

A Possible Approach to Reducing the “Gender Bias” and Improving the Impact of Extractive Industries Projects on Women

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*The latter part of this presentation includes some slides modeled on
the IFC Human Rights Impact Assessment*

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**Preliminary informal Draft for comment
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- *What is this presentation all about?*

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- Looking at community level impacts of extractive industries projects is not enough
- It is also important to differentiate the impacts on men and on women

The Gender Bias

The need to go beyond community

Present Approach - Community

- ❖ The WB Safeguards and IFC Performance Standards, as well as The Extractive Industries Review (EIR) and the EIR Management Response, all place a strong emphasis on addressing community level impacts of projects and programs but they do so without requiring differentiation of the impacts for women and for men

The Gender Bias

The need to go beyond community

Proposed Approach Disaggregating Impacts by Gender

- There is a growing body of evidence that a gender bias exists in many extractive industries (EI) projects whereby
- ❖ the benefits (for example employment, income and compensation) of EI projects tend to be captured by men
 - ❖ whereas the negative impacts (social disruption, cultural harm and environmental damage) tend to fall largely on women (and also children).

- Is it really that important?

- That depends on your viewpoint and experience

The Gender Bias The Body of Evidence

The body of evidence suggest that the gender bias has been around a long time but that

- the bias regarding benefits has largely been known but ignored as either unimportant or not changeable
- the bias regarding negative impacts has largely gone unnoticed because much of the harm takes place out of sight

Body of Evidence for the Gender Bias

The Body of Evidence includes:

Conferences and Workshops such as

- ❖ First International Women and Mining Conference Baguio Philippines 1997 Defending Our Lives, Our Territories, Our Future
- ❖ Second International Women and Mining Conference Iroco Bolivia, Sept 2000 Construction, Participation and Solidarity in the Women and Mining Movement
- ❖ Women in Mining Group at the International Mining Workshop, Bali, Indonesia May 2002

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Body of Evidence for the Gender Bias

The Body of Evidence includes:

- ❖ Workshops for Dayak Women in Six Districts in West Kalimantan organized by West Kalimantan Indigenous Peoples Alliance 2002
- ❖ First Women in Mining Conferences. Madang, Papua New Guinea 2003 Voices for Change (WBG supported)
- ❖ Third International Women and Mining Conference October 2004, Visakhapatnam, India; Defending our Lives Demanding Our Rights
- ❖ Second Women in Mining Conferences. Madang, Papua New Guinea 2005 (WBG supported)
- ❖ Poland Women in Mining Conference 2006

Body of Evidence for the Gender Bias

The Body of Evidence includes:

- ❖ Publications such as “Tunnel Vision” (Oxfam 1999) and “Women Miners in Developing Countries “ Lahiri Dutt and Mcyntyre 2006)
- ❖ Websites and publications by Women's groups from mining communities around the world which are typically strongly anti mining
- ❖ IFC mining projects such as Yanacocha where women have opposed new investment (confirm)

The Gender Bias What Do Women Say?

- What do we learn.....?

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The Gender Bias

What Do Women Say?

- That many women and women's organization are adamantly opposed to mining because of the (often unrecognized) havoc and harm that it has caused them and their communities

What the Women Said

Bali Conference 2002

- The women and mining group at the Bali workshop condemned mining as "*completely unsustainable*" and opposed the entry of any new mining projects or expansion of existing projects, especially in indigenous regions.
- "We want to practice our traditional livelihood systems based on land and forests. We want economic and social progress which enhances the conservation of these resources as opposed to making for their destruction.
- As *mining destroys our lands and forests*, we demand the continuation of our traditional livelihoods, and the creative pursuit for alternatives to mining."
- Demands of the Women in Mining group at the International Mining Workshop, Bali, Indonesia May 2002

