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INTERGOVERNMENTAL FORUM  
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# Gender in Mining Governance:

An annotated  
bibliography for  
large-scale mining



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**Gender in Mining Governance: An annotated bibliography for large-scale mining**

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The IGF is focused on improving resource governance and decision making by governments working in the sector. It provides a number of services to members including: in-country assessments; capacity-building and individualized technical assistance; guidance documents and conferences which explore best practices and provide an opportunity to engage with industry and civil society.

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# INTRODUCTION

The mining workforce has traditionally been male dominated, but women's presence in the sector has recently begun to be broadly recognized in parallel to the improvements in the mining codes and women's access to better and more qualified jobs. Nonetheless, despite the myriad ways women are involved in the sector (from HQ jobs as engineers, geologists, executives, and board members to site-level staff working in any number of areas, to artisanal miners), men's participation and access to resources still overshadow women's.

Women are burdened by the costs and impacts of the mining industry; however, they experience minimal benefits from the biased regulatory frameworks, lack of sector-specific gender equality policies, social norms, and economic inequalities. This leads to their lack of participation in decision-making processes, imbalanced representation in the mining workforce, and inequalities on mine sites. However, women are also a driving force for sustainable livelihoods, communities, and environments. Their meaningful participation in the mining sector will help further [United Nation's Sustainable Development Goals](#).

At the corporate level, less than one-fifth of global mining companies' leadership positions are filled by women. Specifically, just under 15% of mining companies' executive positions, 18.1% of board positions, and a mere 13.2% of C-suite roles are staffed by women.<sup>1</sup>

With women facing so many varying challenges, what can governments, industry, and civil society do to strengthen governance structures to contribute to gender equality and sustainable development?

The Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development (IGF) worked throughout 2018 and 2019 with the Environmental Governance Program, a program jointly implemented by UNDP and the Swedish Environmental Protection Agency with funding from the Swedish International Development Cooperation Agency (SIDA), to create a suite of resources to provide insight and options for stakeholders. One of the outputs is this annotated bibliography. In this extensive mapping, the IGF showcases a compilation of articles, reports, guidelines, and policy documents to explore the role of gender in mining governance in large-scale mining. The IGF has taken a balanced approach, focusing not only on literature exploring the disproportionate burden women carry when it comes to the negative effects of mining but also certain enablers that could support women's equitable benefit sharing in the sector.

The annotated bibliography is aimed at governments, researchers, industry practitioners, civil society organizations, and the development community to provide a practical resource to locate and use existing data and resources. The bibliography also serves as a tool to map possible gaps and areas for further improvement while developing new research approaches, programs, and tools. The literature included in this bibliography is derived from English resources in line with the language of the publication. The annotated bibliography compiled literature focused exclusively on gender and large-scale mining, as well as literature with a primary focus on large-scale mining with a specific section on gender. Similarly, literature that focuses on gender with specific references to large-scale mining has also been included. Accordingly, literature on gender and artisanal and small-scale mining was not the focus and thus excluded.

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1 Kuykendall, T., & Darden, K. (2020). *Despite diversification efforts, fewer than 1 in 5 mining leaders are women*. S&P Global Market Intelligence. <https://www.spglobal.com/marketintelligence/en/news-insights/latest-news-headlines/despite-diversification-efforts-fewer-than-1-in-5-mining-leaders-are-women-59101897>



## RESOURCES

**Abrahamsson, L. (2019). *Gender perspectives on the impact of technological change in mining.***  
[https://www.ilo.org/global/topics/safety-and-health-at-work/events-training/events-meetings/world-day-for-safety/33thinkpieces/WCMS\\_681590/lang--en/index.htm](https://www.ilo.org/global/topics/safety-and-health-at-work/events-training/events-meetings/world-day-for-safety/33thinkpieces/WCMS_681590/lang--en/index.htm)

This short think piece is a critical consideration of gender and large-scale mining, linking improvements in technology and automation to the masculine culture of the mining sector. The article discusses whether technological change could allow re-gendering the extreme form of “blue-collar” masculinity attached to the sector, or if it would introduce a new form of it as the digital technology and its related work and competencies are mostly associated with another kind of masculinity.

Themes: Automation and new technologies, women’s employment in large-scale mining

**ActionAid. (2020). *We mean business: Protecting women’s rights in global supply chains.***  
[https://actionaid.nl/wp-content/uploads/2020/02/We-Mean-Business-Protecting-Womens-Rights-in-Global-Supply-Chains\\_ActionAid\\_March-2020.pdf](https://actionaid.nl/wp-content/uploads/2020/02/We-Mean-Business-Protecting-Womens-Rights-in-Global-Supply-Chains_ActionAid_March-2020.pdf)

This paper discusses corporate accountability and how it should be harnessed to protect women’s rights while furthering gender equality in a wide array of industries, including mining. While not extractive sector specific, it provides a snapshot of case studies from mining demonstrating the gendered human rights impacts of corporate activities. The report sheds light on how corporate accountability should require companies to undertake gender-responsive due diligence to ensure women are not adversely affected by the sector’s potential environmental and social challenges such as pollution, improper working conditions, gender-based violence, and land acquisition. The paper further explains the concept of gender-responsive due diligence, explaining how the concept needs to be expanded to cover the impacts of industry or business operations on gender norms, cultural biases, and power imbalances. The concluding chapter provides a set of recommendations for states to incorporate gender-responsive due diligence in their laws and policies.

