Speakers’ Biographies
(in alphabetical order)
and Session Abstracts
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Laisa read for a Bachelors of Law from the University of Sussex, England and is admitted as Barrister/Solicitor to the Fiji High Court. She has extensive experience in the area of Industrial Relations having worked in the Ministry of Labour Office in Fiji for 4 years in the area of mediation and reconciliation, trade unions and trade disputes and employment related matters.

In March 2002, Laisa joined the Fiji Women’s Rights Movement, an organization that has pioneered women’s employment rights in Fiji and continues to work with grassroots community women including the mining community. Laisa has been instrumental in organizing forums to discuss issues affecting women in the Mines, conducting employment awareness programmes for female mineworkers and advocating for their rights at the national level and international level.

Laisa is a member of the Labour Advisory Board, which is a statutory body designed to advise Government on legislative and policy matters pertaining to industrial relations. She is also a member of the Asian & Pacific Forum of Women, Law & Development Taskforce on Labour & Migration.

Womens activities in the Vatukoula gold mines

The Mining industry in Fiji commenced in about 1933. For the last 70 years, mining has been one of the largest foreign exchange revenue export earners for Fiji. The largest and only operational gold mine in Fiji today is ‘Vatukoula’ which translates into ‘stones of gold’.

Historically, the mining industry in Fiji was predominately male orientated and continues to be so, except for positions such as gold pickers, administrative assistants and other trivial tasks, which are specifically assigned to women. These women face discriminatory practices such as low wages, health hazards and long hours and difficult working conditions. Mining in Fiji, unlike other countries, continues to be low wage industry, which spurs into other social problems for women such as debt, divorce, and high levels of poverty.

Since as far back as 1947, poor housing conditions has been a source of strikes for workers at Vatukoula. Women are forced to cook in outdoor lean-tos and share toilet and bathroom facilities with 3-4 families. Water and atmospheric pollution cause a major health risk to residents to the Vatukoula community.

This paper will discuss pertinent issues surrounding women in the mining community in Fiji and its implications for the wider community.
‘Too little too late’: Women’s participation in the Misima mining project

The advent of the mine on Misima saw rapidly changing values and a breakdown of traditional social structures. Male dominance within the mining company, the local and national governments and of the Misimans representing the community in dealings with the mine all contributed to effectively deny women their rights as landowners in this matrilineal society and to have their voices heard. ‘Too little too late’ is how many Misiman women summed up Misima Mines (MML) efforts in relation to their concerns.

As with mining companies throughout PNG the injection of large amounts of cash and rapid social change associated with mine development widens the gap between the haves and have-nots and leads to a decline in women’s economic and social status relative to that of men. Some other adverse impacts for Misiman women included an increased workload due to male absenteeism and male wage earners neglecting traditional tasks, and an increase in divorce that has led to abandoned wives and children. Perhaps the most disturbing impact is the increase in the overall level of violence against women. This experience highlights the urgent need to reduce these negative impacts and ensure that women are able to contribute more effectively in the mining process. But how do we get women’s voices heard?

This paper will explore the challenges of incorporating women’s voices in the mining process on Misima. The different perceptions of Misiman men and women and the mining company about how to include women will be discussed as well as the strategies used by each group and the results in terms of harm/ benefit and exclusion / participation. Highlighting some of the difficulties experienced by Misiman women may assist in creating more inclusive and positive experiences for other women affected by mining developments.

Qualifications

1999  PhD The Australian National University, Australia
1989  BA (Hons) La Trobe University, Australia
1974  RM (Registered Midwife)
      Mercy Maternity Hospital, Australia
1973  RN (Registered Nurse), Preston and Northcote Community Hospital, Australia

Julia Byford is a freelance consultant in gender, health and community development and Senior Research Fellow at the University of Technology Sydney. Her work and research as a medical anthropologist and midwife in Papua New Guinea extends over 30 years. Her doctoral thesis focused on contemporary women’s health in Misima, Milne Bay Province and incorporated the broader context of colonialism and medicine in Papua New Guinea as well as global questions around women’s health and childbirth.

In 1998 Julia was commissioned by Oxfam / Community Aid Abroad to investigate community perceptions of the impact of the gold mine on Misima and was subsequently invited to present some of her findings at the ‘Tunnel Vision – Women, Mining and Communities’ forum hosted by Oxfam/CAA in 2002. Julia continues to be involved in international projects concerning health, community development, microfinance and mining. Her research interests include gender and development, and the impact of gender on health.
The impact of mine employment on women through changes in household dynamics: A Ghanaian case study

Employment within the mining industry in the Ghanaian context has resulted in significant changes in the general dynamics of households. These socio-economic changes have directly impacted the incidence of HIV / AIDS within these communities, resulting in even more far reaching implications for women in mining environments. This presentation will examine the impact of mine employment on household dynamics within mining communities in Ghana focusing on communities in the Ashanti Region, which incidentally has the highest concentration of mining activities and HIV / AIDS in the country.