Resolution of the Third International Women and Mining Conference 2004

- We, the International Women and Mining Network, which has substantial representation from indigenous women recognize that mining has had and continues to have a *disproportionate and destructive impact* on indigenous women and indigenous women miners and their communities.
- We recognize that it is the experience of indigenous peoples that the exploration and exploitation of minerals and metals *has brought serious social and environmental problems, so widespread and injurious that that such development cannot be described as 'sustainable.'*

Resolution of the Third International Women and Mining Conference 2004

- Indeed, in the experience of indigenous peoples and especially, indigenous women, we acknowledge that the *mining industry, rather than contributing to poverty alleviation, has created poverty and social divisions in indigenous communities, and continues to show disrespect for indigenous culture, customary laws and rights.*

Third International Women and Mining Conference 1st-9th October 2004,
Visakhapatnam, India

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What the Women Said

WACAM Ghana Workshop 2006

- Participants at a three-day Ghana sensitization workshop on gender dimensions of mining impacts have observed that **women were the most affected people whenever mining companies deprived the communities of their livelihoods.**
- This is because aside the compensation paid for physical property destroyed, other *social, natural, human and financial assets that the mining activities destroy, which are always ignored have more relevance to women.*

What the Women Said

WACAM Ghana Workshop 2006

- The Ghana Workshop participants noted that the majority of Ghanaian women were into agriculture, which implied that their very survival depended on tilling the land and that *depriving the women of farmlands bring untold hardships on them and their families, adding that women were mostly responsible for collection of foodstuffs, non-timber forest products as well as fetching of water.*

The workshop was organized and funded by Wassa Association of Communities Affected by Mining (WACAM) and Rights and Voice Initiative (RAVI) in 2006

Source: Ghana Chronicle

- What has the World Bank found out first hand about these concerns?

What the Women Said Papua New Guinea 2003

- Women participants at a World Bank supported conference on mining impacts in Papua New Guinea in 2003 identified
- violence, alcoholism, prostitution, sexual abuse, social and family disruption, cultural degradation and environmental harm as negative project impacts of women

Madang PNG 2003

Negative Impacts

Madang – Questionnaire (120 responses)

Participants identified the following harm caused by mining

- 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

- Is there any positive news in the bleak picture?

What the Women Said Papua New Guinea 2003

- The women participants at a World Bank supported conference on mining impacts in Papua New Guinea in 2003 also identified the following benefits
- improved access to education, employment opportunities, health care and social services were identified as positive impacts for women.

Madang PNG 2003

Positive Impacts

Madang – Questionnaire (120 responses)

Participants identified the following benefits provided by mining

- 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

- And any ideas about what can be done to improve things?

- Yes – actions to empower women were identified that can help enhance the benefits and reduce/mitigate the negative impacts

Madang PNG 2003

Strategies for Economic Empowerment

The Madang conference participants developed the following strategies to reduce/mitigate the risks and enhance the project benefits for women

– **Empowerment of women**

▪ *Economic Empowerment*

- Improved access to employment and affirmative action
- Training programs targeted for women in the mine workforce and women in the community
- Greater access to micro credit funds to start businesses
- Greater say in how compensation funds and cash grants are used by the **community**

Madang PNG 2003

Strategies for Social Empowerment

- **Social Empowerment and Well Being of women**
 - Social Empowerment
 - More women's representation among community leaders and on community committees that deal with the mine
 - Health and education
 - Initiatives to ensure girls have equal educational opportunities as boys
 - Improved access of community families to higher quality health care
 - Safety and security
 - Community initiatives to promote women's safety and reduce domestic violence
 - Counseling for women victims of violence and sexual crimes

- But in the larger picture - does this really matter that much?

- Yes it does – there is a strong developmental case that this warrants our attention and action

The Gender Bias Developmental Case

Developmental Case

Women should share equally in developmental activities and benefits as men.

- ❖ This is not only a matter of equity, morality and human rights but also reflects the predominant role of women in taking care of families and raising children.

The Gender Bias Developmental Case

Developmental Case cont

- ❖ Women typically will use available income for food, shelter, health, education and savings whereas men are more prone to use income for personal consumption
- ❖ Women tend to have a better track record of starting successful businesses and repaying micro credit loans.
- ❖ Women also show a greater willingness to respect safety and environmental safeguards

- Well the developmental case may be there, but is there a business case?