Themes: Local content policies, impact assessments, community engagement and development



**ActionAid. (2018). Mining in South Africa 2018. *Whose benefit and whose burden? Social audit baseline report.* <https://www.osf.org.za/actionaid-south-africa-baseline-social-audit-report/>**

The social audit baseline report presents the results of community-led research conducted in 10 mining-affected communities across South Africa as part of the ActionAid South Africa's Social Audit Project. This research is based on interviews with 483 women and 275 men, exploring how they were affected by the presence of mining operations. Although the study is not focused exclusively on women, it employs a feminist approach and involves local women's organizations as active agents for data collection, community outreach, and data analysis. Accordingly, its findings are gender relevant, shedding light on issues that are rarely analyzed statistically, such as the relationship between prevalence of gender-based violence and mining operations. Indicative of this, the report notes that 40% of women who participated in the survey reported that jobs in the mining sector are only accessible through sexual favours; 85% of women linked the increase in violence to the development of the mine; and 73% of women indicated they have received no benefit from the mine. An analysis of government revenues in forms of royalties and taxes in relation to community investments and corporate profits is also included, concluding that communities—and especially women in communities—remain underserved. The ample amount of qualitative and quantitative data presented in the report offers a rich source for future analysis. The study was conducted with the assistance of Mining-Affected Communities United in Action (MACUA) and Women Affected by Mining United in Action (WAMUA).

Themes: Impact assessments, women's safety and security

**Adam Smith International (ASI) and International Women in Mining (IWIM). (2017). *Can a mining law unlock the potential of women?* IWIM. <https://internationalwim.org/can-a-mining-law-unlock-the-potential-of-women/>**

Focusing on the large-scale and artisanal mining sectors in Malawi and Sierra Leone, this report explores the role that mining legislation can play in improving women's empowerment in the industry, with a specific focus on how the legal frameworks can support women's participation in decision-making structures that affect mining operations. It offers 15 specific recommendations for policy-makers and industry. These include requiring that governments and companies publish gender-disaggregated data.

Themes: Women's employment in large-scale mining, legislative frameworks

**The Advocates for Human Rights. (2019). *Promoting gender diversity and inclusion in the oil, gas and mining extractive industries: A women's human rights report.* [https://www.unece.org/fileadmin/DAM/energy/images/CMM/CMM\\_CE/AHR\\_gender\\_diversity\\_report\\_FINAL.pdf](https://www.unece.org/fileadmin/DAM/energy/images/CMM/CMM_CE/AHR_gender_diversity_report_FINAL.pdf)**

This research report was drafted at the request of the UN Group of Experts on Coal Mining Methane and aims at providing evidence-based recommendations to foster women's employment in the mining sector. The report has a three-pillar structure and provides a business case for the industry in its first chapter, describing the corporate advantages—financial and others—of employing women in mining. In its second chapter, the report discusses government responsibilities in terms of removing legal and social barriers hampering women's equal employment in the sector. The third chapter focuses on corporate roles and responsibilities and provides strategies and recommendations for various stages



of human resources management—i.e., pre-recruitment, recruitment, retention, and career advancement. The report explains how gender norms, discrimination, harassment, and unconscious bias might affect women employed or willing to be employed in the mining sector. Lastly, the report details specific considerations and disadvantages mining operations might bring for women in the broader and surrounding communities.

Themes: Women's employment in large-scale mining

**Asia-Pacific Economic Cooperation (APEC). (2019). *APEC women's participation in the mining industry. Policy Partnership on Women and the Economy.* <https://www.apec.org/Publications/2019/12/APEC-Womens-Participation-in-the-Mining-Industry>**

This report reflects on the findings of a research project that included a literature review, an online survey, and a series of interviews of selected organizations operating in six APEC economies: Australia, Canada, Chile, People's Republic of China, Papua New Guinea, and Peru. This research focuses on a relatively small sample size and does not further elaborate on the perceptions and statements expressed by those participating in the data collection, and thus does not provide a thorough analysis of the programs, policies, or laws mentioned in the report. Nonetheless, the report provides a snapshot of the mining workforce's perceptions on a variety of issues, including: diversity and inclusion as a broad and intersectional concept; equal participation in leadership; barriers to women's participation in the mining workforce as well as their retention and promotion; and challenges and opportunities in engaging with and empowering women in mining communities. The last chapter highlights five case studies focusing on strengthening networks for women in the industry workforce and/or communities.

Themes: Women's employment in large-scale mining

**Atim, L., Mwangoka, M., & Martins, L. (2020). *Sexual and gender-based violence in the mining sector in Africa. Evidence and reflections from the DRC, South Africa, Tanzania & Uganda.* Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH and Women's Rights & Mining. [https://rue.bmz.de/en/releases/publications\\_new/topics/gender/Sexual-\\_-Gender-based-Violence-in-the-Mining-Sector-in-Africa.pdf](https://rue.bmz.de/en/releases/publications_new/topics/gender/Sexual-_-Gender-based-Violence-in-the-Mining-Sector-in-Africa.pdf)**

This study offers a thorough review of the evidence of both direct and indirect impacts that large-scale and artisanal and small-scale mining have on the prevalence of sexual and gender-based violence (SGBV) in sub-Saharan Africa, with a particular focus on the Democratic Republic of Congo (DRC), South Africa, Tanzania, and Uganda. The direct impacts, as cited in the study, can non-exhaustively include sexual harassment, sexual violence, abuse and rape, and violence targeting women human rights defenders, whereas indirect ones are those triggered by the structural social changes mining can induce. The study underlines that not only laws, policies, and standards relating to mining but also those relating to SGBV provide a legal basis for the scope of this research. Accordingly, the report offers a brief of the legal frameworks addressing SGBV in the mining sector, including international frameworks and guiding principles, regional-level frameworks, and national legislation in the countries of focus. Next, the study provides an analysis of the policy- and program-level responses to SGBV in the mining sector and offers a catalogue of case studies. It concludes that "interventions that address gender norms, inequalities, and notions of masculinity are more effective at reducing violence than those that do not." Lastly, the study offers a list of



actions that are recommended to national governments, private sector mining companies, international donor partners, and civil society.

