBV being perpetrated in LSM settings. GIZ’s (2020) evidence review on GBV in Sub-Saharan Africa found assault and rape occurred in LSM operations and at least one killing in South Africa. Other forms of abuse include regular inappropriate touching and slapping, sexual assault and rape, with some of the worst incidents taking place underground and on night shifts (Pillinger & Wintour, 2022).

Reporting of GBV appears to be low. Simons & Handl (2019) noted that women often did not report due to fear of losing their jobs or jeopardising opportunities for promotion. Women also reported concerns of not being believed, concerns of protection of senior male perpetrator, fear of retaliation and complaints systems being run by men as reasons women did not report. Kansake, Sakyi-Addo & Dumakor-Dupey (2021) found that 55% of respondents indicated not feeling safe to report experiences of harassment. Furthermore, it cannot be assumed that there is always an accessible or functional reporting mechanism.

Factors ranging from procurement of basic equipment, remoteness and layout of mining operations and bonus structures all appear to drive GBV. Pillinger & Wintour (2022) noted that women faced problems of tight-fitting personal protective equipment (PPE) leading to sexual harassment, something also observed in GIZ’s (2020) report. Pillinger & Wintour (2022, p.3) further noted the remoteness and isolation of mining sites appears to make women more vulnerable, and that women are particularly vulnerable working underground, at night in lift shafts, in poorly lit tunnels and where there are no changing facilities. They noted that fewer incidents of sexual harassment were reported to have taken place in open cast mines.

Research conducted with Women in Mining organisations on their priorities found that workplace safety, including GBV, was the highest ranked challenge globally (IWIM et al., 2021). However, within the sector, there appears to be a gap in understanding and conceiving of GBV as a workplace safety issue. Despite the absence of appropriate PPE seeming to drive harassment, Pillinger & Wintour (2022) noted that it was rare for PPE for women to be addressed in risk assessments. GIZ (2020) also noted evidence of union resistance to taking up GBV as a workplace issue, seeing it more as a personal issue. Pillinger & Wintour’s (2022) report noted that with fewer women involved in union bargaining, GBV is not as integrated an issue as it might be in other sectors.

## Mining companies

Private sector mining companies interact with women's rights and gender equality issues within their work force and their community engagement. Within the company, issues such as company culture, hiring practices, internal mobility, pay equity, parental leave policies may impact women and men differently. Around the mine site, companies' approaches to security, community engagement and operational grievance mechanisms may shape the differential effects of mining on women and men.

Companies will be subject to a range of laws and regulations in the countries that they operate in, including work-place safety, maternity and paternity leave and mandatory reporting on issues such as the gender pay gap and modern slavery. Many mining companies are also subscribed to a range of voluntary and multi-stakeholder initiatives like the EITI or IRMA, that include specific provisions and requirements on gender and women's inclusion (see part II, *section 7*).

Progress on gender is not necessarily linear and requires effort on multiple fronts. The UN Guiding Principles (UNGP) on Business and Human Rights are grounded in a recognition of 'the role of business enterprises as specialised organs of society performing specialised functions, required to comply with all applicable laws and to respect human rights' and specifies that the UNGPs apply to all businesses and should be implemented in a non-discriminatory manner, with regard to differential challenges faced by women, Indigenous people, people with disabilities and other marginalised groups. The roots of companies' efforts on gender equality and inclusion should therefore be understood as a feature of their responsibility to respect and promote human rights.

Some companies have taken steps to integrate gender related considerations into their operations. BHP for instance, set a goal for women to represent 50% of its workforce by 2025 and as of 2022, BHP had raised the proportion of women to 30% of the workforce and 38% of the Executive Leadership team (Williams, 2022). BHP reflected that progress has been achieved through actions including mitigating bias in hiring and recruitment, embedding flexible working, having company-wide dialogue on respectful behaviours and implementing an annual gender pay review. Meanwhile, since 2017, De Beers have undertaken a multiyear partnership with [UN Women](#), which they have extended in 2024 to support women and girls in partner communities in Botswana, Namibia and South Africa (De Beers, 2024); whilst in Ghana, Newmont has established 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 (Newmont, n.d.).

Yet, the promotion of gender equality within mining companies remains an issue. The Responsible Mining Foundation (2020) found that despite efforts to promote gender balance in senior management levels or above, less evidence can be found of companies addressing issues regarding women mine workers. These issues include the provision of gender-specific personal protective equipment (PPE), protection of women workers from harassment and GBV, company systems for conducting regular assessments of impacts on women as well as gender-sensitive local procurement. Ellix et al. (2021) reported that women leaving or wanting to leave the mining industry have the perception that there are fewer advancement opportunities than there are for their male colleagues. Moreover, leading women in mining underlined the experience of women being sidelined, particularly in technical roles. They further found that mining companies fail to promote women and that company culture and lack of diversity might push women out of the industry. These gaps reflect that much more needs to be done in this realm.





## 2. Women in mining affected communities

The arrival of mining can have significant impacts on the surrounding communities. However, in assessing impacts, the ‘community’ is often viewed as a homogenous unit, without considering the differences between men and women in the community (Hill, Madden, Collins, 2017), as well as socio-economic, ethnic, cultural, religious, and other differences within a given community. Impacts at the community level are in fact both shaped by existing gender relations and can serve to further entrench them. Women have different resources, roles and responsibilities in communities and therefore their ability to access opportunities from mining or cope with the risks from mining differ (Hill, Madden, Collins, 2017). Mining can destroy or restrict access to land, impacting women’s agricultural work and consequently increasing their economic dependence on men, as well as lengthening the amount of time that caring responsibilities like collecting water take (Hill, Madden, Collins, 2017). At the same time, assumptions that men represent their households mean that compensation or benefits are often paid to them on behalf of the family and do not consider difference in control or ownership of land and assets (Hill, Madden, Collins, 2017). This section provides an overview of the environmental and social impacts of mining on a community, the role of consultation and benefit sharing and the role of grievance mechanisms.

### 2.1 Environmental and social impacts

The presence of mining in a community can disrupt its ecological and demographic character. In many communities, gender norms mean that women are responsible for collecting water, managing subsistence agriculture and carrying out other unpaid caring tasks within the family. Mining can have a disruptive effect on this when environmental impacts threaten food security and water sources and place an additional time burden on women in carrying out their caring tasks (Jenkins, 2014). Where a mining operation leads to community resettlement, these factors may be further amplified, with women’s livelihoods and supportive networks threatened. Resettlement can increase workloads for women, where they are responsible for meeting the subsistence needs of their family and no longer have access to the necessary land and resources (UNEP et al., 2013; Hill, Madden, Collins, 2017).

Mining may also bring with it a heightened risk of GBV. There is evidence to suggest that the disruptive impact of mining on traditional livelihoods and gender roles contributes to increased levels of domestic violence (Simons, Handl, 2019). GIZ (2020) noted in relation to South Africa and Tanzania, that where domestic violence was perpetrated by someone employed by the mine, women tended not to report it for fear that their partner would lose their job. Stevens & Tekinbas (2023) have also highlighted the importance of considering GBV as part of mine closure planning, given the risk that when job stability decreases, GBV may increase. Indeed, Kotsadam, Østby, & Rustad’s (2017, p. 64) study found – in the context of Zambia – that mining appears more likely to result in domestic violence in the context of a downsized mining sector.

The arrival of mine personnel into the community to work at the mine can also be associated with an increase in GBV in the community. In Mongolia, the influx of a large number of mineworkers is thought to have led to increased levels of GBV against women (Simons, Handl, 2019). One of the most well-known cases is that of the Porgera mine in Papua New Guinea, where mine security personnel perpetrated wide-

spread rape and sexual violence against women in the surrounding communities over a period of many years (see: Jungk, 2018). This case is discussed further in [sections 2.3](#).

Increased prevalence of sex work is another characteristic of mining communities widely referenced in the literature. GIZ's (2020) report notes differing approaches in the literature to this. Increased sex work is framed sometimes as inherently exploitative and as a risk to the women in the community not engaged in sex work as it is correlated with increased levels of STDs and HIV-AIDS in the community. At the same time, others highlight that sex work is a choice and not necessarily exploitative and that research overlooks the experiences of sex workers as they are not framed as members of the community or as part of the work force (GIZ, 2020, citing Bradshaw, Linneker, & Overton, 2017).

## 2.2 Consultation, negotiation and benefits

Community engagement and consultation is necessary for mine operators to gain a social licence to operate, however whether intentionally or not, women are not always included in these processes. In some cases, mine operators conduct their consultation via community elites, thought to be representative of the community, but often not inclusive of women. In other instances, misguided efforts to be culturally sensitive can lead operators not to consult directly with women; and indeed, some argue that culture is sometimes vaunted as an excuse to marginalise groups or maintain existing power (Keenan, Kemp, 2014).

More simply, sometimes the consultation format precludes women's participation – for instance if it is held at a time of day when they are not able to attend due to other responsibilities or if consultation is held in an open session where women may not feel comfortable to raise gender specific considerations in front of men. Other constraints include women being reluctant to speak up due to lack of confidence, language barriers and women having been mocked by men in consultation sessions (Keenan, Kemp, 2014). Ensuring consultation is inclusive in terms of language and format therefore matters and strategies including holding separate consultation sessions with women and supporting women to develop joint positions together separately, can enable greater participation. Even where separate consultations have been held with women there are indications that this did not necessarily translate into outcomes, with men's views still prioritised over women's in final decision making (Keenan, Kemp, 2014).

In the context of Canada, research has noted Inuit women, youth and elders often being excluded from benefit negotiations with mining companies (Pauktuutit, 2020). Absence of a gender-responsive approach also contributed to employment provisions in benefit agreements not considering barriers faced by Inuit women, including lack of childcare. Similarly, Keenan & Kemp's (2014, p.6) research finds there are risks that views of Indigenous women or women from other minority groups are overlooked as those in the agreement process may see women as a homogenous group. Intersecting considerations for women's participation include age – for instance younger or middle-aged women have not acquired the status of elder, women who had migrated to or married into the community and Indigenous women (Keenan, Kemp, 2014).

Where women are involved in consultation, Eftimie, Heller & Strongman (2009) have found that they tend to raise different issues and prioritise different concerns, emphasising the need to consult in a way that is inclusive. It is important also to understand differences between women to ensure that consultation is representative and that it is not just the voices of elites (Eftimie, Heller & Strongman, 2009). Lesnikov, Kunz & Harris (2023) observed some evidence of improved practice in this area, with mining companies distinguishing between community relations and specifically maintaining good relations with women in the community, including through elected community development structures that include a cross section of local leaders, community members, women and youth. Stevens & Tekinbas (2023) note the need to have inclusive consultation at the point of mine closure to understand the differential impacts this might have on women and other groups.

Menzies & Harley's (2012) case study of the Ok Tedi mine in Papua New Guinea presents one example of concerted efforts to include women in community benefit agreements. Strategies to ensure their inclu-

sion included establishing a women’s delegation, with a single delegate at the negotiations and a separate women’s caucus to gather the views of women in impacted villages, and providing access to independent advisers to address information asymmetries. They negotiated specific benefits for women including ring-fenced funding, scholarships for women and girls and women’s inclusion on scholarship selection panels and local governance bodies. These are important gains, but in implementation, issues were noted including a lack of knowledge in impacted villages of how the ring-fenced funds were being spent and that the women on the local governance bodies were not adequately representing women in the community (Menzies, Harley, 2012). This demonstrates the need to monitor gender inclusion and gendered impacts from negotiation, to implementation, to closure.

When mining takes place on or near Indigenous lands, the free, prior and informed consent (FPIC) of Indigenous groups is needed. The UN Declaration on the Rights of Indigenous Peoples recognises that no relocation of Indigenous people shall take place without their free, prior and informed consent (article 10); that states shall consult in good faith to obtain FPIC (article 19) and that attention be paid to the rights and needs of Indigenous elders, women, youth, children and persons with disabilities (article 22).<sup>4</sup> ILO Convention 169 also elaborates consultation and participation requirements. However, most countries with lands under the stewardship of Indigenous groups have not signed Convention 169 (Schiedel et al. 2023). Furthermore, if consultation processes involving Indigenous groups reproduce the exclusion of women, women cannot therefore give informed consent (Pauktuutit, 2020).

## 2.3 Operational-level grievance mechanisms

Non-judicial, non-state-based grievance mechanisms<sup>5</sup> may be set up by mining companies at the community level to address grievances and disputes, however unless they are gender-responsive in their design and operation they risk not being accessible for women, or even doing harm. *IRMA* (2022) noted that women are more likely to report a lack of trust in grievance mechanisms, with factors for this including lack of gender-balanced management of the mechanisms and lack of anonymity.

Good practice in the administration of these mechanisms includes, among other considerations, consultation with affected communities in the design and set up of the mechanism, accessible communication to potential users over the stages, potential outcomes and timelines of the mechanism, maintenance of a separate unit to manage the mechanism distinct from operational departments and reporting directly to a senior board directly, separation of the functions of investigation from negotiation and dialogue, and inclusion of an appeal or review process for decisions taken (International Commission of Jurists, 2019). However, even where steps have been taken to create an independent mechanism, the balance of power between companies and community members remains a concern, given that companies will likely have superior knowledge of the facts of the dispute and will have access to advisers and lawyers (International Commission of Jurists, 2019). Non-judicial, non-state-based grievance mechanisms should therefore complement state-based mechanisms where possible.

Ensuring women are integrated into community consultation is therefore important in ensuring that the resulting grievance mechanism is appropriate for their needs and ensuring that the channels through which it is communicated are channels women can access. Gender balance should be considered in the staffing of the mechanism, as women may feel more comfortable to discuss certain grievances with other women. The location of the mechanism and its operating hours should be considered with a view to women’s safety and workloads. Additionally, the ecosystem surrounding the mechanism needs to support rightsholders to obtain redress. Therefore, unions, site management and other actors should be trained to support women and other rightsholders in navigating grievance mechanisms.

4 See UNDRIP in full: [https://www.un.org/development/desa/indigenouspeoples/wp-content/uploads/sites/19/2018/11/UNDRIP\\_E\\_web.pdf](https://www.un.org/development/desa/indigenouspeoples/wp-content/uploads/sites/19/2018/11/UNDRIP_E_web.pdf)

5 See principles 28-31 of the UN Guiding Principles on Business and Human Rights and their accompanying commentary. Available at: [https://www.ohchr.org/sites/default/files/Documents/Publications/GuidingPrinciplesBusinessHR\\_EN.pdf](https://www.ohchr.org/sites/default/files/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf)

One example of some of the challenges in developing a gender-sensitive grievance mechanism is the Porgera Remediation Framework, set up to address rape and sexual violence perpetrated by mine security personnel around the Porgera mine in Papua New Guinea. The framework faced a number of challenges, including over the mode of compensation (with cash in some cases forcibly taken from women by relatives) and the method of calculating it (Jungk, 2018). Furthermore, women were required to sign legal waivers giving up their right to bring any future claim against the mine operator (Barrick) however the women subsequently stated they did not fully understand what they were signing (Jungk, 2018). Whilst the framework provided an independent legal adviser for claimants, there were noted to be serious issues with this provision of advice (Jungk, 2018).

### 3. Women as advocates and activists

#### 3.1 Advocacy and access to information

Mining can have destructive impacts on communities as we have seen above, and women who stand in opposition to mining operations can experience gendered risks arising from responses to their activism. Global Witness' work tracking attacks on land rights defenders found that 177 defenders were killed in 2022, of which 11% were women and 36% Indigenous.<sup>6</sup> Le Billon & Lujala (2020, p.6) note the proportion of women defenders who were killed has been growing since 2010. The study further emphasises that the killing of defenders is the tip of the iceberg and that 'for every death or disappearance, nine people were physically injured or sexually assaulted' (p.6).

Barcia (2017, p.5), in her study on Women Human Right Defenders (WHDR) in the context of resource extraction surmises: '[women] are targeted both as defenders of rights, land and natural resources, and as women defying gender norms' and that factors like race, ethnicity, class, marital status and sexual orientation further shape power relations and increase women's vulnerability to violence. The profitability of resource extraction makes activity opposing extraction dangerous. Threats to WHRDs, including threats to their lives and to their children are used against WHRDs by security forces, private security and paramilitary groups (Barcia, 2017). *CMI!* (2021) in their paper exploring resistance to extraction in Honduras, Indonesia and Zimbabwe, note the risks that WHRDs face include physical attacks, sexual violence, torture, killings, and enforced disappearances and highlight that structural gender and racialised violence is used to divide communities and undermine women's leadership. Other risks include public shaming and stigmatisation as well as threats and attacks against family and friends.

Another area of civil society advocacy in the context of mining is anti-corruption and revenue transparency at the national and international level. The transparency and accountability agenda seeks to ensure that natural resource revenues are managed to the benefit of citizens. Organisations working in this space include *Publish What You Pay*, the *Natural Resource Governance Institute* and the *Extractive Industries Transparency Initiative*. Powell (2017) notes that awareness of gender as an issue has improved within the transparency and accountability movement, but that it is still generally conceived of as a side issue. She further notes that the transparency movement may need to consider how gender roles may relate to women and men's consumption of information, critical to effective participation in advocacy, and whether women may need support in accessing lobbying fora. Inclusion of women and women-led organisations and their active participation within transparency initiatives and multistakeholder groups is another important dimension.