The paper will assess how employment of labor from within mining environments affects the income of households identifying how those changes impact the social and economic dynamics of the domestic setting and therefore the lives of women. It will examine the relationship between the changes in household dynamics and the incidence of HIV / AIDS within these communities. The aim will be to identify the increasing incidence of HIV / AIDS among women in mine locations in Ghana as a symptom of the changes that take place when mine employment causes incremental adjustments in household incomes. Current statistics on the incidence of HIV/AIDS among women and mine employees vis-à-vis household incomes and expenditures in the Ashanti Region will be incorporated. The presentation will end with recommendations outlining possible areas international / corporate mine policy development can explore to address the concerns raised. It is hoped that the paper will reinforce the need for greater levels of commitment on the corporate-side of the industry to understanding and addressing these and other related issues pertinent to women in mine-impacted communities.
LYDIA GAH

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Lydia Gah is a Social Worker who works as a Community Advocate for Social Change through developmental programs particularly with rural communities such as Lihir. Currently Lydia is a Superintendent of the Social Development section, in the Community Affairs Department of the Lihir Management Company. In 2001 she gained her Masters from the University of Queensland. Her major research field work paper was based on the analysis of the impact of the Oil Palm Development Project in West New Britain Province.

Womens’ health and work problems

The paper describes the health of women in relation to their work and the provision of health services before and after the mine’s establishment.

The paper shall draw on the statistics to demonstrate the impact the mine has had on the lives of Lihirian community and in particular that of the women and children. In doing so, comparisons are made to the status of other women in PNG to illustrate the current position of Lihirian women in their accessibility to the provision of infrastructural development on the island. The paper concludes by arguing that whilst women’s health has improved markedly since the inception of the mine development, this has also created other social concerns for the community.
YAMIS GIGIMAT

Community Development Coordinator
Porgera Joint Venture

Yamis has been Community Development Coordinator for the last six years and prior to that 3 years as Project Officer with the Porgera Joint Venture.

Porgera Joint Venture

The Porgera Joint Venture supports women of the Porgera area through its Community Development Section. This section was set up to assist to organize women to participate in women’s development programs.

The section assisted the Porgera women to set up a network (Porgera District Womens Association- PDWA). This has made communication with the women of the community easier for the mine and provides a vehicle to work through in order to serve as advisory body for the women and also for the company. Community Development through the PDWA plays a key role in providing social welfare service to the mine employees and the community.

The PDWA is a registered non-profit organization and has membership of more than 2000. It operates under a legal constitution. The association has many projects such as an Artifacts shop, Screen printing, Canteen, vegetable buying, credit scheme and a troop carrier leased by the company. The purpose of these projects is to generate income to support their families instead of waiting for handouts from the mine.

The association sponsors workshops, training programmes and awareness campaigns on issues affecting women and children in the community. It holds executive and general meetings every month and also employs people to run its projects.
Dr Dolly Guise has been with Tolukuma Gold Mines (TGM) since February 1998 after leaving the Anthropology department at the University of Sydney. TGM operates within Goilala District, in the Central Province of PNG.

At present she is the manager for the TGM Community Affairs Department which deals with all landowner and community issues as they relate to the mine and the people.

Her PhD is in Anthropology from the University of Sydney and her research was carried out with the Chirime people in Goilala District.

Dialoguing social bridges and shadows in change

The role and position of women today within the Tolukuma community is, in one sense, complex and complicated holding enormous potential for personal and communal development, and in another sense, all awash and going nowhere fast, painfully and significantly. Seeking answers to the questions to ‘why’ this is so and ‘where to’ from here are possibly the easy aspects of this complex situation. Working the new but explosive challenges within a mining context, together with the tight and sensitive pull of tradition is the complexity that makes women today at Tolukuma.

This paper will reflect upon the role of women within the traditional context looking at the way women participated within the traditional socio-ceremonial and political context. The paper will then look at the projects and positions to which the TGM Community Relations Office is introducing women.
Jennifer Hinton has a Bachelor of Applied Science in Geological Engineering (Environmental & Geotechnical), a Masters of Applied Science in Mining Engineering, and is currently a doctoral candidate in the Department of Mining Engineering at the University of British Columbia. The focus of her current research involves an integrated assessment of artisanal gold mining, which intends to identify linkages and understand interdependencies between processes in the mine and environmental and community health outcomes. Hinton has most recently been working on the socio-environmental impacts of artisanal and small-scale gold mining in Latin America, focusing on technical and social measures to mitigate risks from mercury pollution in artisanal mining communities. She has written a number of papers on various aspects of this informal sector including an extensive review of ‘clean’ alternative artisanal gold mining technologies.

