

# **Sustainability Worldwide**

## **The Gender Link**

Voice, Empowerment, Opportunity

October 23, 2006

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# The World Bank Gender Action Program

## Gender Equality as Smart Economics

- Although we see women front and centre....

# 3 Approaches to Women's Empowerment

- Affirmative Action – more opportunities for women
- Improved delivery of services
  - Not only better health and education, also water access and availability, electricity or natural gas to replace firewood,
- Reducing in built gender bias especially in oil, gas and mining development

This presentation is about the third set of issues-  
**Gender Bias**

# Gender Biases

- It is well known that oil, gas and mining development have both positive and negative impacts for communities:
- What is not so well known is that a gender bias exists in OGM projects:
  - benefits typically accrue to men in the form of employment, income, and compensation, and
  - the costs, such as family/social disruption, cultural harm and environmental degradation, fall most heavily on women and children.
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# What Can Be Done To Improve The Situation

- Work with mining community women's organizations in Papua New Guinea and Poland has identified the following basic strategy to address the situation
- increase and enhance the benefits for women and
- reduce and mitigate the risks for women of OGM development

# How to Do This

- Initiative to support (i) Women's Economic Empowerment and (ii) Women's Social Empowerment
- Initiatives to Support Women's well being in terms of (i) health and education and (ii) safety and security

# What do these actions Look Like?

## **Economic Empowerment of Women**

- Improved access to employment and affirmative action
- Spin-off jobs, supply linkage and other and indirect employment aimed at women
- Skills training programs in the OGM workforce and in the community for women
- Consultation with women regarding the use of benefits distributed to communities
- Improved access to micro-credits for women's business/cottage industries
- Equal representation for women and men in communities and NGOs to ensure equal benefit distribution
- Distribution of a share of OGM benefits by government to support community-based sustainable development programs including women's projects

# Why Gender Matters:

## *Rights, Development, Growth*

- Gender discrimination is a violation of human rights and a significant obstacle to human and economic development.
- More specifically, gender inequalities are a source of endemic poverty, low economic growth and reduced human welfare
- Investment in women's economic and social empowerment is a direct investment in the community and the economy because:
  - Women use available income for food, shelter, health, education and savings for their families, whereas men are prone to use income for personal consumption.
  - Women make-up half of the productive labor force and discrimination against women in the labor market is an impediment to private sector development and economic growth.

# Why Gender Matters: The Business Case for Empowering Women

- We understand the moral and development case for ensuring gender equality in the workplace and community. Less understood is the business case:
  - *Gender equality can directly improve a company's bottom line by:*
    - Increasing productivity and reducing cost through hiring more women who perform some jobs more efficiently than men.
    - Reducing cost because discrimination against female workers can artificially drive up the price of male workers.
    - Improving safety and environmental standards because women show greater willingness to respect safety and environmental safeguards.
    - Providing a more predictable business environment with fewer production disruptions thus avoiding cost increases and loss of income.

# Why Gender Matters: The Business Case for Empowering Women

- Ensuring greater return on investment since women entrepreneurs have a better record than men in micro-loan repayment
- Safeguarding company reputation and brand image with shareholders and international NGOs.
- Enabling management to devote more time to core business and less time on responding to investor concerns or conflict management with the community.
- Securing and maintaining social license to operate.
- Gain a competitive edge and greater support from the investment community.

# The World Bank: The Women in Mining Story

- The World Bank has reached out to women in the mining communities in Papua New Guinea and Poland, and is using innovative approaches to mainstream gender issues into the mining sector.

# The World Bank: Women in Mining in Papua New Guinea

- In 2003, the World Bank sponsored a conference in Papua New Guinea with women in mining communities to examine the positive and negative impact of mining development on women.
- We engaged with and conducted a survey of the women participants with a questionnaire
  - Open ended format, handed out first day
  - About 120 responses

# The World Bank: Women in Mining in Papua New Guinea

In the questionnaire, women identified the following negative and positive impact of mining operations on their lives:

## Positive Impacts:

- 79% - access to education
- 64% - employment opportunities
- 63% - access to health services
- 62% - improved social community services
- 36% - empowerment of women
- 34% - improved distribution of mining benefits
- 21% - improved transportation & infrastructure

## Negative Impacts:

- 65% - violence, alcoholism, prostitution, sexual abuse
- 62% - social family disruption
- 54% - cultural/tradition degradation
- 48% - environmental degradation
- 48% - poor distribution of mining benefits
- 44% - health deterioration
- 38% - lack of representation

# The World Bank: Women in Mining in Papua New Guinea

- Based on the findings of the Questionnaire and engagement with women in mining communities, actions for the economic and social empowerment of women were identified.
- These actions have formed the basis of a Five Year 2006-2010 Women and Mining Action Plan at each of the major mining communities.
- These plans have been merged into a National 2006-2010 Women and Mining Action Plan which will be presented to the National Economic Council.

# The World Bank: Women in Mining in Poland

- In 2004, the World Bank financed an innovative “Women in Mining” program in Poland.
- The program has helped trained 24 Polish women leaders from local communities impacted by mining contraction.
- These women now provide support to women in mining communities on range of issues such as: Small Business Development, Employment Counseling, Public Relations, Legislation, Psychology, Public Speaking, and Entrepreneurship Basics.

# **The World Bank: Tool for Mainstreaming Gender in Mining & Other Extractive Industries Projects**

- The World Bank is currently developing a Gender Bias Filter to provide guidelines and support to task managers on how to mainstream gender issues into mining and other extractive industries projects.

# The Way Forward: How Companies Can Enhance Women's Economic Empowerment

- Increase women's access to employment opportunities through:
  - Affirmative action
  - Financial services, small and medium enterprise (SME) and micro-credit schemes to encourage small business development
  - Management and technical skills training programs
  - Adult literacy and vocational training programs
- Establish gender desk in the company to address the concern of women in the work force and the community
- Ensure gender wage equality
- Design retrenchment packages that minimize gender-differential impacts

# **The Way Forward: How Companies Can Enhance Women's Social Empowerment & Well-Being**

- Ensure a safe and positive work environment for women
- Support education opportunities for girls
- Improve women's access to quality health services
- Support community initiatives to address domestic violence
- Support women leaders in the community

# **Agents for Change:**

## ***Actions for Women Executives To Empower Other Women***

- Mentor women in the company and the community
- Support scholarship programs that target women
- Raise awareness of the importance of gender equality in promoting growth and improving business opportunities
- Ensure that operating budgets allocate resources for promoting gender equality within the company and empowerment within the community.
- Develop capacity in the company and the community to integrate gender concerns

# Lessons Learned: The World Bank Women in Mining Story

- Listening to women's voices:
  - By reaching out and engaging with women in mining communities, women themselves identified strategies to improve their lives.
- Giving women what they want:
  - By implementing strategies identified by women to improve their lives, successful programs such as, micro-credit schemes, literacy programs, and counseling for victims of abuse, has been carried out in various mining communities.
- Training and empowering women to help themselves and their communities:
  - By training women leaders from mining communities to provide support to other women on a range of issues, women are helping themselves and their communities.