6 See: <https://www.globalwitness.org/en/campaigns/environmental-activists/standing-firm/>

## 3.2 Access to justice

Holding perpetrators of harm accountable in the context of LSM is challenging due to corporate structure, weak judicial systems, resourcing constraints and risks of reprisals against those raising complaints. Barcia (2017) and Le Billon & Lujala note that weak or ineffective judicial systems in mining contexts can make pursuing rights claims at the domestic level challenging. Meanwhile transnational mining companies often operate as a parent company headquartered in one country (the home country, often in the Global North), with subsidiaries treated as separate legal entities operating elsewhere (host countries, often in the Global South) often treated as separate legal entities, making it very difficult to pursue civil cases against parent companies. Another challenge to bringing cases internationally, where such cases involve sexual violence is the challenge as to whether such a crime happening locally is reasonably foreseeable by headquarters management (Von Gall, 2015).

Booth (2023) highlights that corporate actors use a range of strategies that are technically legal but serve to delay or obfuscate accountability actions. These include using judicial processes to delay or complicate proceedings, jurisdiction shopping, shielding parent companies from liability and settling cases out of court to avoid setting a binding precedent, as well as undertaking community engagement in a tokenistic rather than substantive manner (Booth, 2023).

Legal proceedings can also be weaponised against those seeking to resist mining projects. The Khon Rak Ban Kerd Group is a women-led community group in Thailand who are trying to address the environmental impacts of an open-pit copper-gold mine in Loei province. They have been targeted with judicial harassment from both the company and the authorities in Thailand in response to their work.<sup>7</sup> The company has filed (as of 2016) at least 19 criminal and civil lawsuits against 33 members of the group, who were also subjected to a violent attack after barricading the road to the mine in 2014.<sup>8</sup>

## 4. LGBTIQ+ experiences in the mining sector

In the context of mining limited work has been done theorising how sexual orientation and gender identity might impact a person's interaction with the mining sector. However, the risk that mining maintains or exacerbates pre-existing risks and discriminatory attitudes remains a concern. LGBTIQ+ individuals exist in every society and culture globally, yet discrimination against the community persists, including through discriminatory laws, with multiple countries explicitly criminalising same sex relationships and many de facto criminalising transgender people through morality or public nuisance provisions in legal frameworks (USAID, 2023, p.1). Whilst not specific to mining, USAID's (2023) analysis notes that LGBTIQ+ individuals are disproportionately represented in the informal economy, that they experience higher levels of poverty and lower access to benefits and protections. Furthermore, LGBTIQ+ individuals experience disproportionately high levels of GBV, which can include violence within the family, intimate partner violence and sexual violence, as well as hate crimes, state sanctioned attacks and extrajudicial killings (USAID, 2023, p.7). GBV disproportionately affects women and girls and is at even higher levels for lesbian, bisexual or trans women and women and girls with disabilities (USAID, 2023).

In the mining sector specifically, data and case insights are limited. IGF (2023) found, across the 12 countries that they studied, data collected through national statistics was not sensitive to measuring trans or non-binary persons. Bakx & Goulet (2023b) similarly noted that organisations involved in research and reporting on mining have rarely released reports that address issues faced by queer individuals and that data rarely acknowledges LGBTIQ+ identities. In a study by Schiedel et al. (2023, p.7) exploring how extractive and industrial development affects Indigenous peoples, they note that whilst they explored

7 See more details from Front Line Defenders, <https://www.frontlinedefenders.org/en/profile/khon-rak-ban-kerd-group>

8 See, International Commission of Jurists, <https://www.icj.org/thailand-upcoming-verdict-in-loei-attack-case-important-test-of-rights-of-human-rights-defenders/>

impacts on women, there was a 'data availability and reporting bias' in relation to other gender identities and sexualities.

There is, however, some evidence exploring how the hypermasculine nature of the mining sector impacts gay men working in mining. Maake (2023) notes, in the context of South Africa, that mining is a workplace with heteronormative and patriarchal cultures, creating a space where gay men do not feel they can challenge the culture for fear of discrimination. As a result, gay men working in mining in South Africa often feel they need to pass as heterosexual, which 'renders black gay men invisible and creates a false perception that they do not exist in these heteronormative spaces' (Maake, 2023, p.1141). In a similar vein, the review of workplace culture at Rio Tinto found that the hypermasculine culture that fuels sexism and harassment also fuels heterosexism<sup>9</sup> (Elizabeth Broderick & Co, 2022). The report further noted that a significant number of respondents who were not 'out' in the workplace were concerned about repercussions of social exclusion, harassment and missed promotions (Elizabeth Broderick & Co, 2022).

Evidence in ASM was similarly scant, however one interview with an LGBTIQ+ rights advocate leading *Rainbow Sunrise Mapambazuko* in eastern DRC noted that those with visible LGBTIQ+ identities like transwomen are often not able to access opportunities as diggers at mine sites (Bakx, Goulet, 2023a). They further noted trans women who do get recruited to mines are often then deprived of their wages or paid unequally, and that if they challenge this they risk violence (Bakx, Goulet, 2023a).

There does not seem to be evidence available looking explicitly at how the presence of LSM or ASM activity impacts LGBTIQ+ individuals living in communities around mining operations. However, the hypermasculine nature of the sector and the potential arrival of workers from outside of the area may create an environment where LGBTIQ+ individuals feel more vulnerable to be open about their identities. In cases where resettlement takes place as a result of mining, this could erode support networks or access to LGBTIQ+ rights organisations, particularly in contexts where LGBTIQ+ identities are criminalised. Where tolerance of LGBTIQ+ identities is low, companies may need to find other means of allowing LGBTIQ+ persons to raise concerns as open community forums may not be safe for them.

## 5. Conflict Affected and High-Risk Areas

Conflict Affected and High-Risk Areas (CAHRA) are defined by the *OECD* (2013, p.13) as 'identified by the presence of armed conflict, widespread violence or other risks of harm to people' with high-risk areas including areas of political instability, repression, institutional weakness and insecurity. Most business and human rights standards assert heightened due diligence requirements for companies sourcing from CAHRAs.

The links between mining and conflict are multifaceted. In some situations, mining takes place in a context of fragility or existing conflict, in others mining can be instrumentalised to finance conflict and in some cases, the presence of natural resources can drive conflict itself as parties compete for control over resources. Conflicts in the DRC, Liberia, Papua New Guinea and Sierra Leone are all examples of conflicts that have involved mineral extraction to some degree.

In situations of conflict, women and other marginalised groups are uniquely affected. Conflict often disrupts gender roles and responsibilities and impacts availability and use of land and other resources like water, which tend to disproportionately affect women, who generally depend on these resources for their livelihoods (UNEP et al., 2013). Women are underrepresented in peace processes, despite UN Security Council Resolution 1325 urging actors to increase women's role in peace processes.<sup>10</sup>

9 *Discrimination predicated upon the assumption that heterosexual relationships are the norm.*

10 *See Security Council Resolution 1325, available at: <https://documents.un.org/doc/undoc/gen/n00/720/18/pdf/n0072018.pdf?token=vkk50j5GEh6KDgWtZlEfe=true>*

In the context of ASM, the situation of eastern DRC has been widely studied, with studies drawing links between conflict, mining and high levels<sup>11</sup> of sexual and gender-based violence against women (for summary, see GIZ, 2020, Box 4). More broadly, UNEP (2013) highlights that there have been similar dynamics in Angola, Côte d'Ivoire, Liberia and Sierra Leone and noted that women's participation in ASM actually tends to increase during and after violence conflict due to a decline in other economic opportunities. In Colombia, there is evidence that informal mining has been used to finance conflict and that this conflict has had a heavy impact on women, who have been exposed to forced displacement, sexual violence and land loss (Céspedes-Báez, Prieto-Ríos, Pontón-Serra, 2022).

The impacts and distributions of benefits from LSM activity can also contribute to conflict. One example of this is the conflict in Bougainville, Papua New Guinea. Whilst there are a range of factors that drove the conflict, the costs of and environmental damage from the Panguna copper mine was a critical factor (UNEP et al., 2013). Furthermore, LSM operators (both in times of conflict and in peacetime) may involve private military and security companies to secure their mine sites. Whilst standards such as the *Voluntary Principles on Security and Human Rights* have been developed to ensure respect for human rights in security operations, violations of women's rights by security forces are a widespread concern. Macleod & Amstel's (2022) study of private military and security companies observes that these companies have generally not developed gender-responsive policies and procedures and that information on and from companies is limited and opaque.

Another measure aiming to remove conflict diamonds in the minerals sector is the Kimberley Process Certification Scheme (KPCS). Whilst the Kimberley Process core document does not directly mention gender, GIZ has developed two gender safeguards at the global and local level on the implementation of the Kimberley Process.<sup>12</sup> Additionally, the *European Partnership for Responsible Minerals* (EPRM), which has a mandate as an accompanying measure to the EU Conflict Minerals regulation, supports projects with a focus on gender equality in CAHRAs.

## 6. Gender and mining in policy and standards

Policy, regulation and standards relating to the mining sector are often limited in their recognition of gender equality and women's human rights. As Simons & Handl (2019, pp.114-115) note, 'the majority of norms developed by states, intergovernmental organisations, multi-stakeholder initiatives, and industry groups in their domestic and global responses to regulating business-related human rights impacts fail to do much more than mention women or make reference to the need for formal equality, if they do this at all'. Whilst industry standards and multi-stakeholder initiatives increasingly reference women and Indigenous people, it is often at a high level. Standards such as the Fairmined Standard for ASM gold from the *Alliance for Responsible Mining* integrate gender equality as an overarching principle and explicitly reference non-discrimination on the basis of race, age, colour, disability, sexual orientation, among other factors. However, there is generally limited focus on other gender identities or on addressing the needs of the LGBTIQ+ communities in many industry standards (see [section 4](#)).

Other sources of good practice relevant to mineral extraction include the *OECD's* guidelines and the UN Guiding Principles on Business and Human Rights (UNGPs). The UNGPs set out three pillars: the state duty to protect individuals from violations of their human rights by businesses; the business responsibility to protect human rights; and the requirement for access to remedy.<sup>13</sup> However the UNGPs have

11 In 2022, the UN verified 2,455 reported cases of conflict-related sexual violence, with the highest number of cases recorded in the DRC. See: <https://www.unwomen.org/en/what-we-do/peace-and-security/facts-and-figures>

12 See: *Gender Safeguards for the Kimberley Process: Global Policy Dimension*, available at: <https://rue.bmz.de/resource/blob/75462/gender-safeguards-kimberly-process-global.pdf>; and *Local Policy Dimension*, available at: <https://rue.bmz.de/resource/blob/75466/gender-safeguards-kimberly-process-local.pdf>

13 See in full: <https://www.ohchr.org/en/publications/reference-publications/guiding-principles-business-and-human-rights>



been critiqued for insufficient integration of gender. Simons & Handl (2019) for instance highlight that whilst there is recognition of differential impacts of business activity on women and some references to gender-based violence in the text, gender has not been integrated throughout the document. Women are generally conceived of in the document as victims and the references to violence against women are made only in connection with conflict affected areas, not as a general concern.

Regional bodies, like the *African Union* (AU) and European Union (EU) are also involved in managing the impacts of mineral extraction. At the EU level, for example, EU Conflict Minerals Regulation (2021) requires EU importers of tantalum, tin, tungsten and gold (3TG) to conduct supply chain due diligence when sourcing from conflict affected and high-risk areas (CAHRA), with reference to the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs.<sup>14</sup> The EU Battery Regulation (2023), meanwhile addresses the lifecycle of batteries, including collection, treatment and recycling and sets out a due diligence regime including for raw materials in batteries.<sup>15</sup> Most recently, as of March 2024,<sup>16</sup> EU member states have endorsed the text of the Corporate Sustainability Due Diligence Directive (EU CSDDD), which requires Member States to introduce rules requiring certain companies, depending on their size and turnover, to conduct environmental and human rights due diligence. In April 2024, the European Parliament approved the EU CSDDD.<sup>17</sup>

At the national level, outside of mining specific policy and regulation, other potential entry points for gender in the context of mining include National Action Plans on Business and Human Rights, National Action Plans on Women, Peace and Security, and critical mineral sourcing strategies.

## 7. Gender, inclusion and the energy transition

The energy transition away from fossil fuels requires intensive mining of certain critical minerals, including copper, lithium, nickel, manganese, cobalt, graphite, phosphate rock, zinc, and rare earth metals. The energy transition is often positioned as being inherently good due to its role in mitigating some of the impacts of climate change and therefore does not always fall under scrutiny (DIHR, 2021). However, whilst energy transition programmes are an important part of the response to the climate crisis, they have been linked with serious human rights abuses, including land-grabbing, forced displacement, modern slavery (WG BHR, 2023) and indeed, the *Business and Human Rights Resource Centre* has documented 510 human rights allegations related to the extraction of critical minerals between 2010-2022.<sup>18</sup>

The UN Working Group on Business and Human Rights (2023) has emphasised that in order to ensure the transition is 'just', it is critical to recognise the differentiated human rights impacts in the context of mineral extraction for the energy transition. They highlight that 'meaningful consultation is indispensable' for rights-based climate action including with 'women; Indigenous Peoples, with their free, prior and informed consent; human rights defenders; trade unions; young people, as the segment of the population that will bear the brunt of climate change; and at-risk groups, including minorities, LGBTIQ+, persons with disabilities and people of African descent' (WG BHR, 2023, p.14).

The preceding sections set out the gendered impacts that mining can have, and in the context of the heightened pressure of the energy transition, these risks could be exacerbated. A third of global manganese

14 See text here: [https://eur-lex.europa.eu/EN/legal-content/summary/responsible-trade-in-minerals-from-high-risk-or-conflict-areas.html#:~:text=MAIN%20DOCUMENT-,Regulation%20\(EU\)%202017%2F821%20of%20the%20European%20Parliament%20and,\(OJ%20L%20130%2C%2019.5](https://eur-lex.europa.eu/EN/legal-content/summary/responsible-trade-in-minerals-from-high-risk-or-conflict-areas.html#:~:text=MAIN%20DOCUMENT-,Regulation%20(EU)%202017%2F821%20of%20the%20European%20Parliament%20and,(OJ%20L%20130%2C%2019.5).

15 See text here: <https://eur-lex.europa.eu/eli/reg/2023/1542/oj>

16 Compromise text of the EU CSDDD at time of writing available here: <https://data.consilium.europa.eu/doc/document/ST-6145-2024-INIT/en/pdf>

17 For more details see: <https://www.europarl.europa.eu/news/en/press-room/20240419IPR20585/due-diligence-meps-adopt-rules-for-firms-on-human-rights-and-environment>

18 See: <https://www.business-humanrights.org/en/from-us/transition-minerals-tracker/>

production, for example, comes from South Africa, however research has found that communities – and women in particular – near manganese mines in South Africa are not being provided meaningful consultation opportunities and that they are exposed to a variety of health risks including asbestosis and that they are deprived of water sources (Gonzalez et al. 2021). The UN Working Group on Business and Human Rights (2023) notes that due to the gendered impacts of mineral extraction, women’s rights and gender equality require specific attention in the context of the just transition and that women’s experiences in the extractive sector must be made visible to ensure gender-responsive approaches. However, a review of policy commitments of 43 companies involved in the extraction of critical minerals found that none had any policy commitments that ensured women’s safety and security, including from GBV (Sellwood, Hodgkins, Hirschel-Burns, 2023).

Moreover, of particular importance in the context of the transition is the experiences of Indigenous peoples. A significant proportion of the critical minerals are located on or near Indigenous lands (WG BHR, 2023; Sellwood, Hodgkins, Hirschel-Burns, 2023). However, mining has often been harmful for Indigenous communities and the principle of FPIC is often not respected. Data from Schiedel et al. (2023) notes that Indigenous communities are involved in at least 34% of documented environmental conflicts over extractive and industrial projects and that livelihood loss and land dispossessions are reported in 52 and 50% of cases of Indigenous conflict. A review of commitments of companies involved in extraction of minerals needed for batteries found that the many company policies fall short of what is required under international law to respect community consent, that where companies have stated a commitment to FPIC it is often qualified, and that policies relating to FPIC and community engagement are often gender blind (Sellwood, Hodgkins, Hirschel-Burns, 2023).

Despite the pronounced risks of mineral extraction for the energy transition, if well planned for and well managed, there may also be expanded opportunities. IGF (2023) notes that rising demand for critical minerals have the potential to bring new opportunities for women, in particular noting the expansion of exploration activities, a phase of mining that women are found to be more active in.



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# Part II: Actors and initiatives working on gender and mining

## 1. Women in Mining organisations

Globally, women working across the mining sector have organised together in organisations to articulate their joint issues and interests, frequently under the title of ‘Women in Mining’. Women in Mining (WIM) organisations are therefore: ‘any organisation primarily focused on advancing the interests of women who work in, around and with the mining sector’.<sup>19</sup> As WIMs take a variety of forms and structures, we consider them here as a distinct actor type from other actor groupings examined in this guide.

There is no one format for WIM organisations and their structures generally reflect the needs of their constituents and the characteristics of the mining sector in their locality. Some WIMs are registered national organisations, some are local organisations, some are mandated by governments, some operate as more informal initiatives, some are multi-country and others focus on the needs of minority women.