In addition to her work in artisanal mining, she has consulted, researched and published on topics ranging from the remediation of mercury contaminated sites and biological indicators of metals pollution in the environment, to innovative mine closure alternatives and the incorporation of environmental and social factors into mine planning. Hinton has lectured on her work in a number of provincial, national and international conferences. Currently, Hinton is a Fellow in the interdisciplinary CIHR / MSFHR Bridge Program, an innovative initiative created to strengthen linkages between engineering and public health and policy.

Women and artisanal and small scale mining: A review of roles and issues

This paper is a review of women's roles in the artisanal and small scale mining sector (ASM). It primarily draws from studies conducted throughout the Americas, Africa and Asia and is supplemented by interviews of women engaged in various aspects of ASM. In many cases, the roles of women in artisanal mining communities differ significantly from those of men and extend well beyond direct participation in mining activities. Thus, their involvement brings with it different contributions and a completely unique set of risks and opportunities.

This paper first describes the direct involvement of women in mining and then explores their linkages with ASM through their diverse roles within the community. Environmental and human health impacts associated with these various roles and the relationship between women and the natural environment are also examined. By highlighting some of the similarities and differences between women's roles in various communities, this paper seeks to stimulate a discussion of how specific challenges experienced by women in ASM could be addressed.
Marie is currently a research associate at the School of Mining Engineering at the University of the Witwatersrand. She will be directing the social components of research, training & consultancy in the new sustainable development unit that is proposed for the School. Her contribution to this unit will focus on the interaction between the mining industry and the other stakeholders in the sector, and will encompass all aspects of social impacts.

She is also currently the Southern African coordinator of a HIV/AIDS Toolkit for Mining Companies project, which is funded by the IFC. She is also the team leader of an ICMM/World Bank initiated project for the empowerment of communities associated with mining operations.

Marie has extensive experience in working with rural communities, particularly with marginalised groups. She has a sound knowledge of the region and the difficulties that stakeholders in developing countries face in the alleviation of poverty in rural and peri-urban communities. Her co-ordination of the MMSD Southern Africa process, project work on HIV/AIDS in the mineral sector and an assessment of the potential for the mineral sector’s contribution to local economic development have provided her with extensive exposure to the issues confronting mining communities and involved her in consultation with a wide range of stakeholders.

Prior to her involvement with the minerals sector, Marie gained extensive teaching experience at secondary level, and has taught students from disadvantaged backgrounds as well as students with learning disabilities. She has been involved in the empowerment of rural women through literacy and writing skills training. She is also the editor of a volume of short stories by African women. She does ongoing editing of papers for the Commission on Gender Equality.

**In the shadow of the sun: Women in mining in southern Africa**

This paper focuses on the situation in South Africa, while drawing on relevant experiences in other African countries. South Africa has been recently transformed into a globally lauded democratic state, in which the constitution and legislation demand that equal rights be accorded to all. The minerals sector has not risen to the challenge in respect of women.

The workplace in the minerals sector, and the conditions of women in communities associated with mining operations, are still largely defined by discrimination against marginalized or previously marginalized groups. Normalisation of workforce demographics is receiving priority, but women remain marginalized. Whether as employees or as community members, women are among the least considered in terms of empowerment and access to development opportunities. This paper examines the historic and cultural context of this situation, and considers the loss of intellectual capital that companies suffer as a result.

Corporate reports tend to vagueness around issues of gender equity, even in South Africa, where the Mining Charter stipulates that “the term historically disadvantaged South Africans” refers to all persons who...were
disadvantaged by unfair discrimination on the basis of race, gender, or disability", and binds companies to ensure "inclusiveness of gender". Non-committal statements about future plans proliferate, and statistics are vague. Women in communities affected by mining are even more disadvantaged. This paper examines the extent to which they are consulted at various stages during the mining life cycle. The discussion covers women in communities immediately adjacent to mining operations, as well as women in labour-sending communities.

The paper discusses the ways in which women associated with the minerals sector are more vulnerable to HIV/AIDS. The context for this is the migrant labour system, and the feminization of poverty, which, combined with the ready cash available to mineworkers, increases the likelihood of women contracting the virus.

This paper briefly discusses why gender inclusiveness is important for progress towards sustainable development.
Women in mining: The Diwalwal direct state development project

Diwalwal is a gold-rush site located in the island of Mindanao in Southern Philippines. It has been the site of crude and semi-mechanized types of mining operations since 1983. It provides livelihood opportunities to some 20,000 miners, millers, and enterpreneurs coming from all parts of the country. It is estimated that 70% of all small scale gold production in Mindanao comes from Diwalwal.