- The Business development case is still evolving but key elements are becoming clear

The Gender Bias Business Case

Business Case

The business case is similar to that for mining company involvement in overall community development;

- it is closely linked to risk management
- A community where women's needs and concerns are properly addressed will be a stronger and less dependant community
- and a strong community can be a major asset rather than a liability for a mining operation,

The Gender Bias Business Case

By paying attention to a projects impacts and enhancing the benefits and reducing the harm and risk for women, the mining company can help

- women to have improved access to (i) employment and training; and (ii) micro credits; they will then be better able to gain employment with the mine or develop their own businesses through micro credit and other training programs, this will help
 - Encourage small business development
 - Improve overall living standards and long run community incomes
 - Reduce conflicts with the community
 - Enable the community to become stronger, less dependant on the mine and better able to survive when the mine closes

The Gender Bias Business Case

By paying attention to a projects impacts and enhancing the benefits and reducing the harm and risk for women, the mining company can help

- women to have better access to health care and education and services in place to help reduce domestic violence and provide care for women and children in need, this will help
 - give women improved standing in the community,
 - reduce the level of crime and domestic violence in the community
 - Encourage and enable women to become supporters of and not adversaries of the mine

- How does this improve the company's bottom line ?

- By helping reduce costs, improve efficiency and free up management time to focus on core activities

The Gender Bias Business Case

Business Case – Gender related initiatives will help secure and maintain the social license to operate

- Managers will need to spend less time on conflict management and addressing communities concerns about how the community will survive when the mine eventually closes
- Instead they will have more time available for the core business of mining

The Gender Bias Business Case

Business Case – Gender related initiatives will help provide more reliable information about the relationship of the community with the mine

- The mine will get the greater payoffs from its community-related expenditures and actions
- The business environment will be more predictable and there will be fewer production disruptions causing cost increases and loss of income

The Gender Bias Business Case

Business Case – Gender related Initiatives will help safeguard reputation and brand image so that international NGOs will be more supportive and less critical and oppositional

- Managers can devote more time for mining instead of responding to NGO criticisms
- Also the mine and its managers and will benefit from a better image with shareholders

The Gender Bias Business Case

Business Case – Gender related Initiatives leading to positive community relations will help improve recruitment and staff motivation and loyalty

- The mine will be able to attract high quality staff and workers
- Efficiency and productivity will improve and costs reduced due to better qualified, motivated and focused staff

The Gender Bias Business Case

Business Case – Gender related Initiatives will help improve access to employment and training for women

The mine will benefit from greater productivity and cost savings because women do some jobs better than men

Women truck drivers are found to have better safety, efficiency and productivity records than male drivers. One major mining company went so far as to restrict its hiring of new truck drivers one year to only women.

The Gender Bias Business Case

Business Case – Gender related initiatives will help improve investor relations and meeting investor expectations

- A company that shows itself to be forward looking by being proactive on women's issues has a competitive advantage and will gain greater support from the investment community
- This enables more management time to be spent on core business issues and may even help reduce the cost of capital

The Gender Bias Business Case Summary

Business Case Summary: attention to women's issues can directly improve the bottom line by:

- ❖ Enabling mine management is be able to devote more of its time to mining and less to conflict resolution/community issues or responding to NGO or investor concerns
- ❖ Helping develop a more predictable business environment with fewer production disruptions causing cost increases and loss of income

The Gender Bias Business Case Summary cont

- ❖ Achieving greater payoffs from community-related expenditures and actions
- ❖ Improving efficiency and reducing costs due to better qualified, motivated and focused staff
- ❖ Increasing productivity and saving costs because women do some jobs better than men
- ❖ Providing a competitive advantage and gaining greater support from the investment community

- Where do we go from here – a Gender Bias Impact Assessment for projects and companies who are ready to go “beyond compliance”