WIMs carry out a range of activities including networking events, training and capacity building activities, community awareness programmes, student outreach, mentoring programmes, research and more.<sup>20</sup> WIMs are often run by volunteers and some WIM organisations charge membership fees to fund their organisation and its programming.<sup>21</sup> Research into WIM organisations from the World Bank and IWiM found that lack of funding presents a challenge for WIMs to further invest in operations and visibility. Membership growth requires WIMs to strike a balance between funding needs and making membership affordable.<sup>22</sup>

There are over 100 WIMs in 65+ countries currently in operation and too many to profile individually in this guide. A few illustrative examples, selected to show the variety of forms of WIMs, are included below:

- The Association of Women in Mining in Africa mandated by the African Union, works at a continental level to promote leadership, inclusive and sustainable empowerment of women in the mining sector in Africa. They are governed by a board, with regional representatives for West, East, Southern and Central Africa.
- WoME SL is an advocacy platform and community level pressure group, promoting advocacy on issues hindering the wellbeing of women and young people in mining communities in Sierra Leone. WoME is comprised of women from different mining districts, working together to address the challenges that women and their communities face at the local level in the context of mining. Among other achievements, WoME spearheaded discussions on amendments to the Mines and Minerals Act to better represent women’s interests and made strong representation on the development of ECOWAS draft charter on gender mainstreaming in the geo-extractive sector. WoME belongs to different platforms both nationally and internationally, that focus on issues of extractives, climate change, and human rights. Recently WoME has initiated the formation of a women’s national platform in Sierra Leone called Women Alliance on Natural Resource Governance, which brings together women-led organisations and individual women passionate about the natural resource in the country.

19 See IWiM’s detailed explanation of the different types and roles of WIM organisations here: <https://internationalwim.org/wimchampion/wim-organisations/>

20 Ibid (n 17)

21 *Impactful Women: Examining Opportunities and Constraints for Women in Mining Organizations Worldwide*. 2021. Available at: <https://documents1.worldbank.org/curated/en/099020001132210146/pdf/P168863048653b01f0affd08025c943f527.pdf>

22 Ibid (n 17)

- WiMSA promotes women’s growth, leadership, and career development in South Africa’s mining sector, organising professional networking events, speaking at mining conferences, facilitating an online mentoring programme for young women in mining; and contributing articles to industry publications, among other areas. They have produced a documentary on women’s contribution and participation in the South African mining sector.
- WIME Indonesia was founded with an aim of forging partnerships with companies, governments and other stakeholders to advance advocacy on gender issues in the mining and energy sectors. They facilitate public discussion, masterclasses, mentorship in STEM and internships to advance women in mining. Together with YTS, they worked on a participatory video and picture project documenting the impact of COVID-19 on artisanal and small-scale gold mining.
- *Women in Mining Sudbury* operates as a local chapter of WIM Canada and focuses on the professional development of women within the mining community in the Sudbury area specifically.
- Women in Mining UK works to promote the employment, retention and progress of women in the mining industry, through thought leadership and networking. WIM UK publishes the ‘100 Global Inspirational Women in Mining’ book every two years.

The above WIM organisations are to name but a few and should not be taken to devalue the work each WIM organisation does. Grouped below by geography is a list of WIM organisations known at the time of writing, including links to websites and social media where available.<sup>23</sup> We acknowledge there may be others not captured here.

## 1.1. WIM organisations

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### Africa

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- African Women in Mining Empowerment Trust ([AWOME](#))
- Association des Femmes du Secteur des Industries Extractives du Niger ([AFSIEN](#))
- Association des Femmes du Secteur Minier de Centrafrique (AFESMICA)
- Association des Femmes du Secteur Minier du Benin (AFESMIB)
- Association des Femmes du Secteur minier du Burkina ([AFEMIB](#))
- Association des Femmes du Secteur minier du Cameroun ([AFEMIC](#))
- Association des Femmes du Secteur Minier du Congo (AFEMISCO)
- Association des Femmes du secteur Minier ou en Entreprise du Togo ([AFEMET](#))
- ASSOMGUIE, Guinea Bissau
- Association of the Mozambican Women in Mining (AMMMI)
- Association of Women in Energy and Extractives ([AWEIK](#)) (Kenya)
- Association of Women in Mining in Africa ([AWIMA](#))
- Association of Women in Mining Liberia ([AWIM Liberia](#))
- Association of Zambian Women in Mining ([AZ WIM](#))
- Fédération des Femmes Minières du Mali (FEMIMA)
- Mthandazo Women Miners Association Trust (Zimbabwe)
- Réseau des Femmes du Secteur Minier de Côte d’Ivoire ([FEMICI](#))
- Réseau National des Femmes dans les Mines, DRC (RENAFEM)
- Rwanda Women In/And Mining Organization ([WIAMO Rwanda](#))
- Tanzania Women Miners Association ([TAWOMA](#))

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<sup>23</sup> Facebook, Twitter or LinkedIn pages with updates made in the past year were included.

- Tanzania Women in Mining and Mineral Industry (TWIMMI)
- WimBiz
- Women in Mining Association of Namibia (WIMAN)
- Women in Mining Botswana
- Women in Mining Gabon
- Women in Mining Gambia
- Women in Mining Ghana
- Women in Mining Guinee
- Women in Mining Malawi (MAWIMA)
- Women in Mining Morocco
- Women in Mining Nigeria (WIMIN)
- Women in Mining RDC/DRC
- Women in Mining Senegal
- Women in Mining and Resources Madagascar (WIMR - MADA)
- Women On Mining and Extractive Sierre Leone (WOME-SL)
- Women in Mining South Africa (WIMSA)
- Women in Mining of West Africa (WIMOWA)
- Women in Mining Uganda
- Zimbabwe Association of Women in Mining Associations (ZAWIMA)

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## Australia & the Pacific

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- AusIMM – Women in Mining Networks
  - › Women in Mining NSW
  - › Women in Mining TAS
  - › Women in Mining SA
  - › Women in Mining VIC
- Indigenous Women in Mining and Resources Australia (IWIMRA)
- Women in Extractives Network New Zealand
- Women in Mining and Resources Australia (WIMARA)
- Women in Mining and Resources Queensland (WIMARQ)
- Women in Mining Western Australia (WIMWA)
- Women in Resources (WiR), Northern Territory
- WOMEESA – Australasian network of women working in Earth and Environmental Sciences in academia, industry and government

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## Asia

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- Women in Mining India
- Women in Mining & Energy Indonesia (WIME)
- Women in Mining Kazakhstan
- Women Association of Mineral Sector, Mongolia (WAMS)
- Women in Mining Mongolia (WIMM)
- Women in Mining and Resources Mongolia (WMRM)
- Women in Resource Development (DIWATA), Philippines
- Women in Mining and Resources Singapore (WIMAR SG)

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## Europe

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- Women in Materials, Minerals & Mining ([WIM3](#))
- Women in Mining [Finland](#)
- Women in Energy and Mining in [Kosovo](#)
- Women in Mining [Russia](#)
- Women in Mining & Industry Spain ([WIMI Spain](#))
- Women in Mining [Sweden](#)
- Women in Mining Switzerland
- Women in Mining Turkey
- Women in Mining UK ([WIM UK](#))

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## North America

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- Mujeres WIM de [Mexico](#)
- Women Geoscientists of Canada (WGC)
- Women in Mining [Canada](#)
  - › Women in Mining [Abitibi](#)
  - › Women in Mining Atlantic
  - › Women in Mining [British Columbia](#)
  - › Women in Mining [Calgary](#)
  - › Women in Mining Montreal
  - › Women in Mining North-West Territories
  - › Women in Mining [Northwestern Ontario](#)
  - › Women in Mining [Quebec](#)
  - › Women in Mining [Saskatchewan](#)
  - › Women in Mining [Sudbury](#)
  - › Women in Mining [Toronto](#)
  - › Women in Mining [Manitoba](#)
  - › [Yukon](#) Women in Mining
  - › University WIM chapters, see WIM Canada website
- [Women Who Rock](#)
- Women in Mining [Central America](#) (WIMCA)
- Women in Mining [USA](#) and [chapters](#)
- Women's Mining Coalition ([WMC](#))
- Women in GIS ([WiGIS](#))

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## South America

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- [GeoLatinas](#)
- [Guyana](#) Women Miners Organisation (GWMO)
- Women in Mining [Argentina](#)
- Women in Mining Bolivia
- Women in Mining Brasil
- Women in Mining [Chile](#)
- Women in Mining [Colombia](#)
- Women in Mining [Ecuador](#)
- Women in Mining [Peru](#)

## 1.2. International WIM Alliance

The International WIM Alliance was co-developed by WIM organisations and IWiM to provide a global, multilateral collaboration platform for WIM organisations and is open to all. The International WIM Alliance provides a unique platform for WIM organisations to connect, collaborate, and learn from each other. Unified WIM organisations have the power to steer the global WIM agenda, effecting meaningful change for women in mining and enhancing the collective impact of these organisations. Establishing a collective voice and common values is key to shaping impactful global strategies.

Internally it provides support to WIM organisations, facilitating partnerships, sharing of knowledge and creating a space for ongoing learning. Externally it aims to cultivate a strong, unified voice for WIM on a global stage.

The Alliance’s Secretariat is currently hosted by IWiM and operates under the guidance of a Steering Committee of representatives from WIM organisations.

IWiM has a distinct role from the WIM organisations outlined above. Whilst IWiM is not the international umbrella and each organisation is independent, IWiM has been advocating and supporting WIM organisations since 2007.

## 2. Civil society and community-based organisations

Civil society organisations have long worked to promote good governance and benefit sharing in the mining sector and to respond to damage and harm that the sector can cause. CSOs engage with the sector in a variety of ways, from combating corruption and promoting transparency, to documenting human rights violations and environmental harms, engaging in litigation efforts and promoting better sector standards through multi-stakeholder initiatives (see [section 7](#)).

Civil society organisations work at a range of levels – some community level organisations work to respond to issues from a specific extractive project, other organisations work at the national level, advocating for better laws and tracking revenue spending. Some work regionally and internationally, developing and sharing thematic expertise on a particular set of issues in relation to resource extraction. Many, regardless of size and scope, are part of coalitions at the subnational, national, regional and international levels, in response to the transnational nature of the mining sector.

Civil society and human rights defenders engage with gender and extractives in a variety of ways, including promoting women as stakeholders in revenue spending and benefit sharing debates, ensuring women’s rights and gender remain part of policy discussions and responding to specific harms and violations. For some, women’s human rights and the rights of Indigenous groups are core to their mandate, whilst others have integrated this focus in recent years, responding to the growing body of evidence. As extractive focused CSOs expand their focus to include gender; civil society coalitions and donors may want to ensure that organisations focused on the human rights of women and the LGBTIQ+ community are supported to expand their focus to include mining and extraction. This section looks first at country and community specific initiatives, before looking at regional and international organisations.



## 2.1. Country or Community Specific

### → ASEFA

Headquarters	<b>Maniema, DRC</b>
Geographic focus	<b>DRC</b>
More information	<a href="https://www.resource-fulempowerment.com">https://www.resource-fulempowerment.com</a>

ASEFA is a women-led Congolese NGO working in mining towns in eastern DRC to elevate the voices of women, youth and vulnerable groups. ASEFA is the consortium lead for the Resource-ful Empowerment project, with the *Harvard Humanitarian Initiative*, *SOFEDI* and *IFEDD*.<sup>24</sup> The project links women's organisations across DRC to improve human and environmental protection in the ASM sector, through a year-long curriculum covering human rights and Congolese law, women's protection, and measures for mitigating mining's environmental impact, particularly erosion and landslides.

### → Dhaatri

Headquarters	<b>Secunderabad, India</b>
Geographic focus	<b>India</b>
More information	<a href="http://dhaatri.org">dhaatri.org</a>

Dhaatri is a resource centre for women and children's rights. It aims to represent the voices and priorities of rural, adivasi and marginalised women in India and protect the rights of their children. Natural resources governance is one of their focus areas. Their work in relation to mining has covered issues including child labour in mining affected communities, documenting risks and hazards related to informal mining, and they have hosted workshops for women leaders in mining-affected areas. Their publications cover natural resources, Indigenous knowledge, children's literature, and law and policy concerns related to women and children.

Dhaatri conducts Gender Audits and Gender Impact Assessment of extractives projects, monitors the gender policies of investments on extractives and climate finance, and works with communities to amplify the perspectives of women on sustainable resource utilisation for building policy dialogues with governments and international bodies.

### → Ecological Christian Organisation

Headquarters	<b>Kampala, Uganda</b>
Geographic focus	<b>Uganda</b>
More information	<a href="https://ecouganda.org/natural-resources-governance/">https://ecouganda.org/natural-resources-governance/</a>

Founded in 2005, the Ecological Christian Organisation (ECO) is a Ugandan NGO working towards realisation of sustained livelihoods for marginalised, under-served and vulnerable groups in Uganda. Their work spans natural resource governance, climate change resilience and adaptation, and ecosystem management and restoration. Under their natural resource governance workstream, they work on extractive sector governance, including supporting the formation of representative groups and community structures or strengthening institutions that advance the needs and rights of marginalised people who depend on

<sup>24</sup> Other CSOs that ASEFA highlighted during production of this guide include: REFEEIMPD, REFED, FEMIAAC, SYFADR, AJFEMA, DYFEM.



natural resources. They promote the participation and inclusion of women and youth in their extractives work and have previously run projects supporting women artisanal miners to mine responsibly and increase their economic gains from their work.

## → Global Rights Alert\*

Headquarters	Kampala, Uganda
Geographic focus	Uganda
More information	<a href="https://www.globalrightsalert.org/what-we-do/gender-and-inclusiveness">https://www.globalrightsalert.org/what-we-do/gender-and-inclusiveness</a>

Global Rights Alert is a Ugandan CSO committed to ensure that men, women and young people benefit from the sustainable extraction of natural resources. Their programme areas include: corporate accountability and transparency; gender and inclusiveness; human and community resource rights; and institutional strengthening and development. Under their gender and inclusion programme, they work to address systematic and structural gender inequalities that undermine the rights of women and young people, recognising that they are marginalised from decision making and development processes in natural resource governance, which consequently further deepens gender inequality. Their work includes producing *briefs* and a *documentary* on women in gold mining, and they have covered issues including women in artisanal and small scale mining and the impact of COVID-19 on violence against women in mining communities.

## → Initiative Des Femmes Entrepreneurs Pour Le Développement Durable (IFEDD)

Headquarters	Bukavu, DRC
Geographic focus	DRC
More information	<a href="https://ifedd-rdc.org/">https://ifedd-rdc.org/</a>

The Initiative Des Femmes Entrepreneurs Pour Le Développement Durable (IFEDD) is a Congolese civil society organisation whose vision is good management of natural resources, taking into account the needs of community development and environmental protection at the local, national and sub-regional (Great Lakes) level. Its mission is to influence and promote respect for human rights in and around mining sites. IFEDD's areas of intervention are: the protection of communities living around mining sites; protecting the environment around mining sites; monitoring the supply chain; gender equality and social inclusion; and advocacy. IFEDD previously partnered with ASEFA on a USAID-funded natural resource empowerment project.

## → MACUA/WAMUA

Headquarters	Johannesburg, South Africa
Geographic focus	South Africa
More information	<a href="https://macua.org.za/">https://macua.org.za/</a>

Founded in 2012, Mining Affected Communities United in Action (MACUA) aims to transform South Africa's mining sector by advocating for a people-centred approach that seeks to end the historical exploitation and colonial dispossession of land and minerals. MACUA's campaigns and projects aim to amplify the voices of communities affected by mining, who are often excluded from decision-making processes related to licensing and the distribution of wealth generated by the sector. Central to MACUA's work is the People's Mining Charter, which was developed through extensive consultations with mining-affected communities and civil society.

The need to address gender issues in the mining sector has been evident since MACUA's first meeting in 2012. It was recognised that the distribution of risks, costs, and benefits in mining disproportionately affects women leading to the establishment of 'Women affected by Mining United in Action' (WAMUA). WAMUA's objective is to empower women in mining-affected communities, building their ability to exert influence and actively participate in shaping and determining their own developmental trajectories. To achieve this goal, WAMUA conducts Leadership Schools and Gender Sensitisation Workshops to bolster women's capacity and agency. Additionally, WAMUA collaborate with women nationwide to address issues of gender-based violence associated with the mining industry and prevalent throughout South Africa.

WAMUA's work on a just transition examines the gendered impacts of the increasing demand for minerals and metals.

## → Mine Shift

Headquarters	<b>Vancouver, Canada</b>
Geographic focus	<b>Canada</b>
More information	<a href="http://www.mineshift.org">www.mineshift.org</a>

Mine Shift is a non-profit organisation focused on addressing sexual violence, sexual harassment, bullying, racism, and intimidation in the mining sector in Canada. It started as the 'Me Too Mining Association' in 2018. Mine Shift offers a workplace training programme, DIGGER, that teaches staff at all levels of mining organisations about effective allyship and active bystander intervention strategies to address inappropriate workplace behaviours. They also maintain a repository of information on help and support options across Canada for cases of sexual assault and host a list of relevant [reports](#) on their website.

