

# Integrating Gender into Extractive Industries (EI) Projects

## *Draft Guidelines for Task Team Leaders*

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# The Gender Bias in EI Projects

- A growing body of evidence, including our work in mining in Papua New Guinea and Poland, indicate that a gender bias exists in the distribution of risks and benefits in EI projects whereby:
  - Benefits accrue to men in the form of employment and compensation
  - While the costs, such as family/social disruption and environmental degradation fall most heavily on women.

# Why Gender Matters:

## *The Development Case for Addressing the Gender Bias in EI Projects*

- Gender inequalities are a source of endemic poverty, low economic growth and reduced 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 Addressing the Gender Bias in EI Projects*

- Gender equality can directly improve a company's bottom line by:
  - Increasing productivity and reducing costs through hiring more women who perform some jobs better than men.
  - Lower operating cost and higher efficiency
  - Greater pay-offs from community related expenditures and actions
  - More management time for core production and less time on responding to investor concerns or conflict management with the community.
  - A more predictable external business environment with fewer production disruption.

# The World Bank Gender Action Plan

- A newly launched four year \$24.5 million plan to advance women's economic empowerment in client countries to promote economic growth and MDG3 – gender equality and empowerment.
- Requires to intensify gender mainstreaming in infrastructure – EI, energy, transport, water and sanitation; agriculture, private sector development; and finance.

# Integrating Gender in EI Projects

## *The Rationale*

- To increase the development impact of EI projects and meet the Bank's stated commitment to gender equality, we need to address the gender bias issues in our projects, whereby we aim to:
  - Mitigate the risks of EI projects for women
  - Enhance the benefits of EI projects for women

# Gender Guidelines for Task Team Leaders

- The proposed Gender Guidelines provide information on how to incorporate gender into the project cycle through practical steps for task managers to:
  - identify and consult with women's groups on key gender issues in the sector during project design and preparation.
  - effectively implement gender sensitive interventions and ensure a participatory monitoring and evaluation system that actively involves women during project supervision.

# Gender Guidelines for Task Team Leaders

- The proposed Gender Guidelines also provide:
  - Examples of key risks and benefits of EI projects on women.
  - Examples of possible measures to address key gender issues in our EI projects.
  - Monitoring and evaluation gender indicators and data sources.

# Key Messages of the Proposed Gender Guidelines

- Look at our EI projects through the gender lens of benefits and risks.
- Ensure that country/ project site consultations include women's groups so women have equal access to project information and can participate in the decision-making that affects their lives.
- Design a participatory monitoring and evaluation system that actively involves women.