Serious environmental, health and social problems present in Diwalwal compelled the Philippine government to undertake direct state development of the area by proclaiming the site as a mineral reservation. As a mineral reservation, the government shall rationalize the mining and other related operations / activities in the area through the implementation of the Diwalwal Direct State Development Project.

This paper presents the different issues confronting women in the Diwalwal gold rush site. It presents the extent of participation of women in mining, milling, and other business activities as well as in governance and policy making. It likewise presents proposed strategies and activities for inclusion in the Diwalwal Comprehensive Development Plan to ensure that the needs and aspirations of women for a better life are effectively addressed.
NAMAKAU KAINGU

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I have been a small scale miner of aquamarine and amethyst since 1991. I am a practical miner, handling compressors, jack hammers, and also the procurement, transportation, storage and usage of explosives.

Since 1998 I have also owned a lapidary for cutting and polishing gemstones and since 1999 I have been an advisor to the Ministers of Mines, Minerals and Energy on issues of small scale mining and women.

I am a member of the Expert Advisory Group of the MMSD (Mining Minerals and Sustainable Development) which produced that formidable global report, an expert advisor on the CASM / World Bank project and I serve as an advisor to the Secretary General of the United Nations, Mr Kofi Annan on the UN global Compact Advisory Council. I am often called upon to assist my government on issues of small scale mining and the mining sector as a whole.

I employ about 27 workers and have a sustainable mining village where my workers stay with their wives and children. I have built a school for the community where my mine is located and am lobbying the local government to provide a borehole to provide clean water to my community.

I hold meetings from time to time to teach members of the association subjects like gemmology, basic mining skills etc.
Arietta Kairey is a social worker specializing in Community Development. She worked with the PNG Government in Departments of North Solomons (Bougainville) for 18 years. She also worked with the Bougainville Copper Limited for 2 years. Arietta joined Ok Tedi Mining Limited in 1999 and is currently employed as Team Leader for Gender and Community Development within the Ok Tedi Development Foundation.

**Women's participation in development: The Ok Tedi experience**

The involvement of women in the development process has been recognized throughout the world. In various countries, governments continue to document policies, plans, projects and programs to address women’s issues. Papua New Guinea like other countries also has in place such policies and plans that call for intervention by both the public and private sectors to encourage and enable women to participate in the development process.

Many initiatives and programs have been developed and implemented but many times, women still are not fully participating and organizations continue to work in isolation.

Where have we gone wrong? This paper outlines work undertaken by Ok Tedi Mining Limited since 1999 to include women in the Western Province to more fully participate in all aspects of the development process.
KAY KALIM
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Kay Kalim was a Medical Laboratory Assistant and worked with the Pathology Section in Lae and Madang General Hospitals before joining up with the Department of Environment and Conservation. She graduated with a degree in Applied Chemistry in 1988 from the University of Technology, Lae. She joined the Bureau of Water Resources in 1989 in the Water Conservation and Planning Section and concentrated in the water resources management area of the Bureau of Water Resources. Her work allowed her to participate in various environmental impact assessment processes especially related to mining activities in Papua New Guinea because there was this requirement for developers to obtain water use permits after an Environmental Plan is approved. She was heavily involved in the Lihiir approval process in various stages of the mining phase. Other public hearing processes for issuing of Water Use Permits for other resource developments were also attended.

Her work also allows her to have direct liaison with the local communities within the project areas and women are always part of this consultation process. Although no major papers were written by her on the work she does, the exposure and experience gained in understanding the way people feel about different projects is something that helps her understand how people, and women in particular, should be treated in various areas of PNG. She plays an important role in liaising between developers and locals by explaining legal processes to the parties and relaying information to the State. Her daily work involves attending to landowners over their concerns on environment and social impacts within project sites, especially mining and petroleum activities.

The social and environmental impacts of mining on women in mining project areas

This presentation will be covering the issues of environmental and social impacts within mining areas with emphasis on why and how these issues may be addressed. Information will be derived from my own experience and some published texts within the Department of Environment and Conservation and from consultants. I will look at how mining projects have had a significant influence on the Papua New Guinea economy since independence in 1975. Mining is still the biggest earner for the country’s economy. The paper will explore the economic development and examine the social and environmental impacts it creates. Discussions of environmental impacts are becoming a household topic for families within mining project areas because they now understand that the environment is important for their daily livelihood. In addition there are social impacts brought by the mine, sometimes quite severe compared to the environmental impact. However these are often never discussed openly. The paper will try to suggest some reasons why most reports produced for mining activity contain very little on the social issues faced in the project areas with the main focus being on women and using customary traditions applied in the country as the basis for the concluding remarks.
PAT KOPUSAR
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Pat Kopusar is an indigenous Australian woman currently employed as a Community Development Officer for Yorgum Aboriginal Corporation in Perth, Western Australia.