## → National Association of Professional Environmentalists

Headquarters	<b>Kampala, Uganda</b>
Geographic focus	<b>Uganda</b>
More information	<a href="https://nape.or.ug/">https://nape.or.ug/</a>

National Association of Professional Environmentalists (NAPE) is an organisation committed to sustainable solutions to Uganda's most challenging environmental and economic growth problems. Their working methods include: monitoring government actions and engaging with government officials at every level, conducting research, providing educational materials, developing science-based strategies and organising with affected communities and civil society. Gender Justice and Extractive Industries are two of their programme areas. Their website includes a [repository](#) of gender justice reports, including a [report](#) on ecofeminism and the extractive industries in Uganda.

## → National Organisation of Andean and Amazonian Women in Peru – Organización Nacional de Mujeres Indígenas Andinas y Amazónicas del Perú (ONAMIAP)\*

Headquarters	<b>Lima, Peru</b>
Geographic focus	<b>Peru</b>
More information	<a href="https://www.onamiap.org/">https://www.onamiap.org/</a>

The National Organisation of Andean and Amazonian Women in Peru (ONAMIAP), founded in 2009, is an Indigenous women’s organisation in Peru, working for full exercise of their individual rights as women and of their collective rights as Indigenous peoples. ONAMIAP supports grassroots organisations and influences the policy agenda at the national and international level. Their work areas include climate change, land rights, food sovereignty and security education, health, violence against Indigenous women. ONAMIAP fights against territorial dispossession in the face of extractive activities. They have participated in processes such as Framework Law on Climate Change, the Law on Prior Consultation with Indigenous Peoples.

In 2022, ONAMIAP established the *National Observatory* of Prior Consultation in recognition of continued violations of Indigenous peoples’ right to FPIC. This Observatory is designed to the evaluation and implementation of FPIC in light of international standards and denounce violations of these rights. ONAMIAP’s [resources](#) and [statements](#) can be found on their website.

## → The Native Women’s Association of Canada

Headquarters	Quebec, Canada
Geographic focus	Canada
More information	<a href="http://nwac.ca">nwac.ca</a>

The Native Women’s Association of Canada represents the political voice of Indigenous women, girls, two-Spirit, transgender and gender-diverse people in Canada, founded with a goal to enhance, promote and foster the social, economic, cultural and political well-being of those groups within their communities and within Canadian society. Their [programmes](#) include Indigenous skills and employment training and the Indigenous climate resilience portal. Under their Violence Prevention and MMIWG2S+ work area, they call for the prevention of violence against Indigenous women, girls, two-Spirit, transgender, and gender-diverse people in the context of resource extraction and consideration of gendered needs and interests in the sector.

In 2018, they [produced](#) the ‘Indigenous Gender-based Analysis for Informing the Canadian Minerals and Metals Plan’, covering analysis of the environmental, social and cultural and economic effects of the industry, identifying positive and negative effects of the mining industry on Indigenous women and children and producing recommendations to minimise harm and maximise positive impacts.

## → Pauktuutit – Inuit Women of Canada\*

Headquarters	Ottawa, Canada
Geographic focus	Canada
More information	<a href="https://pauktuutit.ca/">https://pauktuutit.ca/</a>

Pauktuutit is the representative organisation for Inuit women of Canada, which seeks to promote equality and social improvement for Inuit women and raise awareness of their needs. The organisation operates along four broad areas: shelters, abuse prevention, health, and social and environmental development. Its work on resource extraction and environmental issues sits under the latter. Specific work includes 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; producing a [literature review](#) on the safety and well-being of Inuit women in the resource extraction industry; and a [report](#), building on research conducted in 2014, 2016, and 2020, on women’s experiences of economic security and prosperity and of sexual violence and harassment in the resource extraction industry. Pauktuutit participated in the 21<sup>st</sup> session of the United Nations Permanent Forum on Indigenous Issues to [advocate](#) for better working conditions for Inuit women in the resource extraction sector.

## → **Porgera Red Wara River Women’s Association**

Headquarters	<b>Porgera, Papua New Guinea</b>
Geographic focus	<b>Porgera</b>
More information	<a href="https://www.facebook.com/profile.php?id=100069227861299">https://www.facebook.com/profile.php?id=100069227861299</a>

The Porgera Red Wara River Women’s Association Incorporated (PRWWA INC) is a grassroots organization in Papua New Guinea, founded by Cressida Kuala in 2011 and formally registered in 2015 to address the social welfare and human rights of indigenous women impacted by the Porgera mine. As CEO, Kuala leads the association in amplifying the voices of women who have suffered sexual violence and other abuses by the mine’s security forces.

PRWWA INC., is committed to documenting these violations, supporting the victims, and advocating for their rights on both local and international stages. The organization also tackles environmental issues, spotlighting the detrimental effects of mining on the land and community, and collaborates with stakeholders to safeguard the rights and welfare of affected women and girls.

Additionally, PRWWA INC., has drafted a 5-years strategic plan for the Indigenous Ipili women and young women from the 13 LMP (Lease for Mining Purposes) clan communities located within the mine corridor and land easement areas along the Barrick-PJV mine’s tailings, Porgera riverine system. This plan is designed to empower these communities through educational, health, and economic development initiatives.

## → **Rainbow Sunrise Mapambazuko**

Headquarters	<b>Bukavu, Democratic Republic of the Congo</b>
Geographic focus	<b>Bukavu</b>
More information	<a href="https://www.rainbowsunrisemapambazuko.org/">https://www.rainbowsunrisemapambazuko.org/</a>

Formed in 2010, Rainbow Sunrise Mapambazuko works to promote the human rights of the LGBTIQ+ community in Bukavu, in response to the violence and discrimination directed toward this community. They promote awareness of HIV-AIDS, provide care and hold roundtables on national and international laws and standards relating to the rights of the LGBTIQ+ community. They document and provide legal assistance in cases of violations of rights of LGBTIQ+. Given the scale of mining in eastern DRC, this work takes place in the context of resource extraction and their Executive Director, Jérémie Safari, has given an [interview](#) on their work in relation to the minerals sector to Levin Sources.

## → **Solidarité des Femmes pour le Développement Intégral**

Headquarters	<b>Bukavu, Democratic Republic of the Congo</b>
Geographic focus	<b>Bukavu</b>
More information	<a href="http://www.sofedi.org/">http://www.sofedi.org/</a>

Solidarité des Femmes pour le Développement Intégral (SOFEDI) is a DRC based CSO, founded in 2006, to promote equitable healthy communities. Their work covers health (including sexual and reproductive health); mines and extractive resources; demobilisation, disarmament and reintegration; and good governance. Within the mining sector they are implementing projects including supporting women miners in North and South Kivu through training women and mining inspectors on SGBV and through associated advocacy on these issues. They supported the set up of a women’s mining cooperative in Shabunda, South Kivu. They also work to promote the representation of women miners and are partnered with [ASEFA](#) on Resource-ful Empowerment.

## → Sustainable Development Initiative\*

Headquarters	Monrovia, Liberia
Geographic focus	Liberia
More information	<a href="http://www.sdiliberia.org">www.sdiliberia.org</a>

Sustainable Development Initiative (SDI) works to ensure the participation of local communities in decision making processes on natural resources. This includes the community rights and corporate governance programme, which seeks to assess the social, economic, and environmental effects of natural resource policy and activities in the country by investigating corporate behaviour and monitoring allocation of corporate funding schemes. Under this programme, SDI supported the formation of the Western Region Women Network Association (WERWONA), a coalition of over 60 WROs from Gbarpolu, Bomi, and Grand Cape Mount counties. WERWONA has called for greater participation in land and natural resources management and clearer knowledge of the Mineral Development Agreement (MDA) and Memorandum of Understanding (MOU) signed with companies and communities in their region.

## → Yayasan Tambuhak Sinta\*

Headquarters	Kalimantan Tengah, Indonesia
Geographic focus	Central Kalimantan
More information	<a href="https://tambuhaksinta.com/">https://tambuhaksinta.com/</a>

Yayasan Tambuhak Sinta (YTS) is a community development foundation founded in 1998, working on sustainable growth in Central Kalimantan. Their work takes a participatory approach, seeking to improve policy and linkages between their target villages and the government agencies responsible for provision of services. Under their Artisanal and Small Scale Gold Mining (ASGM) work area, YTS has been *working* to reduce the use of mercury in ASGM in Indonesia since 2006. They work directly with women miners in the region and in 2021, assisted a women miners group in Riau Province to form a legal cooperative that will produce mercury-free gold and sell it to commercial buyers.<sup>25</sup> They have also worked to increase the capacity of local, regional and national governments to implement better policies including environmental health and gender in the artisanal gold sector. Their resource library includes reports on the mining sector and they have produced a study on Indigenous peoples' rights in Central Kalimantan.<sup>26</sup>

## → Zambia Alliance of Women

Headquarters	Lusaka, Zambia
Geographic focus	Zambia
More information	<a href="https://www.facebook.com/ZambiaAllianceofWomen/">https://www.facebook.com/ZambiaAllianceofWomen/</a>

The Zambia Alliance of Women (ZAW) was established in 1978 to empower women to take charge of their lives through environmental sustainability, social justice, gender equity and equality. ZAW advocates for women's participation in agricultural decision-making, environmental sustainability and women's land rights. In partnership with Oxfam, ZAW is implementing the project: "Enhanced Voice and Agency of Women in Extractives". ZAW is also one of many *signatories* to a public letter supporting and offering recommendations on incorporating gender into EITI Standard revision process.

25 Annual Report 2021, Yayasan Tambuhak Sinta, available at: <https://tambuhaksinta.com/resource-library/annual-reports/>

26 <https://tambuhaksinta.com/resource-library/project-reports/>

## → Zimbabwe Environmental Law Association

Headquarters	Harare, Zimbabwe
Geographic focus	Zimbabwe
More information	<a href="https://zela.org/">https://zela.org/</a>

The Zimbabwe Environmental Law Association (ZELA) is a public interest environmental law group focused on natural resources including land, water, wildlife, gas and minerals through the lens of environmental, economic, social and cultural rights. ZELA's work involves influencing institutional and legal frameworks governing the environment and natural resources sector through research, education and advocacy. Mining and extractive industries is a focus area for ZELA. They maintain a [page](#) on their website for gender and extractives focused publications, including a training manual on Gender Based Violence in Zimbabwe's extractive industry and a [discussion paper](#) on mining tax and gender equality in Zimbabwe. ZELA is a member of the Publish What You Pay Zimbabwe coalition.



## 2.2. International and regional CSOs

### → Accountability Counsel

Headquarters	San Francisco, USA
Geographic focus	Global
More information	<a href="https://www.accountabilitycounsel.org/about-us/issue-areas/rights-of-women-children-and-marginalized-groups/">https://www.accountabilitycounsel.org/about-us/issue-areas/rights-of-women-children-and-marginalized-groups/</a>

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. 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. Among their focus areas are the rights of women, children and marginalised groups and the rights of Indigenous and traditional peoples.

Accountability Counsel maintains ‘*Accountability Console*’, one of the only databases covering all community complaints filed with independent accountability mechanisms about the impacts of internationally financed projects. The database enables comparison and analysis of trends. Using this data, Accountability Counsel produced a *blog* analysing cases involving gender-based violence and theorising potential issues that might drive underreporting of GBV.

### → Action Aid International

Headquarters	Johannesburg, South Africa
Geographic focus	Global
More information	<a href="https://actionaid.org/land-and-climate/resources-and-land-rights">https://actionaid.org/land-and-climate/resources-and-land-rights</a>

Action Aid is a global federation with a strategy to build international momentum for social, economic and environmental justice, driven by people living in poverty and exclusion. Resource and land rights and women’s rights are key focus areas of Action Aid’s work. Their *work on resource and land rights* recognises that women and Indigenous people are particularly excluded from access to and control over natural resources and their work in this area therefore encompasses research on mining supply chains, support communities to claim their natural resource rights, and lobbying for people-centred feminist approaches to natural resource extraction. Their work includes *research* into corporate abuse of women from communities in Uganda, Zimbabwe, Kenya, and Guatemala in the mining and agribusiness sector, released to coincide with the 8th session of negotiations of the United Nations Intergovernmental Working Group on a proposed Binding Treaty on Business & Human Rights. They have also *explored* the impact that increased demand for manganese – required for the energy transition – has on mining affected communities in South Africa, with a particular focus on women and girls.

Action Aid is currently a member of the *Women’s Rights and Mining multi-stakeholder group*.

### → Alliance for Responsible Mining

Headquarters	Envigado, Colombia
Geographic focus	Latin America
More information	<a href="https://www.responsiblemines.org/en/gender-equity-and-mining/">https://www.responsiblemines.org/en/gender-equity-and-mining/</a>

The Alliance for Responsible Mining (ARM)’s vision is for a world where artisanal and small-scale mining can become legitimate, responsible, and profitable promoting inclusive and sustainable development. ARM works towards this goal by giving technical assistance to ASM, strengthening governance around artisanal mining; developing standards and certification systems; creating awareness, and building responsible supply chains and fair markets. ARM includes gender as a cross-cutting issue in its approach, articulated in a [briefing](#) in February 2019. Their work mainstreams gender on their projects covering economic empowerment and capacity building, preventing GBV, and strengthening political empowerment and visibility. ARM has historically directly supported women miners and executed projects that relate to gender issues within the ASM sector.

ARM released a [position paper](#) on gender in January 2024, which outlines priority actions to improve gender-responsiveness of the ASM sector. The brief also outlines ARM’s different projects in the Andean region empowering women miners. Since 2020, for example, they have partnered with [MIT D Lab](#) on projects addressing environment and gender-based violence affecting women engaged in artisanal and small-scale gold mining and creating the first ASM Women Miners Network in Colombia.

ARM is currently a member of the Women’s Rights and Mining multi-stakeholder group.

## → Artisanal Gold Council\*

Headquarters	Victoria, Canada
Geographic focus	Global
More information	<a href="https://artisanalgold.org/">https://artisanalgold.org/</a>

The Artisanal Gold Council (AGC) is a non-profit organisation with a vision for a “formalised, environmentally sound, and socially responsible Artisanal and Small Scale Gold Mining Sector that supplies Responsible Artisanal Gold to markets, attracts socially responsible investors and buyers, and encourages ethical consumer behaviours”. It does this through advising governments and industry on policy, solutions, national action plans, and institutional capacity. Gender equality is one of the strategic areas in AGC’s [approach](#) to their work and they focus on gender-responsive programming; working with women specifically on training and development of a responsible artisanal gold mining sector; and working to raise awareness of gender equality with miners, communities and government officials throughout their projects.

## → Business and Human Rights Resource Centre

Headquarters	London, UK
Geographic focus	Global
More information	<a href="https://www.business-humanrights.org/en/big-issues/natural-resources/">https://www.business-humanrights.org/en/big-issues/natural-resources/</a>

The Business and Human Rights Resource Centre (BHRRRC) is dedicated to advancing human rights in business and eradicating corporate abuse. Each year, the organisation takes up over 1000 allegations of abuse from rights holders and grassroots organisations directly with companies, collects data on the human rights policy and performance of over 10,000 companies, and produces in-depth research and analysis on leading and lagging corporate practice. Their 2021-2024 [Strategic Plan](#) integrates gender and racial justice as a cross cutting issue in all of their work, focusing on challenging patriarchal narratives, building solidarity with feminist movements, and highlighting concerns that receive limited attention.

Natural resources and the just energy transition is one of the issue areas that the Business and Human Rights Resource Centre focuses on, in recognition that such a shift must not only be fast, but also fair – [by centring human rights, fair negotiations, and shared prosperity](#). In recognition of the fact that an estimated 50% of transition mineral reserves are located on Indigenous territories, the Centre launched and main-



tains a knowledge *hub* on shared prosperity and Indigenous leadership in the energy transition, in partnership with Indigenous People’s Rights International. BHRRRC also publishes an annual update to *its Transition Mineral Tracker*, which tracks the human rights practices of 93 companies across their 172 mining operations producing transition minerals, including with respect to gender impacts.

## → Count Me In!

Headquarters	Online
Geographic focus	Global
More information	<a href="https://cmiconsortium.org/">https://cmiconsortium.org/</a>

Count Me In! (CMI!) is a consortium consisting of Mama Cash (MC), the Association for Women’s Rights in Development (AWID), CREA, Just Associates (JASS), and the Urgent Action Fund for Feminist Activism (UAF) and Urgent Action Fund Africa (UAF-Africa). The consortium supports movements led by women’s groups by providing funding, supporting movement building and leading lobbying for donors to provide more and better funding directly to women-led organisations. CMI’s *thematic focus areas* are gender-based violence and economic justice. Within their GBV focus, they include a focus on violence against women human rights defenders; and within their economic justice work they protect access to and control over land/property and natural resources. One of their *campaigns*, “Behind the scene of extractives”, supports women land defenders and their communities in their efforts to fight extractive projects and includes a toolkit for all activists and organisers in communities affected by extractive projects.

## → Development Gateway: An IREX Venture

Headquarters	Washington D.C., USA
Geographic focus	Global
More information	<a href="https://developmentgateway.org/expertise/extractives/">https://developmentgateway.org/expertise/extractives/</a>

Development Gateway: An IREX Venture is a non-profit organisation focused on making data easier to use and understand. One of their expertise areas is extractives data and within this area, they include a focus on applying a gender lens to extractives data, to build evidence on the issues women face in the extractive industries. They work with Women In Mining (WIM) Guinea on the development of a *Women in Mining Index*, designed to measure women’s inclusion in the mining sector in Guinea. They have also published a *policy paper* on using gender data in the extractives sector.

