GENDER AND
THE EXTRACTIVE INDUSTRIES

WOMEN DRIVERS!
I'D NEVER LET
MY WIFE DRIVE
MY SCOOTER!

WOMEN DRIVERS!
THEY ARE
FANTASTIC!

GENDER AND
THE EXTRACTIVE INDUSTRIES

2013 Calendar

Gender and Extractive Industries Program
Oil, Gas, and Mining Unit (SEGOM)
The World Bank
The World Bank Gender and Extractive Industries (EI) Program works with governments, communities and companies to better understand and address how mining, oil and gas differently impact women and men. Global evidence suggests that while the benefits of extractive industry projects are captured primarily by men, women often bear a disproportionate share of social, economic, and environmental risks. The Gender and EI program gathers knowledge and builds awareness of the gender dimensions of the extractives sector through research, analysis, and publications, and then deploys this knowledge to help mainstream gender in policy and operational activities. Publications have included sectoral analysis of gender issues; toolkits, such as for identifying the gender dimensions of artisanal and small-scale mining; and country-specific analysis of gender and mining, such as in Peru. Activities to date have ranged from bringing women in the extractives together to share experiences and strengthen collective voice, to tailored grant-funded activities working with EI community women, with the aim of increasing their capacity for self-reliance and economic empowerment. More information on publications, conferences, and activities can be found at www.worldbank.org/ogmc.
Oil, gas, and mining can—potentially—transform life in resource-rich developing countries. They can help drive economic growth. They can create jobs. They can reduce poverty.

For women in particular, extractive industries can provide opportunities for a better life, including increased employment opportunities, access to revenues, and expanded investment in the local community. Women-led businesses can flourish in the extractives supply chain. Working with and investing in women also makes good business sense - for example, many companies are recruiting women to drive trucks and operate machinery, as they have often found women employees to have an impressive safety record and reduced maintenance of equipment.

Too often, however, these opportunities don’t materialize and extractive industries deliver as much, or more damage than benefit. Achieving the development gains that extractive industries promise in particular for women depends on understanding and managing such risks.

Mining, oil drilling and gas extraction all have environmental, social and economic impacts that change women’s lives, often in ways that are dramatically different from their effects on men. Ensuring that men and women have equitable access to the benefits of resource development, and that neither are disproportionately placed at risk, requires commitment to understanding and acting on the gender dimensions of the sector. This means including women in community-level project consultations, and national-level policy dialogues on extractive industries.

Women must have equitable access to jobs, education, and participation. They must be included in making the decisions that affect their lives. Gender-sensitive consultation is essential to ensure that analysis, training and policies in the extractive industries not only meet the needs of women, but enhance their well-being.

The World Bank Group helps countries and companies develop their extractive industries so that they become engines of growth and poverty reduction. It promotes good governance, along with equitable and inclusive sharing of benefits. It works with stakeholders to reduce potential environmental, social, and economic risks. The Gender and Extractive Industries Program, managed by the Bank’s Oil, Gas and Mining unit, raises awareness of the gender dimensions of the extractive industries, to ensure that all Bank-supported projects consider the needs and contributions of both men and women.

This calendar seeks to raise awareness of the gender dimensions of the oil, gas, and mining sectors. Humor and creativity are powerful learning tools, and so we hope that the cartoons on these pages spark discussion, innovation, and action to make gender a central consideration in all extractive industries’ operations, analysis and policies.

Sincerely,

Rachel Kyte
Vice President, Sustainable Development Network
The World Bank
While women are often responsible for cultivating gardens for food and income, men frequently hold the formal land title - giving them greater access to consultation and compensation.
Gender and Extractive Industries Program
Oil, Gas, and Mining Unit (SEGOM)
The World Bank