During the past she has been a national representative for community control Aboriginal health organisations and is currently Chair of the West Australian Aboriginal Health Information and Ethics Committee. She has worked in the areas of health, women’s issues and Aboriginal family violence. Most of her experience has been in the rural and remote Aboriginal communities of Western Australia.

Some of her achievements have been writing and developing an Aboriginal family violence package titled “Wrong Way” in 2000 and co-authoring in 1997 a research and evaluation document on education and training for Aboriginal women in Australia titled "Just Enough to Tease Us”.

For the past three - four years she has developed and delivered workshops, both as a co-worker and sole presenter. These workshops are centered around human rights for indigenous Australian people.

What is life? Australian indigenous women’s perspective

The life of a Noongar Woman today is that of a survivor. What is significant about the life of a surviving indigenous Woman?

She is part of a "people" within an oppressive system. Generally speaking she will have the poorest health, least education, least employment and be less safe and secure. Domestic violence in Australia is probably the greatest threat to the Aboriginal family as it comes from within. Her life will be shorter than the other Australian women.

Between the system in place and the disperse/desecrate view of the land you will find that an indigenous Australian woman deals with poverty on a daily basis. She will however, be outspoken and will stand up for her children.

We will look at how this can be better, at opportunities for change and at how the community is handling the issue and the scourge of Aboriginal family violence. The presentation will focus on the life of an Aboriginal woman in Australia and an outline of Yorgum’s current Family Violence Package.
Expectations of women in a mining exploration project: Hidden Valley, Wau, Morobe Province

Mining is not a new activity to women in the Wau and Watut Women of the Bulolo District, in the Morobe Province. It has been a daily activity since the early 1930s when gold was discovered in the area. The last large mining operation in the area was by New Guinea Goldfields, which ceased operation in 1987. CRA commenced exploration on the Hidden Valley Gold Project shortly after that in 1987. Exploration work continued up until 2003.

In this paper, Section One will discuss expectations of women in the mining exploration stage of the Hidden Valley Gold Project. Women from landowner communities and the general impact community share some common positive expectation such as an improvement in the economy and social services delivery a mine presence would have on the community of Wau and Watut. They also share negative expectations such as an increase in social and environmental problems.

Section Two will discuss initiatives of women in the landowner communities and the impact community in addressing the positive and negative expectations they have should a mine develop. It would also discuss how the Morobe Consolidated Goldfields Limited and the government are working to address the mentioned positive and negative expectations of women.

Section Three will discuss shortfalls in addressing women's expectations by the existing organisations.

In conclusion, we look at how women may be better able to address the issue of poverty alleviation and sustainable development in a mining exploration community.
Juliana Kubak is a senior Development Planner with the Department of National Planning and Rural. She is currently the acting First Assistant Secretary for Development Planning and Programming Division, Department of National Planning and Rural Development.

She graduated from the University of Papua New Guinea in 1989 with a Bachelor’s Degree in Economics. She then joined the Department of Finance and Planning as a graduate Clerk and has since held various senior positions within the Department of Finance and Planning, National Planning Office, and now the Department of National Planning and Rural Development. In her various capacities as a senior officer with these organisations she has been actively involved with development and policy issues affecting the mining and the petroleum industries. Her first such involvement in the mining industry was the Lihir mine project negotiations with the Lihir Landowners, New Ireland Provincial Government and the National Government as well as being an observer in the Lihir Mining Development Contract Negotiations. Since then she has always represented the Department of Planning and Monitoring in various mining and petroleum policy and development issues.

**Employment of women in mining: Trends and patterns 1990-2000**

In this paper I shall attempt to analyse from secondary data collected over the past ten years by the National Statistical Office and various mining companies on women employed in the Mining Industries. I shall also attempt to provide the linkages between the National Goals and Directive Principles, especially Goal No. 2, Government policies and programs which calls for equal opportunities for both women and men, have been translated into realities. Then I shall focus on the role of mining in development and how the mining companies have translated these policies into realities, with special focus on the trends and patterns in the Mining Workforce 1990-2000 especially to employment of women in this industry and those dealing with the industries especially from the Government.
Sex workers: Their impact on and interaction with the mining industry

A common accusation against the mining industry is that it is an indirect cause for prostitution and the social problems that arise out of it. This paper is based on two years research the author conducted while living in a sex worker household on the fringes of a large mine in Indonesia. The author explores and at times debunks popular notions of the impact of the mining industry in the area of prostitution. Instead the paper delves into the fundamental cause of poverty and lack of social safety nets in certain countries that drive women to become sex workers, and shows that this profession can both impact on and be impacted by the mining industry. In this context the issue of HIV / AIDS is raised and the role that responsible mining companies can play is examined.
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Maryanne completed two years training in Community Health at the Lemakot school of Nursing in Kavieng, New Ireland Province. She holds a certificate in this field.