Themes: Women's safety and security

**Bexell, M. (2012). Global governance, gains and gender: UN-Business partnerships for women's empowerment. *International Feminist Journal of Politics*, 14(3), 389–407. <https://doi.org/10.1080/14616742.2012.659855>**

Bexell argues against schemes for women's empowerment that are based on public–private partnerships between United Nations agencies and large private companies. Such arrangements, the author explains, derive their legitimacy from the seeming mutually beneficial relationship between women's advancement, on the one hand, and corporate profits on the other, and not from the international human rights architecture. While the market-oriented approach may benefit individual women, it does not challenge the structural barriers to gender equity in the global economy. This article is relevant to gender equity in resource development, as it highlights the drawbacks of strategies that rely on market mechanisms.

Themes: Women's employment in large-scale mining

**Bice, S. (2011). On the radar? Gendered considerations in Australia-based mining companies' sustainability reporting. In K. Lahiri-Dutt (Ed.). *Gendering the field: Towards sustainable livelihoods for mining communities. Asia-Pacific Environment Monograph 6. The Australian National University (ANU) Press, pp. 145–176.***

Based on a four-year analysis of reporting from five of Australia's leading mining companies, Bice concludes that the lack of gender indicators in voluntary reporting standards such as the Global Reporting Initiative (GRI) contributes to a pattern of neglect whereby gender is not included in or integral to the sustainability agendas of mining companies. This results in further marginalizing of gender issues and gender sustainability programs. Bice's chapter draws attention to the weaknesses of global governance norms on resource development and the extent to which they influence the advancement of gender equity in the sector.

Themes: Community engagement and development

**Buchy, M. & Rai, B. (2012). Do women-only approaches to natural resource management help women? The case of community forestry in Nepal. In B.P. Resurreccion & R. Elmhirst (Eds.). *Gender and natural resource management: Livelihoods, mobility, and interventions. Earthscan/International Development Research Centre. <https://idl-bnc-idrc.dspacedirect.org/bitstream/handle/10625/35314/IDL-35314.pdf>***

Focusing on the forestry sector, this article critiques strategies that target women-only approaches to natural resource management. Such policies assume that women-only committees will ensure that women's voices are heard and their needs met. However, the authors challenge such strategies, noting they are rooted in the belief that women are a homogenous group and do not address the structural constraints hindering women's development. While the focus of the article is not mining but forestry, it is relevant here because it both highlights the importance of including men in gender policies in resource development and addresses the socio-economic issues that contribute to women's marginalization.

Themes: Community engagement and development



**Business for Social Responsibility (BSR). (2017). Women's economic empowerment in sub-Saharan Africa: Recommendations for the mining sector.** <https://www.bsr.org/en/our-insights/report-view/womens-economic-empowerment-sub-saharan-africa-business-action>

This industry brief is unique in terms of its audience, and therefore key messages, as it targets business leaders in corporate social responsibility, corporate philanthropy, procurement supply chains, human resources, and other relevant functions at large-scale mining companies operating in sub-Saharan Africa (SSA). The brief combines a variety of techniques (i.e., literature review, key informant interviews and research conducted in Ghana, Kenya, and Tanzania) and is composed of three key components: (i) a snapshot of the mining industry in SSA; (ii) impacts of mining on women in SSA and key challenges against women's economic empowerment in the region; (iii) recommendations for businesses. Recommendations are developed using a three-pillared arch suggesting that companies: (i) act by making changes within company's direct control; (ii) enable by supporting, incentivizing, and investing in other key actors; and (iii) influence by advocating and sharing knowledge and experience. The seven main recommendation areas in the brief include suggestions crosscutting these three main pillars. Accordingly, the recommendations provide ample room for action for a variety of business actors, with the "act" pillar targeting human resources and other management professionals while the other two pillars aim at corporate social responsibility (CSR) and community relations professionals.

Themes: Community engagement and development

**Business for Social Responsibility. (2018). Women in the jewelry supply chain. A landscape review of barriers to women's economic empowerment (White paper).** BSR. <https://www.bsr.org/en/our-insights/report-view/women-jewelry-supply-chain-landscape-review-barriers-economic-empowerment>

This BSR study looks at barriers to women's empowerment and advancement. It concentrates on the supply chains in the jewelry industry, specifically the gold, diamond, and coloured gemstone sectors. Several consistent issues hampering women's empowerment were identified, including lack of formal employment opportunities, an absence of women in leadership, the risk of gender-based violence, women's exclusion from community consultation, and their limited access to education and training. The article highlights the fact that having a policy of seeking out women-owned businesses to integrate them into the supply chain of resource companies is not sufficient. Women entrepreneurs need programs empowering them to take advantage of such opportunities.

Themes: Community engagement and development, local content policies





**Cane, I., Terbish, A., & Bymbasuren, O. (2014). *Mapping gender-based violence and mining infrastructure in Mongolian mining communities*. Centre for Social Responsibility in Mining; Gender Center for Sustainable Development, Mongolia. <https://www.csr.uq.edu.au/publications/mapping-gender-based-violence-and-mining-infrastructure-in-mongolian-mining-communities>**

This report is one of the very few providing evidence-based data on the relationship between mining operations and gender-based violence (GBV). The report explains this relationship within the Mongolian context, where the widespread and rapid minerals boom has been changing the local social, economic, and cultural landscape. The research lays out statistical evidence to showcase an increase in GBV prevalence reported by women in affected communities in South Gobi, Mongolia after the large-scale mining operations started.

Themes: Women's safety and security

**Danish Institute for Human Rights. (2018). *Women in business and human rights: A mapping of topics for state attention in United Nations Guiding Principles on Business and Human Rights Implementation Processes*. <https://www.humanrights.dk/publications/women-business-human-rights>**

This project aims to map key areas on which states need to focus in strengthening the gender dimension in implementing both the United Nations Guiding Principles on Business and Human Rights and their national action plans. The document begins by listing the various human rights norms applicable to women in business and then outlines the steps of the mapping. It also deals with more than just the resource sector, as it covers themes such as labour rights and women's participation in the global labour force, essential services, privatization, and public procurement. This document is helpful in explaining the human rights norms that guide gender equity, and it is unique in that it draws attention to the violence faced by women human rights defenders, including those in the resource sector.