WBG Environmental & Social Framework Beyond Compliance

Sustainability Leadership

Project
Implementation

Environment & Social
Innovation

Compliance

Beyond Compliance

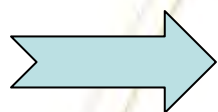
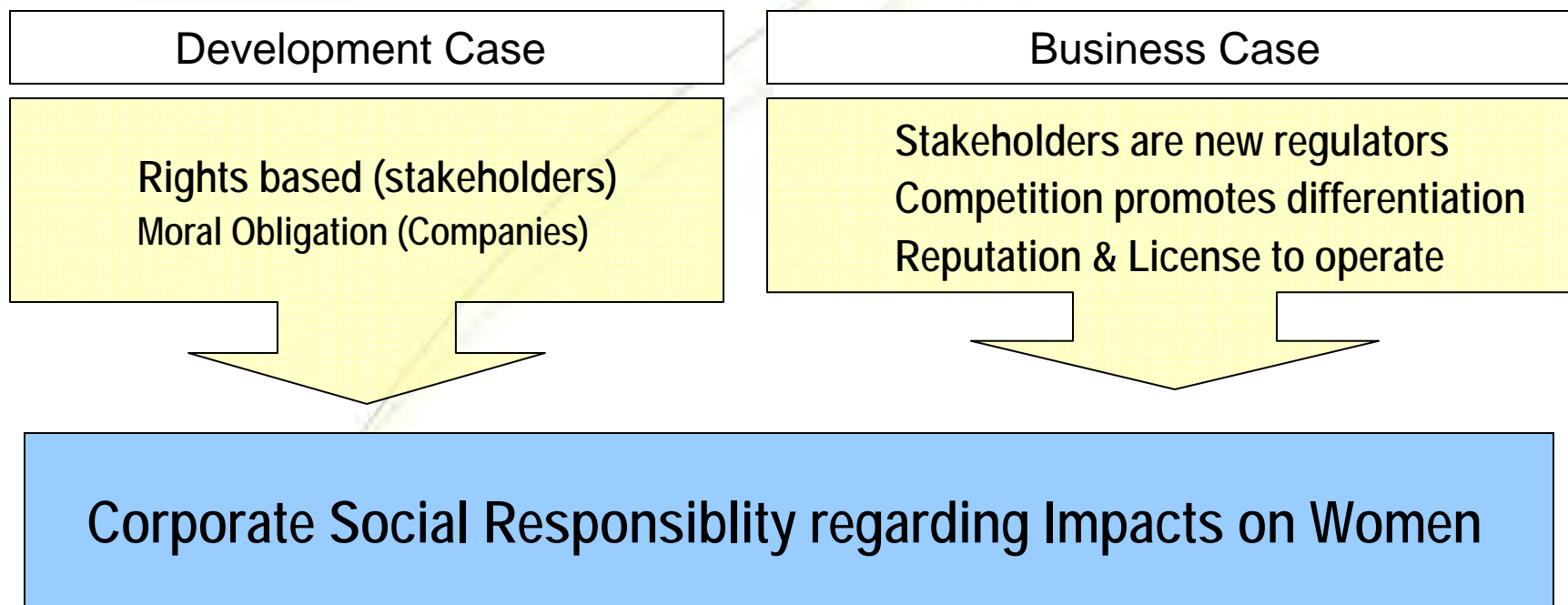
WB Safeguards and
IFC Performance Stds

Technical Assistance
+ Product Development

Impacts on Women

Social Innovation & Impacts on Women Overview

Improving Development Impacts
for Women



*[Preliminary Design of Gender Bias Impact Assessment by
World Bank Group to be completed by end 2006
Supported by development partners]*

Preliminary informal Draft for comment
and guidance from colleagues Jul 24 '06

- The key to the Gender Bias Impact Assessment (GBIA) is understanding the nature of gender bias
- It has remained unrecognized by most companies and mining and development specialists because it does not stand out obviously, except to the women whose lives are harmed by the project