Ms. Laketan comes from Putput village which was relocated to make way for the mining company to develop gold deposits in the Luise Caldera, Lihir Island.

She is now a community health worker with the Lihir Medical Center MCH clinic unit. Her work involves running MCH village clinics throughout the Lihir group of islands.

From mining victim to mining beneficiary

Mining activities can have a very severe impact on you as a woman and mother of the household. Losing your land to pave way for a mining company is heartbreaking and results in very mixed feelings.

When you stand together as a family, clan and community, these new developments bring both negative and positive impacts. Excitement is high because of the promise of what the mine will bring but losing the land to make way for development is a great sacrifice.

The benefits have spilled on my door front and at the same time blind folded me to see the other side of the coin.
INGRID MACDONALD

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Ingrid Macdonald was appointed as the Oxfam Community Aid Abroad Mining Ombudsman in September 2001. She previously worked in both the public and private sector in the areas of environmental and natural resource management. Ingrid has qualifications in politics, geography and law. She is also currently enrolled as a PhD candidate in law at the University of Melbourne, Australia.

Mining’s tunnel vision: Undermining women’s rights?

Oxfam Community Aid Abroad has pursued gender equality and women’s empowerment in its development programs, humanitarian relief and advocacy work for many years. The agency has also supported overseas communities affected by the activities of Australian mining companies for the last decade, culminating in the establishment of the Mining Ombudsman in February 2000. However, we have found that there is currently limited information available or discussion about women’s roles and rights in relation to the activities of the mining industry.

As a result, on World Environment Day, 5 June 2002, Oxfam Community Aid Abroad convened the ‘Tunnel Vision: Mining, Women and Communities,’ forum in Melbourne, Australia. The forum brought together speakers from Indigenous Australia and the Asia-Pacific to explore the impacts of mining operations on women in affected communities. The forum illustrated how women tend to be excluded from the economic benefits of mining and bear the burden of many of the negative social and environmental impacts. It highlighted the need for all stakeholders to pro-actively pursue gender equality and women’s empowerment in all activities and projects.

The forum was the first of its type to be held in Australia and it highlighted how it cannot be assumed that women automatically benefit from large-scale economic development projects such as mining operations. This paper will discuss the ‘Tunnel Vision’ conference, the resulting ‘Tunnel Vision’ publication, and the marked requirement for more research and action to address the differential and often destructive impacts that mining operations have on women from local communities.
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Martha Macintyre is an anthropologist who works as a university lecturer and as a consultant. In 1983 she gained her PhD from The Australian National University for a thesis based on research on Tubetube, a small island in Milne Bay Province. Since then she has worked in Papua New Guinea over a twenty-four year period as a researcher, consultant and an advisor, specialising in gender and community issues. She has also undertaken research in Pakistan and with refugee communities in Australia.

She prepared the Social Impact Study of the Misima gold project in 1986. In 1994 she began working on Lihir, where she has worked each year since, monitoring and reporting on the social impact of the mining project. She has also carried out independent academic studies there, into issues relating to health, women’s work and socio-cultural responses to environmental change. She was an advisor on Gender, Human Rights and Community Policing on the AusAID Police Project and is currently an advisor on the Law and Justice Sector project. She has edited three books and written numerous articles on her research.

The changing value of women’s work on Lihir

In this paper I shall draw on data collected over the past nine years to reflect on the ways that women’s lives have been affected by the mining project on Lihir. I shall examine the changes in the value of women’s work in the context of industrialisation and new patterns of employment as well as their continued role in sustaining subsistence agricultural production. In particular, I shall look at the issue of women’s economic centrality and their political marginality.

The paper will involve comparisons at three levels. First, it will outline the differences between women’s activities in 1994, before mining began, and their work today. Second, it will explore the values now attached to women’s work, in gardens and for wages. Third, it will briefly examine similarities and differences between Lihirian women’s roles – as employees, wives, mothers and breadwinners – and those of Papua New Guinean women who work in towns and in rural villages where there is no industrial development.
Geraldine McGuire is an Environmental Scientist with a 1st class Honours Degree from the University of Queensland and a PhD from the University of Western Australia. She has specialized in providing environmentally and socially sustainable solutions for resource projects in tropical regions for the last 10 years. As the Manager Environment for PT Kelian Equatorial Mining (KEM) in Indonesia for 6 years, Geraldine had overall responsibility for the site’s mine closure, environmental monitoring, environmental awareness and rehabilitation programmes. She managed 15 staff, 80 local contractors and liaised with Indonesian government regulators and NGO’s. Geraldine provides ongoing consultancy services to KEM as coordinator of the Kelian Mine Closure Steering Committee and works with indigenous communities dealing with mining and resource management issues in northern Australia.