The World Bank Gender and Extractive Industries Program works with governments, communities and companies to better understand and address how mining, oil and gas differently impact women and men in communities affected by project development.
The Extractive Industries Transparency Initiative (EITI) is an international validation process for governments, companies, and civil society to publicly disclose and track revenues and payments from the extractives sector. Although women play an increasingly active role in the extractives, to date little emphasis has been placed on ensuring equitable representation and participation of women in the EITI process.
The World Bank Gender and Extractive Industries Program works with governments, communities and companies to better understand and address how mining, oil and gas differently impact women and men in communities affected by project development.
Gender equity in the workplace cannot be measured solely in numbers of female employees, but needs to include women at all levels of employment, as well as ensuring that facilities (such as women's changing rooms), equipment (such as uniforms), shifts, and workplace culture are gender-sensitive.
Gender equity in the workplace cannot be measured solely in numbers of female employees, but needs to include women at all levels of employment, as well as ensuring that facilities (such as women’s changing rooms), equipment (such as uniforms), shifts, and workplace culture are gender-sensitive.
Approximately 20% of the world’s gold is produced through artisanal and small-scale mining. Processing of gold is frequently carried out by women in the home, often using mercury. Toxic fumes released can cause negative health impacts for everyone in the home.
The World Bank Gender and Extractive Industries Program works with governments, communities and companies to better understand and address how mining, oil and gas differently impact women and men in communities affected by project development.
As primary childcare providers, women’s involvement in small-scale mining often also means that children are near, or are themselves involved in small-scale mining, creating significant health and safety risks.
As primary childcare providers, women’s involvement in small-scale mining often also means that children are near, or are themselves involved in small-scale mining, creating significant health and safety risks.
Formal employment in the mining sector can pose challenges for women in accommodating their other responsibilities - often leading to a double work day.
Gender and Extractive Industries Program
Oil, Gas, and Mining Unit (SEGOM)
The World Bank

The World Bank Gender and Extractive Industries Program works with governments, communities and companies to better understand and address how mining, oil and gas differently impact women and men in communities affected by project development.

Formal employment in the mining sector can pose challenges for women in accommodating their other responsibilities - often leading to a double work day.
Capturing women’s voices is critical to representative community consultation, and may require separate consultations.
Capturing women’s voices is critical to representative community consultation, and may require separate consultations.
Small grants programs run by companies or governments are increasingly used to ensure that women can access a dedicated share of benefits.
The World Bank Gender and Extractive Industries Program works with governments, communities and companies to better understand and address how mining, oil and gas differently impact women and men in communities affected by project development.
While in many countries mining is seen as a male industry, women are increasingly seeking jobs in the sector at all levels. However gender equality in the workforce remains a challenge.
The World Bank Gender and Extractive Industries Program works with governments, communities and companies to better understand and address how mining, oil and gas differently impact women and men in communities affected by project development.
Although work opportunities in the extractives sector have traditionally been seen as men’s territory, many companies are now actively recruiting women to drive trucks and operate machinery, as they have often found women employees to have an impressive safety record and can reduce maintenance costs.
The World Bank Gender and Extractive Industries Program works with governments, communities and companies to better understand and address how mining, oil and gas differently impact women and men in communities affected by project development.
Across the large and small-scale mining sectors, women often earn less money for the same work.
The World Bank Gender and Extractive Industries Program works with governments, communities and companies to better understand and address how mining, oil and gas differently impact women and men in communities affected by project development.
Men and women often have different priorities for community investment.
Gender and Extractive Industries Program
Oil, Gas, and Mining Unit (SEGOM)
The World Bank

The World Bank Gender and Extractive Industries Program works with governments, communities and companies to better understand and address how mining, oil and gas differently impact women and men in communities affected by project development.

www.worldbank.org/ogmc

---

**DECEMBER 2013**

<table>
<thead>
<tr>
<th>SUN</th>
<th>MON</th>
<th>TUE</th>
<th>WED</th>
<th>THU</th>
<th>FRI</th>
<th>SAT</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>7</td>
<td>8</td>
<td>9</td>
<td>10</td>
<td>11</td>
<td>12</td>
<td>13</td>
</tr>
<tr>
<td>14</td>
<td>15</td>
<td>16</td>
<td>17</td>
<td>18</td>
<td>19</td>
<td>20</td>
</tr>
<tr>
<td>21</td>
<td>22</td>
<td>23</td>
<td>24</td>
<td>25</td>
<td>26</td>
<td>27</td>
</tr>
<tr>
<td>28</td>
<td>29</td>
<td>30</td>
<td>31</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

---

DECEMBER 2013

November 2013

<table>
<thead>
<tr>
<th>S M T W T F S</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 2 3 4 5 6 7</td>
</tr>
<tr>
<td>8 9 10 11 12 13 14</td>
</tr>
<tr>
<td>15 16 17 18 19 20 21</td>
</tr>
<tr>
<td>22 23 24 25 26 27 28</td>
</tr>
<tr>
<td>29 30 31</td>
</tr>
</tbody>
</table>