Themes: Legislative frameworks, stronger institutions

**Danish Institute of Human Rights. (2019). *Towards gender-responsive implementation of extractives industries projects*. [https://www.humanrights.dk/sites/humanrights.dk/files/media/dokumenter/udgivelser/hrb\\_2019/gender\\_and\\_extractives\\_report\\_sept2019.pdf](https://www.humanrights.dk/sites/humanrights.dk/files/media/dokumenter/udgivelser/hrb_2019/gender_and_extractives_report_sept2019.pdf)**

As a follow-up to its text on Human Rights Impact Assessments in Extractive Industries, the Danish Institute of Human Rights developed a guideline for extractive industries to showcase how gender can effectively be accounted for through six selected dimensions of human rights due diligence process: (1) community relations; (2) land acquisition and resettlement; (3) security; (4) local content; (5) grievance resolution; and (6) strategic social investment. For each topic, a short overview of key gender issues is provided, as well as strategies for addressing challenges and enhancing gender-responsive due diligence in practice. This guideline addresses the gaps in the literature that typically falls short in addressing gender norms and roles, discrimination, and inequality during the human rights impact assessment/ due diligence process.

Themes: Impact assessments, community engagement and development, women's safety and security, local content, land acquisition



**Eftimie, A., Heller, K. & Strongman, J. (2009). *Gender dimensions of the extractive industries: Mining for equity* (Extractive Industries and Development Series #8). <https://openknowledge.worldbank.org/handle/10986/18236>**

This publication discusses the differing impacts of extractive industries development on men and women, and the implications for the profitability of the companies. It also provides appendices on the actions taken by governments, companies and communities that have been “going right,” and it provides a detailed list of indicators that can be used to measure the gender-sensitive actions that can be taken to improve the conditions for women in mining communities. For example, it calls for the inclusion of women in community consultations but cautions that attention should be paid to which groups of women are participating, as not all women are equally empowered. It also includes a detailed list of recommendations or principles that should be taken into consideration when trying to promote women’s empowerment in resource development.

Themes: Community engagement and development, impact assessments

**Eftimie, A., Heller, K., & Strongman, J. (2009). *Mainstreaming gender into extractive industries projects: Guidance note for task team leaders* (Extractive Industries and Development Series #9). World Bank. <http://documents1.worldbank.org/curated/en/390901468176973398/pdf/511150NWPOextr10Box342018B01PUBLIC1.pdf>**

In 2009, the World Bank endorsed a tool kit outlining how extractive industries projects may affect women and men differently. The tool kit also outlined how those impacts from projects sponsored by the World Bank can be minimized and their benefits shared more equally between men and women in communities hosting these operations. This tool kit offers a simplified and easy-to-use checklist approach that combines project phases with questions to be asked and tools to be deployed during the gender assessment.

Themes: Community engagement and development, impact assessments

**Esteves, A.M. (2011). *Women-owned SMEs in supply chains of the corporate resources sector*. In K. Lahiri-Dutt (Ed.). *Gendering the field: Towards sustainable livelihoods for mining communities*. Asia-Pacific Environment Monograph 6. pp. 133–144. The Australian National University (ANU) Press. <https://www.jstor.org/stable/j.ctt24h9g4>**

In this analysis, the author notes that the integration of small and medium-sized enterprises (SMEs) into the supply chains of large resource companies has been widely promoted as a way to empower local communities and distribute the benefits of the sector. This approach is deemed especially beneficial to groups such as women and/or the unskilled given that it is labour intensive and has low technological and capital requirements. However, Esteves draws attention to the many obstacles that SME entrepreneurs face. For example, they are frequently excluded from supply chains due to the large-scale nature of the contracts, along with complex technology demands and reporting requirements etc. Women entrepreneurs face further barriers. These might include cultural restrictions that hinder their full participation in negotiations, legal obstacles that may prevent them from owning property (even if they are managing it), and lack of financing. The author notes that more research is needed into how women-owned enterprises can better benefit from opportunities in the



sector and suggests that large resource companies need to be more gender aware in their procurement practices and adopt measures to facilitate the inclusion of women.

Themes: Community engagement and development, local content policies.

**Hipwell, W., Mamen, K., Weitzner, V., & Whiteman, G. (2002). *Aboriginal peoples and mining in Canada: Consultation, participation and prospects for change (Working discussion paper)*. Prepared for The North-South Institute [Draft]. <http://caid.ca/MiningCons2002.pdf>**

After reviewing mining's multidimensional impacts on Indigenous groups, including on women, this report addresses the challenges in the consultation processes with Indigenous peoples in Canada. Some of these challenges include the fact that consultation comes too late in the process, and communities lack the necessary human and financial resources for effective participation. Successful consultation practices, it notes, involve: consulting early and often, clarifying stakeholder expectations, addressing cultural and language barriers, and providing funding for Indigenous communities to enable them to participate in consultative processes. It cites BHP's establishment of an independent monitoring agency at its Ekati Diamond Mine Operations located in the Northwest Territories of Canada as an innovative consultative strategy. Though gender is not the focus of this paper (and it deals with the developed country context), the recommendations offered here also apply to the developing world and Indigenous populations there.