Refer to www.sustainablesolutionsglobal.com for further details and CV.

Environmental impacts of mining on women in Indonesia and northern Australia

Mining in Indonesia and northern Australia is conducted by both large scale companies and smaller scale artisanal miners. Both types of mining can result in significant environmental damage which impact on local communities. Women can be more susceptible to the environmental impacts of mining which results in destruction of traditional lands and the use of chemicals for processing. Removal of forests can prevent women from accessing traditional medicines, foods and cultural materials. The pollution of water by mining effluent can contaminate drinking and bathing water, and result in toxic levels of metals in local fish. The use of dangerous substances such as mercury by women can lead to birth deformities.

Women need to be better informed about these impacts and have greater involvement and influence at both the planning and closure stages of mine developments. Consultation about the environmental impacts of mining needs to be gender specific to encourage women to discuss issues which pertain to women’s roles in the provision of health, education, food security and cultural pursuits (ceremony). This paper discusses a number of case studies from Indonesia and northern Australia and provides examples of how women’s knowledge can be incorporated into mining projects.
JACKLYNNE L MEMBUP

House Wife
Masahet Island
Lihir Group
New Ireland Province
Papua New Guinea

Jacklynne Membup, is housewife and representative on various committees in her ward 14 area within the Nimamar Local Level Government.

She holds a Diploma in Social Development from the PNG Institute of Public Administration (formerly PNG Administrative College)

After graduating from PNG IPA in 1983, she worked for seven years as Community Development Officer, with the Department of Morobe, spending most of her working years in the Mining township of Wau.

In 1991 she joined the mining company on her island of Lihir working as a Community Relations Officer but specifically with the task of mediating with the Local women population and the management. She served the Mining Company for 11.5 years as Senior Women’s Officer under the Department of National Affairs and she resigned in September 2002.

The status of women affected by mining in Lihir

In 2002 when I attended The Mining and the Community II Conference I was not surprised that the majority of speakers and participants were men. We have all witnessed how, to date, male superiority dominates the family, community, province and national development.

This paper will present the impacts that mining company Lihir Gold, has had on women in the Lihir Group of islands. These women are the silent contributors and the backbone of family well-being, community stability and nation building.

I will relate both the negative and positive impacts of the gold mine since exploration days right through the construction phase and eventually into the production and operations stage of the project.

In the beginning women were seen as victims but as time goes on a wider world of opportunities awaits them. Are they able or transparency denies them this opportunity.
Women's participation in mine closure planning for sustainability

“...So God created human beings, making them to be like himself. He created them male and female, blessed them, and said, Have many children, so that your descendants will live all over the earth and bring it under their control” Gn 1:27-28

Since the beginning of time, man and woman were created in the image and likeness of God. As procreators they became co-creators with God and at the same time they were made managers of his creation with an important obligation to ensure its sustainability.

Mining is an activity undertaken by man on land - the very soil from which he was formed and from whose bone and flesh woman was created. Men and women are compelled to protect their very roots and more so to ensure that the goodness of the land is maintained and further nourished to uphold and sustain life not only during development phase of land-based activities like mining but also during their closures.

Mine closure is the final phase of a mine project cycle and has only recently been viewed as an important phase in the light of sustainability issues impacting on the biophysical and socioeconomic environments. As such, emerging mining industry best practice dictates that mine closure plans, at least in their conceptual form, should be addressed at project feasibility stage.

The current large-scale mining projects that are addressing mine closure issues are Misima, Ok Tedi and Porgera. Lihir submitted a conceptual mine closure plan in 1999 which will be reviewed and updated in the coming years. Lessons learnt from the Misima Mine Closure and Sustainability Planning process in particular, provide...
useful lessons for the future; including lessons for women’s participation in sustainability.

At present, women are represented usually by their male colleagues. In future, special arrangements should be made to involve women as direct participants in decision making, while remaining mindful of the socio-cultural setting of the particular society facing imminent mine closure.
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Women forgotten in the race for benefits

The paper explores the petroleum industry in general. It demonstrates that despite benefits granted to the project area landowners, negative consequences are an inevitable accompaniment to petroleum projects. Apart from the impacts that are environment and social consequences which tend to be permanent in ways that disadvantage vulnerable groups such as women.