Gender Bias Impact Assessment (GBIA) Overview

Improving Development Impacts for Women

Responds to demand from women's groups
Helps business managers & senior executives to

- ➔ *identify and understand the potential for gender bias that its project will or might have on women at each stage of operations*
- ➔ *bring assessment of project impacts on women into core business planning and management process*
- ➔ *Monitor impacts and evaluate consequences for company*
- ➔ *Take corrective action and take a leadership position in country or among peers on women's issues*


Be pro-active

**Examine
Avoid
Monitor
Mitigate
Manage**

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Use of Gender Bias Issues Principles & Methodology

Improving Development Impacts for
Women



Prompts companies to
Take a wide view and monitor
a project's impacts on women :
civil, political, economic,
social & cultural aspects



Recognition of the Gender Bias in Project Impacts

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Key Characteristics of the Gender Bias Impact Assessment (GBIA)

Improving Development Impacts for Women

- Based on well-known impact assessment and management system processes (Environment and Social Impact Assessment)
- Can build on existing business processes – can inform or be informed by other due diligence tools (financial, marketing survey, supply chain analysis, legal risk assessment)
- Builds in focus on impact on women through the project cycle (from business plan to post evaluation)
- Guides on how to carry results from impact assessment through to managing, monitoring & evaluating impacts, with a view to correct and improve
- Intended to be used for new operations, but can be applied to ongoing operations

- The impacts may not easily be identified at the feasibility and planning stage – so well designed monitoring is essential to identify the extent of both positive and negative impacts so that the positive can be enhanced and the negative minimized and mitigated

- **Effective Engagement with Stakeholders**
 - How to arrive at impacts to be addressed?
 - 1st - gather relevant context information
 - 2nd – on the ground discussions with women workers and women community members supported by monitoring throughout the life of the project
- **Implications**
 - Not an expert-driven view but a stakeholder driven view
 - Requires strong skills in community engagement
 - Requires understanding and insight regarding potential positive and negative project impacts on women

Gender Bias Impact Assessment

Key Questions - Overview

Improving Development Impacts for Women

Use the Impact Assessment (IA) process to address issues such as:

Who are the women or groups of women being impacted by the project ?

What is the nature of the impacts on women's well being and empowerment ?
Is a gender bias likely to exist?