## → EarthRights International

Headquarters	Washington D.C, USA
Geographic focus	USA, Amazon, South East Asia
More information	<a href="https://earthrights.org/">https://earthrights.org/</a>

EarthRights International (ERI) is an NGO fighting to defend human rights and the environment. They take legal action against perpetrators of earth rights abuses; train activists and work with communities directly to demand change. Their 2020-24 *strategy* continues a focus on mining and fossil fuels, considering both the climate crisis and the risks attached to the extraction of green minerals, as well as the continuing attacks on earth-rights defenders and shrinking civic space for their work. Gender justice and social inclusion is integrated as an operational goal to support their strategic priorities.

ERI has conducted legal work on 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. 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.

## → Human Rights Watch

Headquarters	New York, USA
Geographic focus	Global
More information	<a href="https://www.hrw.org/topic/economic-justice-and-rights/oil-mining-and-natural-resources">https://www.hrw.org/topic/economic-justice-and-rights/oil-mining-and-natural-resources</a>

Founded in 1978, Human Rights Watch is an independent NGO that investigates and reports on human rights abuses happening around the world. Human Rights Watch covers a wide range of topics including children’s rights, economic justice and human rights, women’s rights and LGBT rights. Under the theme of economic justice, their Corporate Accountability programme works to hold businesses accountable for the human rights impacts of their operations, investments, and supply chains.

In the mining sector, Human Rights Watch conducts investigations into a range of mines and commodities. These investigations take a gender-responsive approach and have also explored child rights and risks of child labour in the context of mining. Most recently, in Kabwe, Zambia, for example, they have [investigated](#) the impacts of lead contamination as a result of mining, including the specific health impacts this has on pregnant women. They have also investigated issues of child labour, sexual exploitation and exposure of pregnant women to mercury in the artisanal gold mining sectors in Tanzania, Ghana and Mali. Other recent investigations include human rights risks associated with [bauxite mining](#), and the risks of [forced labour](#) in aluminium production from bauxite in the Xinjiang Uyghur Autonomous Region of China.

At the regulatory level, their work also includes monitoring, analysing and responding to EU regulatory developments related to corporate accountability and transition minerals, including the [Corporate Sustainability Due Diligence Directive](#), the [Critical Raw Materials Act](#) and the [Battery Directive](#).

## → IMPACT

Headquarters	Ottawa, Canada
Geographic focus	Burundi, Canda, Côte d’Ivoire, DRC, Guinea, Indonesia, Kenya, Liberia, Peru, Rwanda, Sierra Leone, Tanzania, Uganda, Zambia
More information	<a href="https://impacttransform.org/en/to-the-issues/gender-equality/">https://impacttransform.org/en/to-the-issues/gender-equality/</a>

IMPACT is an independent non-profit organisation, working with local partners to improve natural resource management in places where human rights and security are at risk. IMPACT does this through investigations and analysis; technical assistance, information sharing, and capacity building; and stakeholder dialogue. Integrating gender equality and environmental protection is one of IMPACT’s pillars.

IMPACT’s [approach](#) to gender equality is based on the understanding that mismanagement of natural resources can fuel inequality and that gender inequality in turn fuels insecurity and human rights violations. IMPACT therefore seeks to understand how gender discrimination occurs in natural resource management and what the opportunities are for transformation and empowerment. Their gender equality [overview brief](#) articulates their approach.

IMPACT is currently implementing '*Digging for Equality*' in partnership with *Zimbabwe Environmental Law Association* (ZELA) and Réseau d'Innovation Organisationnelle (RIO), funded by *Global Affairs Canada*. The project works to improve security, gender equality, and women's empowerment in the artisanal mining sectors in DRC, Uganda, and Zimbabwe. IMPACT is also running '*Her Security*' in order to investigate how enhancing women's security in artisanal cobalt and copper mining communities in the DRC can improve livelihoods and decrease child labour. IMPACT works with Bon Pasteur Kolwezi and the Good Shepherd International Foundation (GSIF) on this initiative, funded by the *Responsible Minerals Initiative*. Past projects include developing a *gender assessment toolkit*, and a *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 resource section of IMPACT's website includes toolkits and videos on gender equality. IMPACT is also a member of the Women's Rights and Mining multi-stakeholder group.

## → **Iniciativa Mesoamericana de Mujeres Defensoras de Derechos Humanos (IM-Defensoras)**

Headquarters	n/a
Geographic focus	<b>Mesoamerica</b>
More information	<a href="https://im-defensoras.org/es/">https://im-defensoras.org/es/</a>

The Mesoamerican Initiative of Women Human Rights Defenders (IM-Defensoras) 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. They support feminist holistic protection for WHRDs in several countries. IM-Defensoras also maintains and publishes a *registry* of attacks on WHRDs.

## → **IndustriALL**

Headquarters	<b>Geneva, Switzerland</b>
Geographic focus	<b>Global</b>
More information	<a href="https://www.industriall-union.org/mining-and-dgojp">https://www.industriall-union.org/mining-and-dgojp</a>

IndustriALL is a global union founded in 2012 that brings together affiliates of the former global union federations: International Metalworkers' Federation (IMF), International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM) and International Textiles Garment and Leather Workers' Federation (ITGLWF). IndustriALL represents 50 million workers in 140 countries and among the sectors it currently represents are mining, diamonds and gems.

IndustriALL held their *first global network meeting* for women in mining in 2021, bringing together 100 participants, from 16 countries. The meeting noted the prevalence of GBV in the mining sector and recommendations included identifying and developing more inclusive and diverse unions, with an increased representation and active participation of women. In 2022, they launched their *research* on GBV and harassment in the mining sector, with recommendations including integration of GBV and harassment into occupational health and safety and implementation of tools for risk assessment and safety mapping to prevent violence and harassment.

IndustriaALL also has a focus on the *just transition*, including a trade union guide of practice for the just transition.

## → International Women in Mining

Headquarters	Online
Geographic focus	Global
More information	<a href="https://internationalwim.org/">https://internationalwim.org/</a>

Founded in 2007, International Women in Mining (IWIM) is a not-for-profit organisation pursuing gender equity in the mining sector. IWIM’s transformative ambition is to reshape mining into an inclusive sector that embraces the contributions of all individuals.

IWIM is a convener, bringing stakeholders together to share knowledge, best practices and lessons learned. IWIM engages with stakeholders throughout the mining sector value chain including producers, explorers, consultancies, suppliers, policy makers, governments, sector associations, NGOs, academia and WIM organisations.

IWIM is part of several multi-stakeholder groups: a member of the [Women’s Rights and Mining Group](#) and UNECE Women in Resource Management. IWIM is a civil society member/supporter of [EPRM](#), [IRMA](#) and [EITI](#).

As a convener, IWIM brings together 20+ leading international organisations and policy shapers quarterly as part of WIM Global Exchange; Mining companies, consultancies and suppliers 5 times a year via a peer learning platform; and WIM organisations by managing the Secretariat of the International WIM Alliance.

IWIM develops and carries out action-oriented global initiatives and projects aimed at different stakeholders throughout the mining industry, including IWRMP, the only cross-company global mentoring programme for women; and Inclusive Workplace Design, a project aiming to provide guidelines to employers to provide workers with safe and inclusive work environments which are conducive to improved performance, safety, inclusivity, wellbeing and belonging. As part of this, IWIM publishes a female PPE directory designed to assist companies and their procurement teams. The [Respect at Work](#) platform was created to educate and allow survivors to anonymously share their stories for healing which the industry can use for storytelling and awareness.

IWIM also hosts a gender and mining [library](#) on their website. In 2022, IWIM launched the first-ever [International Day of Women in Mining](#). IWIM undertakes research initiatives, including the [report](#) ‘Impactful Women – Examining Opportunities and Constraints for Women in Mining Organisations Worldwide’. Undertaken with the support of the World Bank, this is the first study focused on WIM organisations. IWIM is part of the ‘Women and the Mine of the Future’ project led by [IGF](#) and IWIM peer reviews standards and global policy frameworks, ensuring a gender-inclusive lens.

## → Just Associates\*

Headquarters	Mexico City, Mexico; Jakarta, Indonesia; Cape Town, South Africa; Washington D.C., USA
Geographic focus	Global
More information	<a href="http://www.justassociates.org">www.justassociates.org</a>

Just Associates (JASS) is a network of activists, popular educators and scholars promoting and supporting feminist movement building. JASS conducts its activities – including developing women leaders, influencing policy, building cross-movement networks – through its hubs in Mesoamerica, Southern Africa, South-west Asia and its cross-regional hub. JASS have explored mining and extractivism in a variety of contexts, including their [analysis](#) ‘Defenders of land and territory, resistance against extractivism and visions towards a post-extractivist egalitarian future’ focused on Mesoamerica; and their feminist participatory action research training for women in Zimbabwe researching structural violence in mining-affected communities.

## → Natural Resource Governance Institute

Headquarters	New York, USA
Geographic focus	Chile, Colombia, Democratic Republic of the Congo, Ghana, Guinea, Mexico, Mongolia, Nigeria, Peru, Senegal, Tunisia, Uganda
More information	<a href="http://www.resourcegovernance.org">www.resourcegovernance.org</a>

The Natural Resource Governance Institute (NRGI) supports informed, inclusive decision-making about natural resources and the energy transition. The institute does this through a mix of advocacy, capacity-building, grant-making, research, technical advice and policy analysis, working on natural resource management issues all along the value chain. With support from the Open Government Partnership (OGP) and the World Bank Multi-Donor Trust Fund, NRGI and World Resources Institute looked at gender and extractives in the legal and policy frameworks in 12 countries, finding that few documents specifically address the root causes of inequality, and made recommendations for governments. NRGI and partners also recently published a comprehensive list of policy imperatives for a feminist natural resource governance agenda. This document formed the foundation for a workshop that convened women from both public and private sectors within extractives to discuss gender-just policy imperatives, particularly in the context of the energy transition in the Global South. NRGI continues work on the gendered impacts of energy transition in Colombia, Ghana, Nigeria, Senegal and Uganda, and is exploring the potential for related work in the MENA region.

## → Oxfam International

Headquarters	Nairobi, Kenya
Geographic focus	Global
More information	<a href="https://www.oxfam.org">https://www.oxfam.org</a>

Oxfam is an international confederation of 21 organisations operating as affiliates that work to combat injustice and poverty. Among its focus areas, Oxfam works on advocacy and programming on gender justice and women's rights; and food, climate and natural resources with a focus on supporting women and communities in their struggle to defend their land. Oxfam's [Policy & Practice](#) Hub allows users to filter to focus on natural resources.

Oxfam has increasingly worked on the intersection of natural resources and women's rights and in 2017, released a [position paper](#) on Gender Justice and the Extractive Industries, which highlighted that the sector, governments and financial institutions must put gender justice front and centre in extractives project and policy design. [Oxfam's Natural Resource Justice Strategic Plan 2021-2025](#) features gender justice as one of its five strategic focuses, with an emphasis on addressing the gendered impacts of extractive industries and advancing gender-responsive community consultation and engagement processes. Oxfam has produced research and tools, including Oxfam Australia's ['Guide to Gender Impact Assessment, published in 2017'](#), that is tailored for use by extractive industry companies. Oxfam Canada recently launched [Inspiring Change](#), an updated guide to gender-based analysis plus in impact assessment, to support activists and communities navigating the federal impact assessment process in Canada. Oxfam America's report, ['Accountable to Whom?'](#) (2019) examined how extractive industry accountability initiatives incorporate women's rights. Oxfam has [analysed](#) women's inclusion in accountability initiatives related to resource extraction, in the context of their work in Zambia and the Dominican Republic, finding that addressing structural barriers, like socio-cultural norms and inaccessibility of information can improve women's agency. In its 2023 publication [Recharging Community Consent](#), Oxfam examined the corporate gender policies of 43 mining companies exploring and producing transition minerals. The report found that policies of these companies continue to overlook the gendered impacts of their operations on communities. In ongoing [programming](#) over the past seven years, Oxfam has used Gender Action Learning methodologies in multiple countries

to build strategic alliances between women’s rights organizations and organizations working to advance EI fiscal accountability.

Working in coalition, Oxfam’s advocacy played a central role in securing the first-ever gender provisions in the 2019 EITI Global Standard. Oxfam is one of several organizations that spearheaded a highly-endorsed Feminist Natural Resource Governance policy agenda for a just energy transition, accessible in [English](#), [French](#) and [Spanish](#).

## → Pact

Headquarters	Washington D.C, USA
Geographic focus	Africa, Asia and South America
More information	<a href="https://www.pactworld.org/our-expertise/mining">https://www.pactworld.org/our-expertise/mining</a>

Pact is an international non-profit organisation with expertise in a range of areas including and women’s empowerment. Pact has been working on ASM for more than a decade, on issues including occupational health and safety, human rights, formalisation, traceability and transparency, economic empowerment, child labour reduction, and gender equality among miners and mining communities. Pact and the World Bank [published](#) the ‘2023 State of the ASM Sector report focused on SDG5: Gender Equality’ in February 2024 for [Delve](#), the online data platform on ASM funded by the World Bank’s EGPS multi-donor trust fund. Since 2019, Pact’s Moyo Gems programme has enabled responsibly sourced gemstones from women miners in Tanzania and Kenya to work safely, improve their financial security, and access new, consistent international market opportunities for their gemstones.

## → Publish What You Pay

Headquarters	Remote
Geographic focus	Global
More information	<a href="https://www.pwyp.org/areas-of-work/gender/">https://www.pwyp.org/areas-of-work/gender/</a>

Publish What You Pay (PWYP) is a global network of over 1,000 civil society member organisations in more than 50 countries, campaigning for an open and accountable extractive sector and a fairer, cleaner energy future. In 2013, PWYP started examining how to address gender inequalities arising from, or exacerbated by, the extraction of oil, gas and minerals. It initially did this through capacity building, awareness-raising and the creation of the toolkit ‘[Extracting Equality](#)’ with UN Women that explored how to incorporate a gender lens at different stages of the extractives value chain.

Since 2018, PWYP members in Burkina Faso, Guinea and Senegal have led efforts to embed gender-responsiveness into national EITI implementation. In 2021, PWYP produced an [evaluation report](#) exploring how the EITI’s new gender requirements have been implemented across the three countries, including a range of recommendations to EITI multi-stakeholder groups. In 2023, PWYP members successfully campaigned to ensure that some of the gender provisions in the EITI standard became mandatory, rather than recommended. For example, reporting on how companies’ social expenditures benefit women is now required.

Many PWYP members around the world are also involved in work on gender equality. National PWYP coalitions in Mozambique, Tanzania and Uganda have undertaken [research](#) into women’s participation and power in decision making around extractive revenues, exploring what data and reforms are needed to address gender inequalities. In Ukraine, the Energy Transition Association, led by Dixi group, is producing analysis on how gender inequality in mineral resources management and the extractive industry affects local community development. In Kyrgyzstan, members of the PWYP coalition have launched a campaign to end the ban on women undertaking certain jobs in the extractive sector.

In 2020, PWYP members and partners including *Oxfam* launched a *call* for a feminist natural resource governance agenda to advance a just energy transition; and in 2022, PWYP members adopted a Global Gender Policy by which the network committed to embedding a feminist approach to their work.

## → Solidaridad

Headquarters	Utrecht, Netherlands
Geographic focus	Global
More information	<a href="https://www.solidaridadnetwork.org/commodity/gold/">https://www.solidaridadnetwork.org/commodity/gold/</a>

Solidaridad is an international CSO with over 50 years of experience in developing solutions to make communities more resilient – from its early roots supporting repressed communities in Latin America to the current work fostering more sustainable supply chains. Solidaridad currently works in over 40 countries, on five continents, through seven independently supervised regional offices.

Its key goal is promoting sustainable and inclusive value chains for 11 different commodities, ranging from cotton to coffee and gold. Solidaridad’s 2021 – 2025 *strategy* integrates gender and inclusion, including through offering training to governments, mines and factory management and farmers on healthy and safe workplaces, gender inclusion, and equal opportunities creation.

The network’s focus regarding gold includes engaging with artisanal miners and helping them to gain legal status under national laws; engaging with industrial mines, brands, and gold buyers; and educating buyers within the industry to understand whether or not they are sourcing responsible 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. Their multi-country ‘*RECLAIM Sustainability*’ (2021-25) project includes gold mining and takes a transformative gender and social inclusion approach and aims to improve the position of female workers, advocate through inclusive dialogue and amplify the voices of citizenry to change norms and influence the policy agenda. In Peru, the project supported the creation of the National Network of Women in Artisanal and Small-Scale Mining (RNM-MAPE).

Solidaridad is currently a member of the Women’s Rights and Mining multi-stakeholder group.