Themes: Community engagement and development, Indigenous women

**International Council on Mining and Metals (ICMM). (2012). *Community development toolkit*. <https://www.icmm.com/website/publications/pdfs/social-performance/2012/guidance-community-development-toolkit.pdf>**

This toolkit is the revised version of the 2005 toolkit and showcases a set of community development tools intended for use throughout the mining project cycle—from exploration to closure. The toolkit emphasized the importance of integration of gender into community development planning and implementation as a means to ensure “social license to operate, improve the quality of life and socio-economic conditions of impacted and affected women and men, and uphold human rights and minimize the negative impacts of mining operations.” Gender is particularly highlighted within two of the 20 tools promoted in the guideline: social baseline study and social impact and opportunities assessment.

Themes: Community engagement and development

**International Finance Corporation (IFC). (2014). *A strategic approach to early stakeholder engagement*. <https://www.commdev.org/publications/a-strategic-approach-to-early-stakeholder-engagement/>**

This comprehensive handbook targets junior companies in the extractives sector and offers them a tool kit to establish and implement an Early Strategic Stakeholder Engagement program that focuses primarily on the exploration and early mining stages. The handbook adopts a strategic community investment approach and discusses how assessing addressing social risks and impacts could help junior companies achieve a social licence to operate. While gender equality and women's empowerment are not the main focus of this handbook, gender-responsive approach and its contribution to the companies' social licence and credibility is



explained under Chapter 4, which discusses the contextual framework. Chapter 6 dives further into this topic and provides main success principles and steps to design and implement a gender-responsive early stakeholder engagement.

Themes: Community engagement and development

**International Finance Corporation. (2018). *Unlocking opportunities for women and business: A toolkit of actions and strategies for oil, gas, and mining companies*. <https://www.commdev.org/publications/unlocking-opportunities-for-women-and-business-a-toolkit-of-actions-and-strategies-for-oil-gas-and-mining-companies/>**

This detailed tool kit is unique, as it concentrates on the mining industry's role, potential, and tools to promote gender equality and women's empowerment in the sector. The tool kit is broken into four suites of information. Suite 1 deals with increasing gender diversity in the workforce and in senior management; Suite 2 calls for the development of gender-sensitive criteria to integrate women-owned businesses into the supply chain; Suite 3 emphasizes the importance of ensuring that women are involved in community-engagement strategies; and Suite 4 focuses on strategies for addressing gender violence. Each suite consists of a series of tools containing several steps. The tool kit is not solely devoted to the developing world context, with corporate-level recommendations for large-scale mining companies, such as getting women into senior management, company boards, and the workforce. One of its many innovative suggestions is that companies hire an independent gender expert, especially when it comes to community consultations. Many of the initiatives detailed here are largely under the control of the companies themselves, such as documentation, reporting, and monitoring. Nevertheless, this is the most developed tool kit thus far available for promoting gender equity in the resource sector.

Themes: Women's employment in large-scale mining, local content policies, community engagement and development, women's safety and security

**International Finance Corporation. (2020). *Gender and COVID-19: Key considerations, resources, and support for infrastructure and natural resource companies in emerging markets*. <https://www.commdev.org/publications/gender-and-covid-19-key-considerations/>**

This brief targets infrastructure and natural resource companies in emerging markets to help them implement gender-inclusive strategies in their pandemic responses. The measures proposed in the brief are listed under two categories: immediate measures to invest in the safety and well-being of the workforce; ii) longer-term measures to support key stakeholders including suppliers and communities. The brief defines key business challenges related to its target audience and identifies gender-smart strategies to respond to these challenges, including but not limited to retention of female staff, mental health risks, gender-based violence, and community development.

Themes: Crisis management and resilience

**International Finance Corporation. (2020). *Integrating gender in mining operations*. [https://www.ifc.org/wps/wcm/connect/industry\\_ext\\_content/ifc\\_external\\_corporate\\_site/infrastructure/resources/integrating+gender+in+mining+operations](https://www.ifc.org/wps/wcm/connect/industry_ext_content/ifc_external_corporate_site/infrastructure/resources/integrating+gender+in+mining+operations)**

This brief provides IFC project teams with a tool kit depicting the key issues related to gender equality in the mining sector—i.e., strengthening the talent pool, strengthening supply chains,



obtaining and enforcing social licence, and mitigating gender-based violence. The brief also offers business cases, case studies, and key entry points for each topic. Although this brief note has a targeted audience, it still can be used as a quick checklist for mining operations.

Themes: Women's employment in large-scale mining, community engagement and development, women's safety and security, local content policies

**International Finance Corporation & Lonmin. (2010). Women in mining: A guide to integrating women in the workforce.** [https://www.ifc.org/wps/wcm/connect/topics\\_ext\\_content/ifc\\_external\\_corporate\\_site/sustainability-at-ifc/publications/publications\\_report\\_womeninmining#:~:text=Women%20in%20Mining%20provides%20a,families%20receive%20from%20these%20industries.](https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/sustainability-at-ifc/publications/publications_report_womeninmining#:~:text=Women%20in%20Mining%20provides%20a,families%20receive%20from%20these%20industries.)

This comprehensive manual is developed under a three-year partnership between IFC and Lonmin, a producer of platinum group metals operating in South Africa. The manual provides a conceptual framework and a step-by-step guide to integrating women into the mining sector (as well as other extractives and heavy industries, although the main target is the mining sector). The manual depicts the key corporate divisions as leadership, operations, engineering, medical, human resources and training, culture change, and communications, and offers a "Women in Mining" program that can be implemented by all divisions using a three-pillared approach to preparing the company for a shift in the corporate culture, recruiting more women, and retaining the female workforce. The manual offers a list of templates for each division to better implement these policies and programs. Offered in appendices, these templates range from a sample terms of reference for a salary disparity survey to a training program on sexual harassment and can easily be deployed by large-scale mining companies.