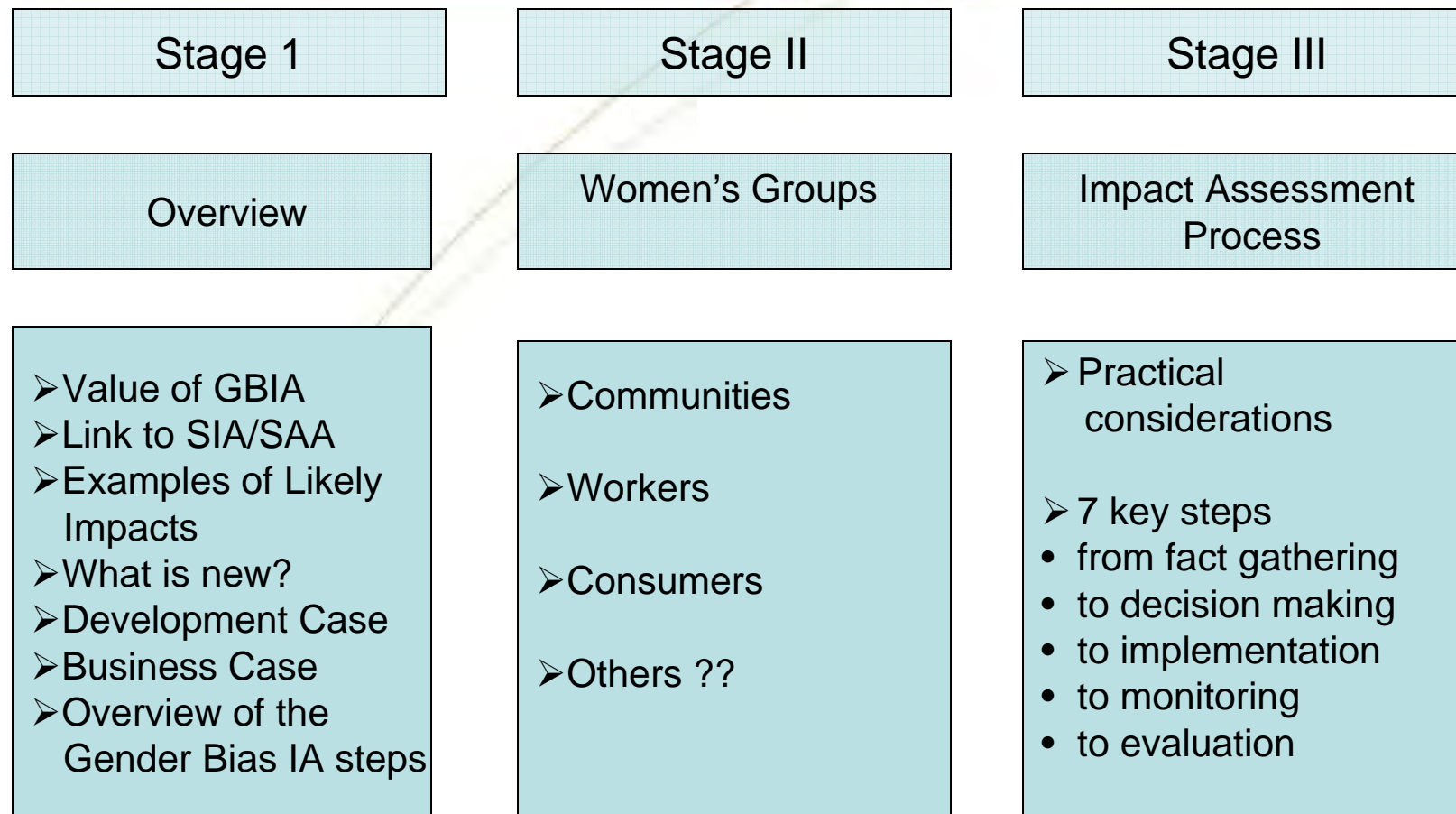
How much control can the company exercise over the impacts on women and the responses to them?

What alternatives are open to reduce/mitigate the negative impacts and increase/enhance the positive impacts for women?

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Gender Bias Impact Assessment Proposed Three Stage Approach

Improving Development Impacts for
Women



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Gender Bias Impact Assessment Seven Key Steps

Improving Development Impacts for
Women

- Step 1** → **Identify** the project context (women's issues framework, national, local, business sector, stakeholders, business relationships, etc.)
- Step 2** → **Set the base line** = understand and set the picture of the women's situation on the ground
- Step 3** → **Engage** with stakeholders to identify likely positive and negative impacts on women
- Step 4** → **Assess/analyze** those impacts, figuring how to avoid/mitigate negative impacts, manage & create/augment positive ones
- Step 5** → **Feed** results/recommendations into overall project decision making
- Step 6** → Integrate into Co. **Management Plan** and **Implement Keep Monitoring** to carefully assess the impact of operations and make sure impacts are identified and effectively addressed **Communicate** to stakeholders
- Step 7** → **Evaluate** Impact based on indicators collected at baseline (step 2)

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Next steps for Development of the GBIA

Improving Development Impacts for Women

- **Build WBG consensus to develop Gender Bias Impact Assessment (GBIA) Guide following in the footsteps of Human Rights Impact Assessment Guide**
- **Next Steps**
 - Develop case studies from different sectors from clients, business partners, complete sector appendices, etc.
 - Begin consultation within WBG: Obtain feedback from WB, IFC and MIGA specialists
 - Begin consultation outside WBG: Obtain feedback from experts, businesses, impacted stakeholders & regions
 - Post draft on WB and IFC websites for comments + continue engaging in active consultation

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