## → WoMin

Headquarters	Johannesburg, South Africa
Geographic focus	Africa
More information	<a href="http://womin.africa">womin.africa</a>

WoMin is an ecofeminist Pan-African alliance with a *vision* of ‘an Africa in which all women have secure access to the resources they, their families and communities need for life and livelihood, and an Africa in which all women can exercise full control over their bodies and development choices’. Working with partners and allies in sixteen countries across East, West, Central and Southern Africa, WoMin aims to challenge destructive large-scale extraction of natural resources and propose developmental alternatives. They work across several areas, including *Consent and the Right To Say No*, which recognises that communities, and women specifically, are frequently denied the right to give or withhold consent for large-scale extractives projects, despite the concept of FPIC being recognised by many governments and regional bodies. Their work seeks to support national and regional campaigns movement building to advance the consent rights of affected communities. WoMin’s work on *green extractivism* explores new forms of extractivism that mirror the legacy of colonialism under the guise of the green transition. Their work here is focused on the Northern Cape of South Africa, working with women and their communities

to build proposals for alternative energy transitions that are just and fair. Their work on [violence against women](#) aims to research, document, and evidence the relationship between extraction, militarisation, securitisation and violence against women, and support women affected by violence. WoMin also hosts a [resource archive](#).





### 3. Financial Institutions

International financial institutions play a role in financing infrastructure and development projects around the world and in the context of the energy transition, IFIs are also under renewed focus for their role in financing projects in the transition minerals supply. This section sets out the IFIs with gender and mining focused actions or strategies. It does not aim to analyse how the different institutions' social or environmental requirements for borrowers address gender and other drivers of exclusion, however this is also an important consideration when exploring international financing and there is a broader body of literature that considers this.<sup>27</sup> IFIs not included here may be conducting work on gender and mining that is not publicly available.

#### → European Bank for Reconstruction and Development\*

Headquarters	London, UK
Geographic focus	Global
More information	<a href="https://www.ebrd.com/">https://www.ebrd.com/</a>

The European Bank for Reconstruction and Development (EBRD) finances projects in nearly 40 countries across three continents, with mining included in its natural resources sector focus. The EBRD has approved a *new mining sector strategy* in November 2023, in recognition of the role the mining industry will play in developing green economies. The strategy guides the EBRD's priorities until 2029 and gender equality and the role of women is reflected in the strategy. The strategy includes a performance measurement framework with indicators on environmental, social, inclusion and governance practices. Mining sector projects must be reviewed against the Bank's *Environmental and Social Policy*, which incorporates considerations related to gender and performance requirements on Indigenous people.

#### → Inter-American Development Bank

Headquarters	Washington D.C., USA
Geographic focus	Latin America and the Caribbean
More information	<a href="https://www.iadb.org/">https://www.iadb.org/</a>

The Inter-American Development Bank has implemented two phases of the project 'Promoting Gender Equality, Leadership and Best Practices in the Mining-Energy Sector', between 2017-2022. This regional project, with a focus on Argentina, Chile, Colombia and Peru, sought to promote best practices through gender gap assessments, policy and training, strengthen women's leadership, coordinate public-private alliances for gender equality and disseminate the implementation model to other countries in the region.

The Bank's *Gender in Infrastructure* resource allows users to filter by country or sector (including mining) to access information and indicators on integrating gender into infrastructure operations.

<sup>27</sup> See for example: <https://www.brettonwoodsproject.org/2023/04/lagging-behind-world-bank-and-imf-rank-poorly-against-other-ifis-in-gender-actions-new-report-as-its-approach-to-macro-is-still-gender-blind-despite-reform-promises/>

## → World Bank Group

Headquarters	Washington D.C, USA
Geographic focus	Global
More information	<a href="https://www.worldbank.org/en/programs/egps/overview">https://www.worldbank.org/en/programs/egps/overview</a>

The World Bank’s Extractives Global Programmatic Support (EGPS) Multi-Donor Trust Fund aims to enhance transparency, governance, institutional capacity, local economic diversification, and regulatory frameworks in resource-dependent developing countries. The primary goal is to ensure social and environmental sustainability. EGPS focuses on four key components: revenue transparency, institutional strengthening, local value and diversification, and community benefits. It also places a strong emphasis on promoting gender equality across all these components. EGPS has produced various publications with a focus on gender, including *‘Impactful Women: Examining Opportunities and Constraints for Women in Mining Organizations Worldwide’* with International Women in Mining.

The World Bank also plays a significant role in consolidating knowledge and resources related to gender and mining. The Bank’s Open Knowledge Repository contains a wide range of research reports on gender and mining issues. Additionally, the World Bank has organised two Global Gender in Oil, Gas, and Mining Conferences in 2018 and 2021. Furthermore, the World Bank serves as a convener for the *GOXI hub*, which brings together individuals and organisations working on governance issues related to extractive industries. GOXI is funded through EGPS and provides a platform for members to share knowledge, experiences, and access resources. The platform features a comprehensive resource repository, including blogs, consultancy announcements, and resources specifically related to gender issues in extractives governance.



## 4. Intergovernmental organisations and UN agencies

Inter-governmental organisations (IGO) play an important role in forming a policy consensus around mining governance issues and rolling this out at national levels. They have played an important role in generating evidence and convening dialogue on gender and mining related issues, although policy provisions and standards on gender and mining issues are relatively high level.

### → African Union\*

Headquarters	Addis Ababa, Ethiopia
Geographic focus	Africa
More information	<a href="https://au.int/en/documents/20100212/africa-mining-vision-amv">https://au.int/en/documents/20100212/africa-mining-vision-amv</a>

The African Union has articulated its position on mining through the *African Mining Vision (AMV)*, adopted in 2009. The AMV includes as part of its vision: ‘A sustainable and well-governed mining sector that effectively garners and deploys resource rents and that is safe, healthy, gender & ethnically inclusive, environmentally friendly, socially responsible and appreciated by surrounding communities’. The *African Minerals Development Centre* has been established to coordinate and advise on implementation of the Vision and their work includes attention to gender issues in the ASM sector.

### → International Conference on the Great Lakes Region

Headquarters	Bujumbura, Burundi
Geographic focus	Angola, Burundi, Central African Republic, Republic of Congo, Democratic Republic of Congo, Kenya, Uganda, Rwanda, Republic of South Sudan, Sudan, Tanzania and Zambia
More information	<a href="https://icglr.org/programs/">https://icglr.org/programs/</a>

The International Conference on the Great Lakes Region (ICGLR) focuses on peace and stability in the Great Lakes Region, founded in recognition of the regional dimensions to instability. Gender equality is one of ICGLR’s programme areas and they maintain a focus on preventing sexual violence and on strengthening the role of women in conflict prevention, resolution and peace building. Their work on gender in mining includes the project: ‘Promoting the Participation of Women and Youth in the Mining Sector in the Great Lakes Region’, funded by the Kingdom of Belgium. With the support of *BMZ*, via GIZ, ICGLR has developed *Guidelines* for Mainstreaming Gender in the Minerals Sector, the Gender Strategies for the mining sector and Uganda respectively. In commemoration of the 2023 *16 days of activism* against GBV, the ICGLR convened a regional workshop under the theme “Engagement of Mining Actors in Promoting Positive Masculinity as a Preventive and Responsive Mechanism to Address SGBV in the Great Lakes Region Mining Sector”.

## → Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development (IGF)

Headquarters	Ottawa, Canada (IISD)
Geographic focus	Global – member countries
More information	<a href="https://www.igfmining.org/gender-equality/">https://www.igfmining.org/gender-equality/</a>

The Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development (IGF) has 81 member countries at present and works with governments to establish policy and legislative frameworks that address gender equality in the mining governance, including addressing women’s roles and rights as community members and addressing the evolution of new technologies in mining and their impact on women. The IGF is currently leading the *Women and the Mine of the Future* project, which aims to increase understanding of the status quo for women in mining through data. The project has so far produced 12 country reports and one global synthesis report. Together with partners (*UNDP* and *Swedish Environmental Protection Agency*) the IGF developed a *Massive Online Open Course* (MOOC) on gender equality and mining governance that has reached more than 3000 users. Other resources from IGF include their report on *gender equality and mine closure*; their work on *gender impact assessments*; their policy recommendations for policy makers, their annotated bibliographies on gender and *ASM* and *LSM* and list of case studies on gender equality and ASM. The IGF also offers tailored made capacity building and technical assistance support to its members on gender equality in LSM and ASM. The IGF Secretariat is hosted by the International Institute for Sustainable Development (IISD), with core funding from the Governments of Canada and the Netherlands.

## → International Labour Organisation

Headquarters	Geneva, Switzerland
Geographic focus	Global
More information	<a href="https://www.ilo.org/global/industries-and-sectors/mining/lang--en/index.htm">https://www.ilo.org/global/industries-and-sectors/mining/lang--en/index.htm</a>

The International Labour Organization brings together governments, employers and workers to drive a human-centred approach to the future of work through employment creation, rights at work, social protection and social dialogue. They have produced reports on the issue of women in the mining sector, including the 2021 *study* ‘Women in mining: Towards gender equality’ and convened conferences, including the 2023 *meeting* hosted by the Regional Office for Africa (ROAF) and the Sectoral Policies Department (SECTOR) in Senegal on ‘Women in Mining: women for a more inclusive mining future in Africa’. ILO are a partner to the ‘Women and the Mine of the Future’ project, led by IGF.

## → OECD

Headquarters	Paris, France
Geographic focus	Global – member and adherent countries
More information	<a href="https://mneguidelines.oecd.org/mining.htm">https://mneguidelines.oecd.org/mining.htm</a>

The OECD’s work on mining includes the Due Diligence Guidance for Meaningful Stakeholder Engagement in the Extractive Sector and the Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, with the latter having been adopted into a range of regional and international standards. These guides integrate gender considerations and in 2019 the OECD put out a *Stakeholder Statement* on Implementing Gender-Responsive Due Diligence and ensuring the human rights of women in Mineral Supply Chains, together with the *Women’s Rights and Mining multistakeholder group*.

## → UNDP

Headquarters	<b>New York, USA</b>
Geographic focus	<b>Global</b>
More information	<a href="https://www.undp.org/tag/extractive-industries">https://www.undp.org/tag/extractive-industries</a>

UNDP is the United Nations lead agency on international development, UNDP works in 170 countries and territories to eradicate poverty and reduce inequality. UNDP's work includes a focus on ensuring a more gender-responsive and sustainable management of minerals and metals. As part of its broader minerals and extractives portfolio, the joint *Swedish EPA-UNDP Environmental Governance Programme* covers a range of human rights and environmental governance issues and in its current phase, provides support to Argentina, Colombia, Ecuador, Kenya, Kyrgyzstan, Liberia, Mongolia, Namibia, Peru, and Zambia. Gender is one of the focus areas of the programme and the programme has collaborated with *IGF* and others on the 'Women and the Mine of the Future' project and the self-paced Gender and Mining Governance online course, available in English, French and Spanish. UNDP is also a convenor of the GOXI platform with the *World Bank*.

## → UN Women

Headquarters	<b>New York, USA</b>
Geographic focus	<b>Global, mining work focused in East and Southern Africa and Asia Pacific</b>
More information	<a href="https://www.unwomen.org/en">https://www.unwomen.org/en</a>

UN Women has been working on the intersection of gender and extractives since 2013, when their East and Southern Africa office formed a partnership with *Publish What You Pay* to produce '*Extracting Equality*', which examined 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, conducted *research* and organised events for practitioners to share resources and strategies, including the *Regional Share-fair* held in Nairobi in 2015. In the *Asia Pacific*, UN Women have explored the intersection of the extractive industries, gender and conflict.





## 5. Governments

Governments engage with the issue of women’s rights in mining in a variety of ways – including regulation of the sector’s environmental and social impacts, promotion of women’s economic opportunity through the sector and through international cooperation and assistance on the issue of gender and mining. In this section, we have listed those governments with an explicit public policy, programme or initiative that addresses the intersection of gender equality and mining. These initiatives take a variety of forms and we have not sought to evaluate their impact. Governments are also signatory to a range of international conventions that relate to women’s human rights and environmental protection and may also address mining related issues through national action plans on women, peace and security, on business and human rights and on women’s economic empowerment. These are all important initiatives but beyond the scope of this mapping. We acknowledge there may well be other government policy initiatives underway that have not been publicly communicated.

### → Argentina: National Secretariat of Mining, Ministry of Economy

Headquarters	Buenos Aires, Argentina and provincial departments
Geographic focus	Argentina
More information	<a href="https://www.argentina.gob.ar/economia/mineria">https://www.argentina.gob.ar/economia/mineria</a>

As a federal republic, mining in Argentina is governed at the federal and provincial level. At the federal level, the Secretariat of Mining is housed within the Ministry of Economy. Argentina has consolidated information and initiatives on gender and mining issues on the Ministry’s [website](#) and the Secretariat hosts a Gender Policy Advisory Unit. In 2023, Argentina launched its first [roadmap](#) on gender equality in the mining sector, which takes a gender diverse approach: ‘Hoja de Ruta Nacional para la Promoción de la Equidad de Género en el sector minero. Lineamientos para una Implementación Transformadora’.

### → Canada: Global Affairs Canada

Headquarters	Ottawa, Canada
Geographic focus	Global
More information	<a href="https://www.international.gc.ca/world-monde/index.aspx?lang=eng">https://www.international.gc.ca/world-monde/index.aspx?lang=eng</a>

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.

Canada has adopted a [Feminist International Assistance Policy](#) and among its focus areas are supporting women’s leadership in climate mitigation, adaptation and natural resource management and supporting employment and business opportunities for women in the renewable energy sector. Canada supports the [World Bank EGPS](#), the [IGF](#) secretariat and the [IADB](#). Canada is also a member of the [Women’s Rights and Mining multi-stakeholder group](#).



## → Chile: Ministry of Mining

Headquarters	Santiago de Chile, Chile
Geographic focus	Chile
More information	<a href="https://www.minmineria.gob.cl/">https://www.minmineria.gob.cl/</a>

Chile's National Mineral Policy (*Minería 2050*: Política Nacional Minera) mainstreams gender issues throughout their mining policy. It was informed by consultation with women in the development process and includes information and goals on women's participation in the mining sector work force and in management. The policy reflects a commitment to equal opportunities for Indigenous people, people of different genders, religion, culture and social groups. Chile also hosts monthly roundtables on the topic of gender and mining: Mesa Mujer y Minería.

## → Colombia: Ministry of Energy and Mines

Headquarters	Bogotá, Colombia
Geographic focus	Colombia
More information	<a href="https://www.minenergia.gov.co">https://www.minenergia.gov.co</a>

Colombia launched its first set of *guidelines* on gender equality in the mining sector in 2020. These guidelines were developed through a year of consultation and regional level meetings, involving companies, local authorities, unions, academia and civil society. The guidelines have several objectives, including promoting equal opportunities and full exercise of labour rights for both women and men in the sector, as well as developing guidelines, tools and mechanisms to advance the integration of gender into sectoral planning and projects. The guidelines also include indicators for benchmarking and measuring progress.

With the support of the *IADB* in 2021, the Ministry conducted a sector study on gender in mining and energy. The *study* not only provides a diagnostic on the situation of women in mining in Colombia, but also serves as a baseline for the indicators contained in the guide. Currently the Ministry is working including a territorial and community approach in the Guidelines.<sup>28</sup>

## → Denmark: Danish Institute for Human Rights

Headquarters	Copenhagen, Denmark
Geographic focus	Global
More information	<a href="https://www.humanrights.dk/business-human-rights">https://www.humanrights.dk/business-human-rights</a>

The Danish Institute for Human Rights (DIHR) is Denmark's state funded national human rights institution and national equality body in relation to race, ethnicity and gender. Beyond their work in Denmark, DIHR works on business and human rights issues, working with state actors including national human rights institutions, business, finance and civil society actors to enhance business respect for human rights. Within this strand of work, they maintain a focus on the green transition. DIHR has completed a project on gender in business and human rights and as part of this, including the report '*Toward Gender-Responsive Implementation of Extractive Industries Projects*' as well as a *report* on women in business and human rights. They have also convened a roundtable and produced a scoping report on *women's human rights in the energy transition* in Sub-Saharan Africa.

28 <https://colaboracion.dnp.gov.co/CDT/Conpes/Econ%C3%B3micos/4080.pdf>

## → Germany: Federal Ministry for Economic Cooperation and Development

Headquarters	<b>Berlin and Bonn, Germany</b>
Geographic focus	<b>Global</b>
More information	<a href="https://www.bmz.de/en/ministry">https://www.bmz.de/en/ministry</a>

The Federal Ministry for Economic Cooperation and Development (Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung, BMZ) leads Germany’s development cooperation and works with civil society, multilateral organisations and the private sector, cooperation with partner countries and work with multilateral organisations. BMZ pursues a *feminist development policy* and presented its latest strategy in March 2023. Furthermore, the Federal Government of Germany adopted a LGBTIQ+ inclusion strategy for foreign policy and development cooperation in 2021.

BMZ supports various activities and projects abroad related to responsible mining in its partner countries. Furthermore, it commissioned the sector programme ‘Extractives and Development’, which is jointly implemented by the Federal Institute for Geosciences and Natural Resources (*BGR*) and the Deutsche Gesellschaft für Internationale Zusammenarbeit (*GIZ*) – which includes an explicit focus on *gender justice* and *Indigenous rights*. The sector programme is committed to strengthening gender equality in the raw materials sector, including through raising awareness of the issue, preparing best practices and developing solutions and recommendations for action. It further supports the multi-stakeholder *Women’s Rights and Mining* partnership.