Themes: Women's employment in large-scale mining

**Jenkins, K. (2014). Women, mining and development: An emerging research agenda. *The Extractive Industries and Society*, 329–339.**

This paper offers a comprehensive academic review unveiling the impacts of mining on women by analyzing and synthesizing the literature on four intersecting pillars, with a focus on the Global South. The four pillars concentrate on the: i) impacts of mining on women as miners in large-scale mining and artisanal and small-scale mining; ii) negative gendered impacts of mining; iii) changing roles and identities of women in communities affected by mining; and iv) gendered benefits of mining. One of the key issues the paper highlights is the lack of analysis of gender relationships, social structures, and power relationships in the existing academic literature (as of the date of its publication). Based on the thorough analysis of the literature,



the author argues the existing academic literature provides factual data on each of the four pillars of focus but fails to account for how gendered relationships and other productive activities of women (i.e., household chores, childcare, subsistence farming, etc.) are affected by their engagement with the mining sector either through their economic or social interactions. As a result, the paper calls for more “in-depth analysis of women’s diverse experiences and positions in relation to these aspects of the mining sector,” accounting for elements such as class, age, and location.

Themes: Gendered impacts of mining

**Keenan, J. C. & Kemp, D.L. (2014). *Mining and local-level development: Examining the gender dimensions of agreements between companies and communities*. Brisbane, Australia: Centre for Social Responsibility in Mining, The University of Queensland. <https://www.csr.uq.edu.au/publications/mining-and-local-level-development-examining-the-gender-dimensions-of-agreements-between-companies-and-communities>**

This report’s four main sections include a practitioner perspectives study and three case studies from mining operations managed by Australian mining companies operating domestically and in different regions of the world: Australia, Lao PDR, and Papua New Guinea. The reports’ main focus is women’s participation in company–community agreement processes: it thus analyzes the myriad factors that affect this process, such as local culture; socio-economic environment; social status; historical precedent; and legal, political, and organizational settings. The analysis presented in this report is based on available literature and semi-structured interviews covering interviewees’ observations, as well as anecdotes and opinions about gender dimensions and women’s involvement in the negotiation phase of these agreements. While the findings from the case studies do not always demonstrate successful outcomes in terms of ensuring women’s meaningful participation, the report outlines the key challenges impeding success and offers valuable recommendations for companies. This report is based on the findings of a two-year applied research project undertaken by the Centre for Social Responsibility in Mining (CSR) at The University of Queensland with funding from a partnership between the Minerals Council of Australia (MCA) and Australia’s Department of Foreign Affairs and Trade (DFAT).

Themes: Community engagement and development

**Kotsadam, A., Østby, G., & Rustad, S. (2016). *Structural change and wife abuse: A disaggregated study of mineral mining and domestic violence in sub-Saharan Africa, 1999-2013*. <https://www.sciencedirect.com/science/article/pii/S0962629816300452>**

This research is one of the very first—and one of the very few—studies exploring the prevalence of domestic violence within the mining communities. The research tries to uncover the correlation between mining operations and the prevalence of domestic violence through a comparative analysis of the spatial data on the openings and closings of mines as extracted from the Raw Materials Database (RMD) with data extracted from Democratic and Health Surveys (DHSs) on the prevalence of domestic violence, social backgrounds, and attitudes on domestic violence. The analysis is based on four hypotheses (that in some cases contradict each other) derived from a thorough literature review. The results of the research demonstrate a heterogeneous correlation between mine openings and the prevalence of domestic violence that is highly affected by the pre-mining social structures and social acceptance of violence against women. According to the research, mining seems to have particularly strong effects



on domestic violence in areas where such abuse is widely accepted. Another noteworthy result from this research is the correlation between domestic violence, a downsized mining sector, and the resulting grievances, rather than mine openings.

Themes: Women's safety and security

**Macintyre, M. (2011). Modernity, gender and mining: Experiences from Papua New Guinea. In *Gendering the field: Towards sustainable livelihoods for mining communities*. In Kuntala Lahiri-Dutt (Ed.). *Asia-Pacific Environment Monograph 6*. The Australian National University (ANU) Press, pp. 21–32. <https://www.jstor.org/stable/j.ctt24h9g4>**

The chapter notes there is little evidence that gender mainstreaming is being effectively applied in the mining sector in Papua New Guinea. As explanatory factors, Macintyre cites local cultures, along with economic and political conditions. For example, mining companies are reluctant to insist that women's names be added to those eligible for receipt of royalties, as such interventions might lead to charges of cultural insensitivity.

Themes: Gendered impacts of mining, community engagement and development

**Manning, S. (2014). Feminist intersectional policy analysis: Resource development and extraction framework. FemNorthNet and the Canadian Research Institute for the Advancement of Women. <http://fnn.criaw-icref.ca/images/userfiles/files/FIPAFramework.pdf>**

This tool kit focuses on uncovering the “different impacts on women and other marginalized members of communities living at the intersection of multiple inequalities” and provides a gender analysis framework for resource development and extraction projects. The gender and diversity analysis tool offers a range of questions to be posed throughout resource development and extraction projects. This tool focuses on the “processes” rather than “impacts” and serves as a self-check tool to help policy-makers assess if intersectional dimensions of gender have been addressed comprehensively.

Themes: impact assessments

**Manning, S., Nash, P., Levac, L., Stienstra, D., & Stinson, J. (2018). *Strengthening impact assessments for Indigenous women*. Canadian Research Institute for The Advancement of Women. <http://fnn.criaw-icref.ca/images/userfiles/files/Strengthening%20impact%20assessments%20for%20Indigenous%20women.pdf>**

In 2018, FemNorthNet and the Canadian Research Institute for The Advancement of Women extended their 2014 tool kit (Manning, 2014) in a report addressing the Canadian Environmental Assessment Agency on how impact assessments can be made more attentive to the experiences of Indigenous women. This report is built on a thorough analysis and synthesis of the literature from academia, civil society, and communities. These are followed by key informant interviews that reflect the expertise and experience of Indigenous women who have taken part in impact assessment and resource development in Canada. The report offers detailed recommendations on the key actions to improve impact assessments for Indigenous women.