Traditional and Papua New Guinea laws are skewed towards a male-dominated culture. And one impact of such laws is being benefits not successfully trickling down to households. Recognizing these, and the fundamental issue of gender bias in benefit distribution is key to sustaining benefits in petroleum project.

The paper will identify problems currently being faced by the women and how we feel should be the way forward in sustaining benefits in the Petroleum projects.
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environment monitoring at Ok Tedi Mining for 9 years.
She is an experienced field researcher and has lectured
at the University of PNG in biological Sciences. She is
currently coordinator of Environmental Community
Liaisons in the Community Relations Department at Ok
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UNDP/UNESCO Programmes on mangrove utilisation and
research on coastal management for Asia and Pacific
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and abroad. Education: PhD in Biology

Women not in mining

The majority of Papua New Guinea (PNG) women live a
traditional subsistence lifestyle in villages. The way they
live is defined by their status in the tribal culture and
therefore "western" induced changes receive great
challenges where they are concerned. PNG women who
come from the tribes that own land on which mining
operations are developed are at the forefront of the
second millennium technological, material and cultural
changes. They are exposed, often not by choice to
profound changes to their way of life in very short time
periods, from very simple 'primitive' to the "mobile
phone" age.

Local tribal women are key stakeholders to mining
operations where mine benefit packages are particularly
targeted at women and children. Yet, they face serious
challenges to become equal participants in the
management of projects which are expected to benefit
them and the children. Their roles and status in their
culture can mean breaking taboos if they actively
participate in these projects. It can be seen as disrespect
to their women peers and male village leaders. In
patrilineal tribes, participation of women in funded
projects is highly frowned on by the men folk. Women
will not speak in meetings, even when invited, in the
presence of their men folk.

This situation places complex social challenges to
mining companies who have to implement sustainable
development projects, particularly those targeted at
women and children. How can mining companies get
around these often delicate situations? This paper
considers the challenges faced by Ok Tedi Mining
Company and these local women in managing and
implementing sustainable development projects for
women and children of the tribes in the vicinity of the
mine operations.
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Nene earned a Bachelors Degree in Geology and a Masters Degree in Economic-Geology and has had some training in Mineral Economics, Environmental Management and Modern Management Methods. Her work involves the drafting mineral and environmental policies. Lately, her work has been on mineral development strategy and promotion, taking into account economic, social and environmental aspects. Nene is familiar with analyzing economics trend in the mineral sector, doing comparative studies of mining policies and laws in order to make Guinea mining policy more attractive to new investments. Additionally she has been conducting studies and writing reports on various subjects involving mineral resources development and environmental protection.

Nene is the President of the Guinea Association of "Women in Mining and Environment Protection". This association is trying to find ways to improve the living conditions of women involved in artisanal mining in Eastern Guinea. She is also part time representative of the Africa America Institute, assisting the institute in the recruitment of Guinean national candidates for post graduate programs in the USA.

Besides being fluent in French and English Nene has made many work related trips to countries such as the United States, Canada, France, Belgium, Sweden, the Netherlands, Brazil, Morocco, Senegal, Nigeria, Ghana, Mali, Ivory Coast, Cameroon, Namibia, South Africa, Tanzania, Malawi, Addis Ababa.

Women’s activities in artisanal mining in Guinea

Artisanal mining was the only extractive method used for gold, diamonds, salt, clay and gravel for centuries in Guinea. In Guinea, women are very active both in gold, diamond, salt, clay and gravel artisanal mining. In the first half of the 20th century, gold production by artisanal miners reached 3 tonnes / year. Women’s participation in artisanal mining almost equals that of men. In 1995 it was estimated that, of over 500,000 artisanal miners, 240,000 were women. In some mining districts women exceed men in numbers, men being more present in leadership positions and in activities that require strong physical work.

The activities of men in artisanal mining are mainly in sinking wells or in the excavation of the ore. Women’s activities are more diverse, including recycling water, removing the ore from the wells, crushing and pulverising the ore, and sometimes transporting the ore to the streams, washing, panning or sluicing and sorting it. In addition to these activities women are also in charge of mine reclamation, maintaining the mining camps and food supplies.

Although the working conditions for women are similar to the men, they do not receive equal compensation. Most of the time their salary is just sufficient to feed their family for the day.

In Guinea, working conditions in artisanal mining are very painful, laborious and dangerous. Women involved in these activities are exposed to many technical, social, economical and environmental constraints which make life in the mining site very precarious for them.

This paper is attempts to address the major issues facing women’s involvement in artisanal mining in Guinea in order to define clear short and long term actions that could help them improve their living conditions and contribute to the idea of sustainable development in their communities.