## → Germany: GIZ

Headquarters	<b>Bonn and Eschborn, Germany</b>
Geographic focus	<b>Global</b>
More information	<i>Home – <a href="https://www.giz.de">giz.de</a></i>

The Deutsche Gesellschaft für Internationale Zusammenarbeit (*GIZ*)<sup>29</sup> is a main implementing organisation of Germany, providing international cooperation services. It is wholly owned by the Federal Republic of Germany. GIZ’s main commissioning party is Germany’s Federal Ministry for Economic Cooperation and Development (BMZ). Other commissioners include European Union institutions, the United Nations, the private sector, and governments of other countries. In its projects GIZ works with partners in national governments, actors from the private sector, civil society and research institutions.

GIZ’s work on extractives includes the sector programme Extractives and Development (see BMZ entry), as well as country and regional specific support, including in the Mano River Union, the Great Lakes region and the Andean region. As part of their work, GIZ aims to integrate a gender perspective into natural resource governance and seeks to redress the negative impacts on women and marginalised groups of extractive projects in line with BMZ’s feminist development policy and LGBTIQ+ inclusion policy as well as the GIZ gender strategy. GIZ acts as secretariat for the Women’s Rights and Mining partnership on behalf of BMZ and has managed the production of gender and mining resources, including this guide and its previous iterations, and a *report* on sexual and gender-based violence in the mining sector in Africa.

<sup>29</sup> GIZ has the legal form of a limited liability company recognised as a public benefit organisation, however it is included within the government section for its role as an implementing organisation of BMZ.

## → Ghana: Minerals Commission\*

Headquarters	Accra, Ghana
Geographic focus	Ghana
More information	<a href="https://www.mincom.gov.gh">https://www.mincom.gov.gh</a>

The Minerals Commission of Ghana is the government agency that leads development and coordination of mineral sector policy and implementation. In 2019, the Minerals Commission established a Gender Desk, aimed at ensuring the gender and child labour issues are mainstreamed.<sup>30</sup> A workshop was also held to train staff on child labour issues and monitoring tools.

## → Mongolia: Ministry of Mining and Heavy Industry\*

Headquarters	Ulaanbaatar, Mongolia
Geographic focus	Mongolia
More information	<a href="https://mmhi.gov.mn/en/">https://mmhi.gov.mn/en/</a>

Mongolia has enacted the Geology, Mining, Petroleum and Heavy Industry Sector Gender Responsive Policy (2019–2026). The policy includes within its goals mainstreaming gender in the legal and policy framework, changing gender stereotypes in the sector, mitigating adverse environmental and social impacts and ensuring equal access to benefits for women and men.<sup>31</sup> This policy was developed following a Gender Impact Assessment of the minerals sector commissioned by the Ministry.

## → Netherlands: Ministry of Foreign Affairs

Headquarters	The Hague, The Netherlands
Geographic focus	Global
More information	<a href="https://www.government.nl/ministries/ministry-of-foreign-affairs">https://www.government.nl/ministries/ministry-of-foreign-affairs</a>

The Dutch Ministry of Foreign Affairs promotes Dutch values and interests globally, as well as assists Dutch nationals abroad. Currently, the Ministry of Foreign Affairs is working on its feminist foreign policy<sup>32</sup> and hosted an *international conference* ‘Shaping Feminist Foreign Policy Conference’, which included discussion on land rights, natural resources governance, climate change and the rule of law.

The Netherlands’ involvement in women and mining issues includes supporting the *Women’s Rights and Mining* initiative core group, supporting research into gender and mining issues<sup>33</sup> and providing funding to NGOs based in the Netherlands working on gender and mining (including ActionAid Netherlands and Solidaridad). The Netherlands also provides core funding to the IGF.

30 See: <https://www.mincom.gov.gh/wp-content/uploads/2021/06/2019-MINCOM-ANNUAL-REPORT.pdf>

31 See: [https://portal.merit.mn/dataset/ca7a917c-a444-46a2-9dca-7557e9f5e24a/resource/6c171949-6b74-4f12-b6a8-2552ef794e54/download/gender-policy\\_en.pdf](https://portal.merit.mn/dataset/ca7a917c-a444-46a2-9dca-7557e9f5e24a/resource/6c171949-6b74-4f12-b6a8-2552ef794e54/download/gender-policy_en.pdf) (p.15)

32 <https://www.government.nl/latest/news/2022/11/18/feminist-foreign-policy-netherlands>

33 For example: <https://www.kit.nl/wp-content/uploads/2019/02/The-Gender-Dimensions-of-3Ts-in-the-GLR-1.pdf>

## → Papua New Guinea: Mineral Resources Authority\*

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Headquarters	Port Moresby, Papua New Guinea
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Geographic focus	Papua New Guinea
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More information	<a href="https://mra.gov.pg/developmentcoordination/womeninmining/">https://mra.gov.pg/developmentcoordination/womeninmining/</a>
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The Mineral Resources Authority manages Papua New Guinea's Women in Mining programme. The programme is designed to address issues faced by women landowners in mining communities and build their capacity to participate in decision making at different stages of mine development. Activities undertaken through the programme include review of mining memoranda of agreements, development planning, royalty management and monitoring as well as women's micro-finance schemes.



## → Peru: Ministry of Energy and Mines\*

Headquarters	Lima, Peru
Geographic focus	Peru
More information	<a href="https://www.gob.pe/minem">https://www.gob.pe/minem</a>

Peru's Ministry of Energy and Mines runs a programme called Magical Women (*'Mujeras Mágicas'*) that trains women leaders in the mining sector around the country on mining related issues including entrepreneurship. The programme has been running since 2019 and has trained more than 300 people.

## → South Africa: Department of Mineral Resources & Energy\*

Headquarters	Pretoria, South Africa
Geographic focus	South Africa
More information	<a href="https://www.energy.gov.za/">https://www.energy.gov.za/</a>

The Department of Mineral Resources & Energy currently lists its women, youth and disability policies and resources on its [website](#). This includes the Women Empowerment and Gender Equality Strategy for the Energy Sector, which guides the Department to facilitate gender equality through four strategic pillars: enabling environment; equality of opportunity; gender mainstreaming; and barrier free workplaces.

In order to address historical inequalities in South Africa and its mining sector, the South African government has adopted the Broad Based Socio-Economic Empowerment [Charter](#) for the Mining Industry. First published in 2004 and revised in 2010 and 2018, it seeks to ensure the meaningful participation of Historically Disadvantaged Persons in South Africa's mining sector. It includes within it, goals for ownership by women, employment of women and service provision from women in the mining sector.

## → Sweden: Swedish Environmental Protection Agency

Headquarters	Stockholm, Sweden
Geographic focus	Sweden/International Cooperation
More information	<a href="https://www.naturvardsverket.se/en">https://www.naturvardsverket.se/en</a>

The Swedish Environmental Protection Agency (EPA) conducts and coordinates Sweden's environmental work. Together with many others, the Swedish EPA works to preserve biodiversity, reduce climate impact and contribute to a resource-efficient society. In international cooperation, they conduct both strategic bilateral cooperation and development cooperation projects with funding from the Swedish International Protection Agency (Sida). With Sida funding, the Swedish EPA runs the Environmental Governance Programme (EGP) in a partnership with [UNDP](#). The EGP programme focuses on strengthening governance and the integration of environment and human rights into mining governance. A Gender and Mining Governance MOOC was produced in collaboration with [IGF](#) and the UNDP learning platform Learning for Nature. The EGP is also a partner to the 'Women and the Mine of the Future' project, led by IGF.

## 6. Research Institutions & Knowledge Hubs

Research into the gendered impacts of the mining sector has been critical in transforming the sector's understanding of the issue and bringing it into the realm of practice. Often collaborating with practitioners, research institutions can help to shape policy and practice in the mining sector. Research helps to expose gendered dynamics and their structural drivers. Research initiatives include both qualitative and quantitative methods and many of the outputs of these research initiatives are listed in the resources annex toward the end of this guide.

### → Australia National University

Headquarters	Canberra, Australia
Geographic focus	Global
More information	<a href="https://read.crawford.anu.edu.au/">https://read.crawford.anu.edu.au/</a>

The Resources, Environment and Development programme of the Crawford School of Public Policy at Australia National University (ANU) carries out interdisciplinary research on the social, political and economic dimensions of environmental management in Australia and the Asia-Pacific region. Research themes include gender, resource rights and environmental justice and decolonial and Indigenous studies. The programme's work on gender takes a feminist, critical and post-colonial approach. The programme currently hosts a *research project*, led by Professor Lahiri-Dutt<sup>34</sup> entitled 'Just transition for all: A Feminist approach for the coal sector'. This project, funded by the World Bank, offers an intersectionality-informed gender transformative perspective on the transition.

### → Carleton University

Headquarters	Ottawa, Canada
Geographic focus	Global
More information	<a href="https://carleton.ca/africanstudies">https://carleton.ca/africanstudies</a>

Students and faculty at the Institute pursue research on the gender dimensions of artisanal and small-scale mining in Africa, in association with other institutions and universities in Africa. Since 2015, these projects include:

- 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 (2015-2018);
- 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 was completed in collaboration with the Coady Institute, St. Francis Xavier University (Canada) and the University of Sierra Leone (2014-2023); A project to facilitate exchange of knowledge and research expertise on gender and ASM between universities in Africa and Canada, involving multilateral agencies and civil society organisations.

<sup>34</sup> Professor Lahiri-Dutt has written extensively on the intersection of gender and mining. Her publications are listed here: <https://crawford.anu.edu.au/people/academic/kuntala-lahiri-dutt?tb=publication>

In addition to Carleton University, partners on this project were the University of Sierra Leone, Fourah Bay College, University of Eduardo Mondlane, University of Nairobi, the Coady Institute, St. Francis Xavier University, United Nations Economic Commission for Africa, Forum Mulher (Mozambique); Network Movement for Justice and Development (Sierra Leone), IMPACT, and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) Sierra Leone (2018–2024).

- A new project was launched in 2022 to examine gendered impacts of changing environmental, caregiving and gold mining livelihood dynamics in Kenya, Mozambique and Sierra Leone in the period during and following the COVID-19 pandemic. Collaborators and researchers on this project include Professor Aisha Ibrahim, University of Sierra Leone (Fourah Bay College), Dr. Sarah Kinyanjui, University of Nairobi (Mombasa Campus), and Mr. Joao Colaço, University of Eduardo Mondlane. The last three projects were generously funded by the Social Sciences and Humanities Research Council of Canada.

## → Queensland University

Headquarters	<b>Brisbane, Australia</b>
Geographic focus	<b>Global</b>
More information	<a href="https://smi.uq.edu.au/csrm">https://smi.uq.edu.au/csrm</a>

The Centre for Social Responsibility in Mining (CSRM) 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. Gender is a cross cutting research theme for CSRM and they have also undertaken specific qualitative and quantitative research, 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; and 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.

## → Environmental Peacebuilding Association

Headquarters	<b>Online</b>
Geographic focus	<b>Global</b>
More information	<a href="https://www.environmentalpeacebuilding.org/">https://www.environmentalpeacebuilding.org/</a>

The Environmental Peacebuilding Association, known as EnPAX, is a knowledge hub and community of practice focused on natural resource management in conflict prevention, acknowledging that natural resources are often intertwined with conflict narratives. EnPAX has a range of interest groups open to its members, including one on gender. The *EnPAX library* also allows users to filter for resources on gender.

## → Global Alliance for Green and Gender Action\*

Headquarters	<b>Online</b>
Geographic focus	<b>Global</b>
More information	<a href="https://gaggaalliance.org/">https://gaggaalliance.org/</a>

Launched in 2015 by Fondo Centroamericano de Mujeres, the Global Alliance for Green and Gender Action (GAGGA) is a network that centres women-led community-based organisations, with funds and NGOs providing women-led CBOs with technical and legal support, thematic expertise and funding. The alliance focuses on capacity building, advocacy, and alliance building. Their resource hub includes publications on extraction and mining, including the [recent report](#) ‘Women on the Frontlines of Extractivism: How funders can support women environmental defenders’.

## → **Harvard Humanitarian Initiative**

Headquarters	<b>Cambridge, MA, USA</b>
Geographic focus	<b>Global</b>
More information	<a href="https://hhi.harvard.edu/">https://hhi.harvard.edu/</a>

The Harvard Humanitarian Initiative’s Programme on Gender, Rights and Resilience was founded in 2008 to investigate and address issues relating to gender, peace, and security in fragile states. Their current work in relation to mining includes the Due Diligence research project that aims to create generalisable knowledge around the individual and community effects of industry due diligence (DD) programming in the artisanal mining sector. Other work includes the [study](#) ‘Resources and resourcefulness: Roles, opportunities and risks for women working at artisanal mines in South Kivu, Democratic Republic of the Congo’.

## → **KIT Royal Tropical Institute**

Headquarters	<b>Amsterdam, Netherlands</b>
Geographic focus	<b>Global</b>
More information	<a href="https://www.kit.nl/project/gender-equality-and-womens-rights-in-mining/">https://www.kit.nl/project/gender-equality-and-womens-rights-in-mining/</a>

KIT Royal Tropical Institute is a centre of expertise on sustainable development and has been supporting the Dutch Ministry of Foreign Affairs work on gender and mining since 2016. KIT, through the Gender Resources Facility, has produced reports on the gender dimensions of tin, tantalum and tungsten mining and on gender equality in the scaling up minerals traceability project. KIT is an active participant in the [Women’s Rights and Mining multi-stakeholder group](#).





## 7. Multi-stakeholder Initiatives & Industry Associations

Multi-stakeholder initiatives play a central role in setting standards and benchmarks for mining companies to adhere to. These initiatives take a variety of forms<sup>35</sup> and address a range of governance and performance issues, with some involving oversight from other stakeholders, including government and civil society. In recent years, these initiatives have begun to engage more with the gendered dimensions of the mining sector, incorporating principles and indicators into their standards. In this section we outline those associations and initiatives that include gender or women’s rights considerations as part of their mandate.

### → European Partnership for Responsible Minerals

Headquarters	<b>The Hague, Netherlands</b>
Geographic focus	<b>Conflict Affected and High-Risk Areas</b>
More information	<a href="https://europeanpartnership-responsibleminerals.eu/">https://europeanpartnership-responsibleminerals.eu/</a>

The European Partnership for Responsible Minerals (EPRM) is a multi-stakeholder partnership, with its secretariat housed within the Netherlands Enterprise Agency RVO. It was set up as an accompanying measure to the EU’s Conflict Minerals Regulation which 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. The partnership funds a number of projects in conflict affected and high-risk areas to achieve its goals – each of these is required to have a gender component. For example, EPRM is currently funding a project in Kenya where cultural barriers and gender-based violence are being addressed in order to improve the women’s access in mining activities. In Honduras women are trained in responsible mining practices and in Colombia women received training in jewellery making. In the past they have supported projects in Mali, designed to support an artisanal mining community through establishing a gold buying hub, with project participants trained on gender sensitive budgeting and expenditure to ensure equitable benefit sharing. Other projects funded successfully contributed in including women miners in national legislation in Uganda, savings and credit for women in ASM communities in the DRC and establishing women led mining cooperatives in Colombia. They have produced videos on their work in [Honduras](#) and [Uganda](#).

### → Extractive Industries Transparency Initiative

Headquarters	<b>Oslo, Norway</b>
Geographic focus	<b>Global (EITI implementing countries)</b>
More information	<a href="http://www.eiti.org/gender-and-extractives-governance">www.eiti.org/gender-and-extractives-governance</a>

The Extractive Industries Transparency Initiative (EITI) is the global standard for transparency and accountability in the oil, gas and mining sectors. Its mission is to promote understanding of natural resource management, strengthen public and corporate governance and accountability, and provide the data to inform policymaking and multi-stakeholder dialogue in the extractive sector. By implementing the EITI Standard, more than 50 countries commit to disclose information along the extractive industry value chain through a multi-stakeholder approach.