Themes: Impact assessments, Indigenous women



**Mercier, L. (2011). *Bordering on equality: Women miners in North America*. In K. Lahiri-Dutt (Ed.), *Gendering the field: Towards sustainable livelihoods for mining communities*. Asia-Pacific Environment Monograph 6. The Australian National University (ANU) Press, pp. 33–48. <https://www.jstor.org/stable/j.ctt24h9g4>**

Mercier demonstrates how women were able to challenge the barriers to their employment in the male-dominated mining industry in North America. In the process, the author argued, they were able not only to alter gender relations within the industry, as male miners developed more positive attitudes toward affirmative action quotas, but they successfully bettered their lives.

Themes: Women's employment in large-scale mining

**Minerals Council of Australia (MCA). (2007). *Unearthing new resources: Attracting and retaining women in the Australian minerals industry*. [https://www.csrn.uq.edu.au/media/docs/394/unearthing\\_new\\_resources\\_attracting\\_retaining\\_women\\_australian\\_mining\\_industry.pdf](https://www.csrn.uq.edu.au/media/docs/394/unearthing_new_resources_attracting_retaining_women_australian_mining_industry.pdf)**

This series of three research reports by the Minerals Council of Australia was commissioned by the Government of Australia to explore the reasons behind the very low level of representation of women in the mine site and leadership positions in the Australian minerals industry. Accordingly, this series analyzes the main challenges and opportunities to increase women's role and position in the Australian minerals industry with a particular focus on young women, as most of the current workforce in the country concentrates on those aged 34 and under due to the sector-specific challenges in retention of the female workforce. The three research reports included in the report are *Young Women, Career Expectations & the Minerals Industry*, *Female Mining Engineering and Minerals Processing Students: Career Drivers, Expectations and Perceptions*, and *Retention of Women in the Minerals Industry*. One unique feature of this report is the large-scale surveys that had been conducted with university students enrolled in mining-related programs and mining professionals in different stages of their careers. The report offers a suite of recommendations targeting the industry leadership and provides concrete steps to attract students and young professionals into the minerals industry and to retain them in the industry workforce.

Themes: Women's employment in large-scale mining

**Minerals Council of Australia. (2014). *Voluntary community investment: A strategic approach that incorporates gender. A toolkit for the extractives industry*. <https://minerals.org.au/sites/default/files/14%202152%20%20Voluntary%20Community%20Investment%20Toolkit%20Aug%202014.pdf>**

This tool kit was developed by the Gender, Mining and Communities Dialogue of the Minerals Council of Australia. It aims to ensure that industry's investments are accessible to the full spectrum of the community, particularly women, who bear the brunt of the negative impacts of the mining activities, according to the tool kit. Voluntary community investments depicted in this tool kit include variety of community infrastructure and social programs funded and/or implemented by mining companies as a means of establishing their social licence to operate. The tool kit taps into existing literature and the findings of interviews conducted by 11 leading mining companies. It offers four primary tools, including a self-diagnosis framework, a performance assessment scoring, a list of good practices, and a 10-step approach to assist



industry practitioners in the development and implementation of gender-responsive voluntary community investment strategies.

Themes: Community engagement and development

**Mong, S. (2010). *Mainstreaming gender in the extractive industries: Lessons for Cambodia*. United Nations Development Programme. <https://womin.org.za/images/reforming-the-system/UNDP%20Cambodia%20-%20Mainstreaming%20Gender%20in%20Extractive%20Industries.pdf>**

To promote a more equal distribution of benefits, this report asserts that gender mainstreaming is necessary in extractive industry development. The study provides a summary of the gendered impacts of extractive development and identifies international best practices, such as strategies that increase employment, enhance skills training, and promote community health.

Themes: Gendered impacts of mining



**Native Women's Association of Canada (NWAC). (2015). *Resource development sector barriers and opportunities: Summary of the findings of the corporate environmental scan, literature review and survey*. <https://www.nwac.ca/wp-content/uploads/2015/05/FINAL-Resource-Development-Sector-Barriers-and-Opportunities-Summary-of-the-Findings-Corporate.doc>**

The Canadian Chamber of Commerce claims that by 2020, Canada will be short 1,000,000 workers in natural resources, and NWAC has campaigned to ensure that Indigenous women are considered for these economic opportunities. This report identifies the challenges faced by Indigenous women, the opportunities that exist for them, and the steps industry can take to give them an integral role in filling this anticipated labour shortage. The focus is explicitly on the Canadian context. However, it draws attention to the needs of Indigenous women specifically, a group not specified in many of the other tool kits and assessments.

Themes: Community engagement and development, Indigenous women

**Native Women's Association of Canada. (2020). *Indigenous women and impact assessment final report*. <https://www.nwac.ca/resource/indigenous-women-and-impact-assessment-final-report/>**

This report reflects the multitude of efforts undertaken by the Native Women's Association of Canada, including academic and legal research and a systemic information gathering from Indigenous women in Canada. The report focuses on strengthening the new Impact Assessment Act of Canada (2019) requiring impact assessments take into account "the intersection of



sex and gender with other identity factors such as indigeneity.” The report covers five main impact areas: governance and decision making; health and safety; culture; economy; and the environment. The report provides practitioners, proponents of mining projects, and regulators with an understanding of how these impact areas are particularly relevant for Indigenous women. For each impact area, the report offers a list of key considerations as addressed by the literature as well as the Indigenous women themselves. The report looks at the broader resource development sector due to its relevance in the communities in question. The report offers two appendices: a guidance tool for practitioners conducting impact assessments with Indigenous women, and a detailed guidance on Indigenous women and impact assessments. The former is a list of recommendations that would support practitioners throughout their engagement with Indigenous women to collect and analyze culturally relevant and gender-responsive knowledge and data. The second appendix is a practical tool that offers a step-by-step approach to integrating Indigenous women’s voices into the impact assessment process in Canada.