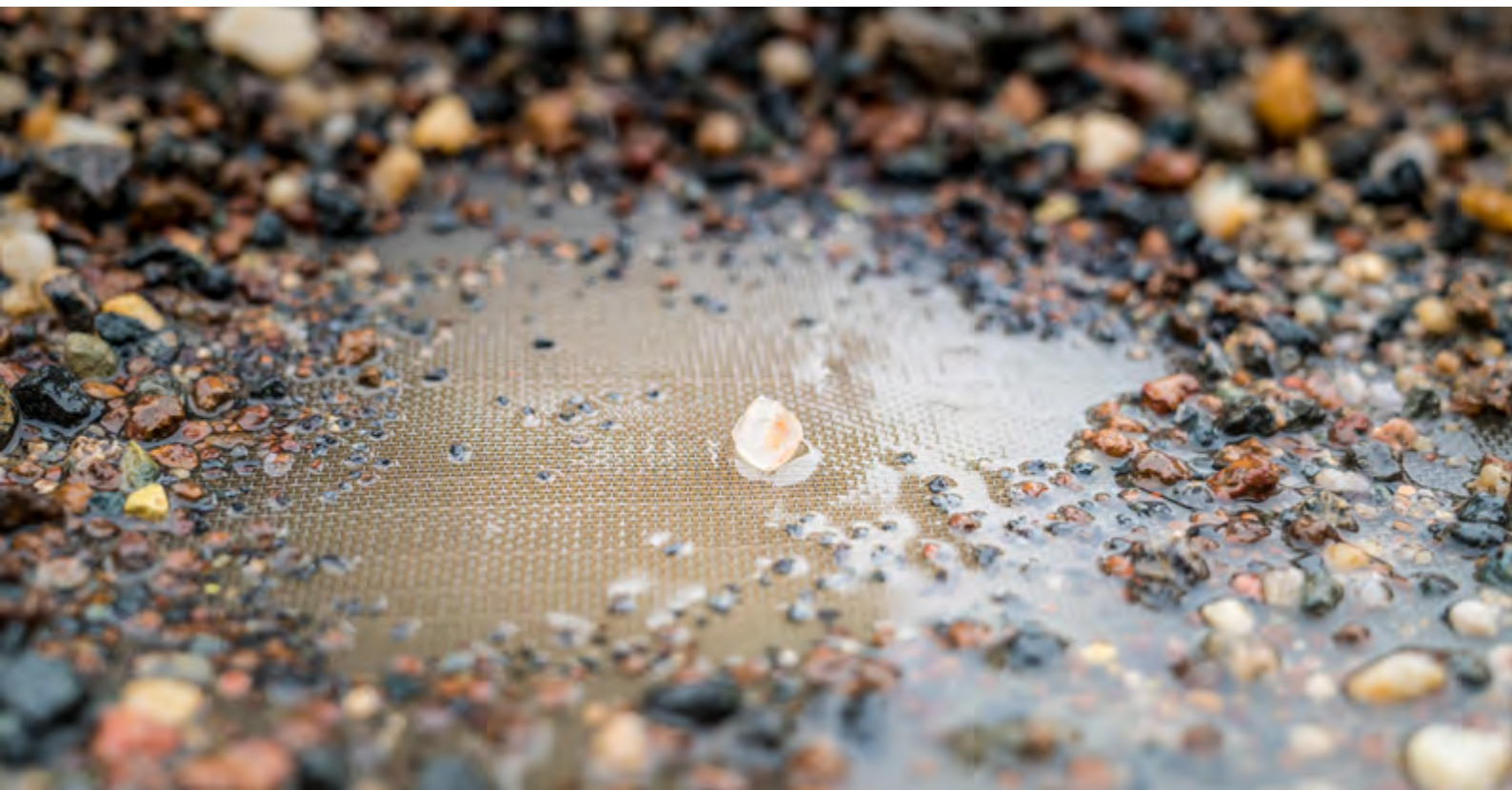
<sup>35</sup> Of note, Copper Mark, ICMM, Mining Association of Canada, and the World Gold Council are currently working to consolidate their four existing voluntary standards into one standard.

The 2023 *EITI Standard* includes provisions on reporting on community consultation and consent (Requirement 2.2); disclosure of gender-disaggregated data on benefits to communities (Requirement 5.2 and 6.1); disclosure of granular employment data (Requirement 6.3) and disclosure of environmental, social and gender impact assessments (Requirement 6.4). Additionally, EITI supporting companies are required to publish a commitment and/or policy on gender diversity in the oil, gas or mining sectors and support reporting by EITI implementing countries under the EITI Standard by disclosing employment in the sectors disaggregated by gender.

## → Global Reporting Initiative

Headquarters	Amsterdam, the Netherlands
Geographic focus	Global
More information	<a href="https://www.globalreporting.org/standards/standards-development/sector-standard-for-mining/">https://www.globalreporting.org/standards/standards-development/sector-standard-for-mining/</a>

The Global Reporting Initiative (GRI) is a global standard setter for sustainability reporting. They host a universal standard, sector standards and topic standards, all of which are aligned with international instruments for responsible business behavior, including the UN Guiding Principles on Business and Human Rights, the ILO Conventions, and the OECD Guidelines for Multinational Enterprises. GRI has multi-stakeholder governance bodies that oversee the development of its Sustainability Reporting Standards. GRI has a *mining sector standard*. The standard contains references to gender throughout the standard, including through requiring gender disaggregation of data on hiring from local community and on resettlement; whether ASM programmes incorporate gender considerations; reporting on provision of gender-appropriate personal protective equipment for workers; and reporting on processes to identify work-related incidents due to sexual and gender-based violence. The standard includes a topic areas the rights of indigenous peoples, on child labour and on non-discrimination.



## → Initiative for Responsible Mining Assurance

Headquarters	<b>Seattle, USA</b>
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Geographic focus	<b>Global</b>
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More information	<a href="https://responsiblemining.net/">https://responsiblemining.net/</a>
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The Initiative for Responsible Mining Assurance is a multi-stakeholder organisation focused on industrial scale mining and is governed equally by six sectors: labour unions, mining-affected communities, environmental and social justice organizations, mining companies, investors, and businesses that purchase mined materials. The IRMA 2018 Standard for Responsible Mining contains requirements throughout the Standard for mines to determine gender-specific impacts. The Standard also requires mines to consider gender-related stakeholder concerns in stakeholder engagement and operational-level grievance mechanisms. IRMA's brief on its gender approach provides examples of gendered issues in the mining sector with examples of relevant provisions of the standard. Public consultation on a revised IRMA 2.0 is currently underway. The consultation draft proposes to build on existing gender-specific coverage with a new chapter on gender equality and gender protections. The draft chapter requires mine sites to adopt a gender policy and complete a gender impact and opportunities assessment and management plan, monitoring, and reporting.

## → International Council on Mining and Metals

Headquarters	<b>London, UK</b>
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Geographic focus	<b>Global</b>
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More information	<a href="http://www.icmm.com">www.icmm.com</a>
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The International Council on Mining and Metal (ICMM) is an organisation that was established in 2002 to promote responsible mining practices through its Mining Principles. In 2022, ICMM updated its Mining Principles to include new commitments to eliminate harassment and discrimination from the workplace, set out proactive steps to achieve gender equality and cement the importance of psychological safety alongside physical health and safety. In 2023, ICMM published a new diversity, equity and inclusion (DEI) position statement which took this step further. ICMM members collectively committed to accelerate action on eliminating harmful behaviours from workplaces, set goals to eliminate discriminatory behaviours, increase transparency on disclosing performance, and collaborate to find solutions to DEI challenges. Separately, ICMM's Social and Economic Reporting Framework requires disaggregation of data by gender and ethnicity. ICMM also has a position statement on engaging with Indigenous People and FPIC.

## → Minerals Council of Australia

Headquarters	<b>Forrest, Australia</b>
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Geographic focus	<b>Australia</b>
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More information	<a href="https://minerals.org.au/">https://minerals.org.au/</a>
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Minerals Council of Australia (MCA) is the leading advocate for Australia's minerals industry, promoting and enhancing sustainability, profitability and competitiveness. The MCA advocates, among other priorities, for an industry free of fatalities, injuries and diseases, where everyone who goes to work returns home safe and healthy; for building and sustaining safe, healthy and respectful workplaces; for improved environmental performance; and for stronger relationships and partnerships with Aboriginal and Torres Strait Islander communities by committing to respectful engagements based on open dialogue that delivers unique opportunities for the individual communities.

Under their policy and advocacy work, they work on a range of areas, including *Indigenous partnerships* and *diversity and inclusion*. Their diversity and inclusion work recognises the need for the mining workforce to actively seek people from different age groups, cultural backgrounds, physical abilities, gender identities and sexual orientations and with different caring responsibilities. The MCA has also been hosting the Women in Resources National Awards for the past 10 years, recognising the achievements of women in Australia's resources sector.

## → Minerals Council South Africa\*

Headquarters	Johannesburg, South Africa
Geographic focus	South Africa
More information	<a href="https://www.mineralscouncil.org.za/womeninmining/">https://www.mineralscouncil.org.za/womeninmining/</a>

Minerals Council South Africa is a mining industry employers' organisation that supports and promotes the South African mining industry. In 2020, they launched the Women in Mining Initiative to streamline strategies to advance women's position in the sector. The initiative includes *seven foundational measures*, including reaffirming zero-tolerance for GBV in mining; and committing to targets to double the percentage of women in mining by 2025 and work towards 30 to 40% of the industry and 50% of management over the next decade. The initiative includes a *data portal* on issues related to women in mining and they have also produced a *factsheet and a white paper* on women in South Africa's mining sector.

## → Mining Industry Human Resources Council

Headquarters	Ottawa, Canada
Geographic focus	Canada
More information	<a href="https://mihrc.ca/">https://mihrc.ca/</a>

The Mining Industry Human Resources Council (MIHR) is Canada's knowledge centre for mining labour market information. An independent, non-profit organisation, MIHR leads collaboration across Canada's mining sector to understand labour market trends, identify opportunities and develop solutions. MIHR helps build an inclusive, diverse and sustainable Canadian mining workforce through *programming* such as ENSEMBLE: The Mining Diversity Network, Gender Equity in Mining Works and Safe Work Places for All. These initiatives support and drive inclusion and diversity in mining, provide e-learning and written tools to guide mining employers to create more gender-inclusive workplaces, and address sexual harassment and violence in mining workplaces.

## → Responsible Jewellery Council\*

Headquarters	London, UK
Geographic focus	Global
More information	<a href="https://responsiblejewellery.com/action/gender-equality/">https://responsiblejewellery.com/action/gender-equality/</a>

The Responsible Jewellery Council is a not-for-profit standard setting organisation for the jewellery and watch industry. Its members include miners, traders and retailers. In 2021, they produced their 'Gender Equality Report' exploring the Sustainable Development Goals. The Responsible Jewellery Council is a signatory of the UN's Women's Empowerment Principles. Gender equality is integrated into their *Code of Practice* under requirements 18, 22.1, 23.2 and 41.2; and implementation actions in relation to gender can be found in their *guidance document*.

## → Responsible Minerals Initiative

Headquarters	Alexandria, VA, USA
Geographic focus	Global
More information	<a href="http://www.responsiblemineralsinitiative.org">www.responsiblemineralsinitiative.org</a>

The Responsible Minerals Initiative (RMI) is a resource for companies addressing responsible mineral sourcing issues in their supply chains. The RMI is home to the Responsible Minerals Assurance Process (RMAP), which uses third party assurance to validate conformity with the RMAP standard. Gender equality features in their Environmental, Social and Governance *Standard*. RMI's Risk Readiness Assessment (version 3.0) and corresponding RRA Criteria Guide, developed jointly with the *Copper Mark*, integrates gender across several criteria.

## → Towards Sustainable Mining

Headquarters	Canada
Geographic focus	TSM has been adopted by 13 national mining associations in Argentina, Australia, Botswana, Brazil, Canada, Colombia, Guatemala, Finland, Mexico, Norway, Panama, the Philippines, and Spain.
More information	<a href="https://tsminitiative.com/">https://tsminitiative.com/</a>

First established by the Mining Association of Canada in 2004, Towards Sustainable Mining (TSM) is a sustainability programme supporting mining companies to manage environmental and social responsibilities. It was the first mining standard in the world to require site-level reporting with external verification. The programme is mandatory for all companies that are members of *implementing associations*. Mine sites report annually against TSM's *9 protocols, with 34 indicators* of social and environmental performance comprised, in turn, of detailed performance criteria. Every three years, qualified external verifiers review and confirm these results.

TSM's protocols address issues like *equitable, diverse, and inclusive workplaces; indigenous and community relationships; safe, healthy and respectful workplaces*, including psychological safety; and *preventing child and forced labour*.

## → Voluntary Principles on Security and Human Rights

Headquarters	Ottawa, Canada
Geographic focus	Global
More information	<a href="https://www.voluntaryprinciples.org/">https://www.voluntaryprinciples.org/</a>

The Voluntary Principles on Security and Human Rights aim at guiding companies in their engagement with public and private security providers. Whilst these principles have a broader focus than the mining sector, they have been applied in the context of mining. The Voluntary Principles have recently released an implementation guidance companion *tool* – 'Operationalizing the Voluntary Principles Through the Lens of Protecting and Respecting the Unique Needs and Rights of Women and other Disadvantaged Groups' – to better identify and respond to risks affecting women and other disadvantaged groups in the context of security operations.

## → Women's Rights and Mining

Headquarters	Online
Geographic focus	Global
More information	<a href="https://womenandmining.org/">https://womenandmining.org/</a>

The Women's Rights and Mining (WRM) multi-stakeholder initiative brings together NGOs, researchers and government representatives with a mission to 'generate momentum and action among and by different stakeholders in support of women's rights in mines and in mining affected communities. The group aims to secure commitments on gender from key decision stakeholders and advocates for inclusion of gender equality into international standards and codes of conduct. WRM organises policy influencing *events*, *webinars*, produces research and acts as a *resource hub* for information on women's rights and mining. For example, WRM has recently produced the *Retrospective Assessment Tool* on Gender-Responsiveness of Mining Sector-Focused Knowledge and Information Events. Furthermore, WRM monitors the annual OECD Forum on Mineral Supply Chains in a gender-responsive way and comments on standards from a gendered lens. Current members of WRM include Action Aid, Alliance for Responsible Mining, GIZ on behalf of BMZ, Global Affairs Canada, Impact, IWIM, KIT Royal Tropical Institute, Dutch Ministry of Foreign Affairs, Solidaridad and USAID. Each of these actors has a specific entry in this guide. WRM also benefits from the participation of Dr Jennifer Hinton, acting in an independent capacity, as an expert on gender and mining.<sup>36</sup>

## → World Gold Council\*

Headquarters	London, UK
Geographic focus	Global
More information	<a href="http://www.gold.org">www.gold.org</a>

The World Gold Council is a membership organisation of gold mining companies, shaping policy for a sustainable gold sector. The World Gold Council has developed several standards to address the needs of different parts of the gold market. Gender equality is incorporated into their *Responsible Gold Mining Principles* under principle 6.6, where members commit to 'identifying and resolving barriers to the advancement and fair treatment of women' in the workplace. Principle 6.2 addresses harassment and bullying, 6.3 addresses child labour and 6.5 addresses diversity. The need to consult with women, Indigenous people and other marginalised groups, is noted in their *Conflict Free Gold Standard*.

They have also produced a *report* on gold and gold mining's contribution to SDG 5 (Gender Equality).

36 See for example her work on the gender dimensions of tin, tantalum and tungsten mining, available at: <https://www.kit.nl/wp-content/uploads/2019/02/The-Gender-Dimensions-of-3Ts-in-the-GLR-1.pdf>







## Part III: Resources

*The Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development* has produced two annotated bibliographies on gender in mining governance, looking at LSM (in 2021) and at ASM (in 2022). There may be some overlap, however the below compilation of resources should be read in conjunction with these annotated bibliographies.

### A. Reports & Policy Briefs

- ASI/IWIM ‘Women in Mining: Can a mining law unlock the potential of women?’ (2017) ASI/IWIM. Available at: <https://internationalwim.org/wp-content/uploads/2020/11/Women-in-mining-Can-a-mining-law-unlock-the-potential-of-women.pdf>
- Barcia, I. ‘Women human rights defenders confronting extractive industries: An overview of critical risks and human rights obligations’ (2017) AWID. Available at: [https://www.awid.org/sites/default/files/atoms/files/whrds-confronting\\_extractive\\_industries\\_report-eng.pdf](https://www.awid.org/sites/default/files/atoms/files/whrds-confronting_extractive_industries_report-eng.pdf)
- GIZ, WRM ‘A Guide for Governments, Companies and Financial Institutions to Uphold Women’s Rights in the Supply Chains of Minerals for Renewable Energy Technologies’ (2017) WRM. Available at: <https://www.kit.nl/wp-content/uploads/2019/02/10-DO%E2%80%99s-To-Uphold-Women%E2%80%99s-Rights-in-Mineral-Supply-Chains-for-Renewable-Energy-Technologies-1-1.pdf>
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## C. Research

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### Regional/multi-country research

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## Examples from practice

These resources are included for illustrative purposes. GIZ and WRM have not evaluated these initiatives:

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## Other Resources

### Databases & Portals

Whilst not specific to women’s rights or gender, these databases contain information that may be useful to practitioners:

- *Accountability Console*: users can search for community complaints filed with independent accountability mechanisms for IFI backed projects.
- *Communications of the UN Special Procedures*: users can filter by mandate (e.g. business and human rights; climate change; violence against women; toxics); region and country.
- *Conflict Affected and High-Risk Areas*: users can find a non-exhaustive mapping of countries falling with EU definition of CAHRA.
- *DELVE*: users can access global data on ASM, the 2023 State of the ASM Sector and SDG 5 report takes an in-depth look at gender equality and ASM.
- *Duty of Vigilance Radar*: users can search a database of companies covered by the French Duty of Vigilance Law (Loi de Vigilance), information available in French and English.
- *EJAtlas*: users can view information and cases of resistance and conflict in relation to environmental justice.
- *Specific Instances before the OECD National Contact Points*: users can search by NCP, country, theme to find specific instances relevant to mining.
- *Transition Minerals Tracker*: users can review human rights practices of the companies tracked by the Business and Human Rights Resource Centre.

### Other

- Global Witness Annual Report on Human Rights Defenders:  
<https://www.globalwitness.org/en/campaigns/environmental-activists/>
- Interviews: Highgrade Media. Available at: <https://www.youtube.com/@HighgradeMedia/playlists>
- Online Course: Gender and Mining Governance (2022) Learning for Nature. Available at: <https://www.learningfornature.org/en/courses/gender-and-mining-governance-2022/>
- Resource Hub: Knowledge Platform on Gender, Natural Resources, Climate, and Peace. Available at: <https://www.gender-nr-peace.org/>



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