Themes: Impact assessments, Indigenous women

**Netherlands Commission for Environmental Assessment (NCEA). (2017). *Gender in environmental assessment*. [https://www.eia.nl/docs/mer/diversen/ks\\_21\\_gender\\_in\\_environmental\\_assessment\\_-\\_june\\_2017.pdf](https://www.eia.nl/docs/mer/diversen/ks_21_gender_in_environmental_assessment_-_june_2017.pdf)**

The NCEA has devised a framework illustrating how the various stages of an environmental assessment process offer opportunities for integrating gender into the analyses. This two-pager provides a practical tool with concrete suggestions to include a gender lens in each step (i.e., scoping, terms of reference, baseline data collection, etc.) of an environmental assessment via techniques such as collecting gender-specific data, conducting a gender analysis, and taking specific measures to include women’s voice and agency.

Themes: Impact assessments

**Oxfam. (2016). *Gender and the extractive industries: Putting gender on the corporate agenda*. [https://www.oxfam.org.au/wp-content/uploads/2016/05/2016-PA-004-Mining-and-Gender-report\\_FA\\_web.pdf](https://www.oxfam.org.au/wp-content/uploads/2016/05/2016-PA-004-Mining-and-Gender-report_FA_web.pdf)**

Oxfam highlights the need for companies to address gender issues to remain consistent with international human rights norms, avoid legal risks for companies, and reduce the likelihood of community conflicts. Importantly, the report calls on extractive companies to conduct gender impact assessments (GIAs) and adopt a gender policy that, among other things, ensures corporate decision-making processes and outcomes are gender equitable. The report details three case studies highlighting the importance of gender-focused community consultations and how they contribute to companies’ social licence to operate, as well as prevent community unrest against extractive operations.

Themes: community engagement and development, impact assessments



**Oxfam Australia. (2009). *Women, communities and mining: The gender impacts of mining and the role of gender impact assessment.* <https://policy-practice.oxfam.org.uk/publications/women-communities-and-mining-the-gender-impacts-of-mining-and-the-role-of-gende-293093>**

In its advocacy of the benefits of a GIA, this report offers a tool kit for conducting a GIA, but notes there is no “one-size-fits-all” model. Oxfam suggests that there are six core steps to undertaking a successful GIA in the extractive sector: collect data; understand context; identify issues introduced by the mining project; understand women’s needs; make recommendations and develop strategies; and conduct regular independent and external audits and reviews. The organization also states that women and men from mine-affected communities must have meaningful participation in the GIA process. While a GIA does allow for the incorporation of a gender perspective, it does not necessarily provide a strategy for ensuring women’s ability to participate in the process or to ensure that they have access to the benefits of mining development. The updated version of this publication (Oxfam, 2017), discussed below, expands its coverage to include extractive industries other than mining, and it offers specific details on how each stage must be implemented.

Themes: impact assessments

**Oxfam Australia. (2017). *A guide to gender impact assessment for the extractive industries.* [https://www.oxfam.org.au/wp-content/uploads/2017/04/2017-PA-001-Gender-impact-assessments-in-mining-report\\_FA\\_WEB.pdf](https://www.oxfam.org.au/wp-content/uploads/2017/04/2017-PA-001-Gender-impact-assessments-in-mining-report_FA_WEB.pdf)**

This tool kit emphasizes the importance of collecting data on power imbalances between men and women based on their access to (and control of) resources, gender division of labour at household and community levels, and the strategic and practical needs of women. According to this four-step approach, the impact assessment team should construct a demographic and socio-economic profile of the households and communities affected by the project in Step 1: Baseline. In Step 2: Dialogue and Analysis, the team undertakes an analysis of the potential impacts of the project through consultations and dialogue with women and other members of the community. In Step 3: Planning, a gender-sensitive response with the agreement of the affected men and women (for example, impact benefit agreements, community grievance mechanisms, etc.) is developed with an aim to avoid risk and have a positive impact. Step 4, Review and Improve, involves reviewing and undertaking ongoing consultation with women and other members of the community.

Themes: impact assessments

**Oxfam International. (2017). *Position paper on gender justice and the extractive industries.* <https://www.oxfamamerica.org/explore/research-publications/position-paper-on-gender-justice-and-the-extractive-industries/>**

This paper outlines Oxfam’s position on gender justice in the context of extractive industries. The paper depicts gender justice as “the goal of full equality and equity among women and girls and men and boys in all spheres of life” where women can “define and shape the policies, structures, and decisions that affect their lives and society as a whole” on an equal basis with men. Against the backdrop of this definition, the paper lays down the gendered impacts of mining in terms of women as employees of the sector and women as members of communities. Accordingly, the paper lists a number of recommendations



targeting governments, as well as mining, oil and gas companies, and international financial institutions for achieving better gender equality outcomes and advancing women's rights in the extractives sector.

Themes: gendered impacts of mining

**Ozkan, U.R. & Beckton, C. (2012). *The pathway forward: Creating gender-inclusive leadership in mining and resources*. Carleton University Centre for Women in Politics and Public Leadership.** [https://www.bc-ctem.ca/sites/default/files/the\\_pathway\\_forward.pdf](https://www.bc-ctem.ca/sites/default/files/the_pathway_forward.pdf)

The authors aim to capture the reasoning behind—and recommendations to mitigate—the limited representation of women in mining despite higher comparative rates of women university graduates within engineering and technology-related programs. Data was collected through a literature review and structured interviews with industry representatives. The research focuses on women's entry to the mining sector and their access to senior-level positions by analyzing challenges and best practices related to the availability and success of mentorship, networking, and career support programs targeting the women in the sector, work culture and environment, and the gender pay gap. This report was undertaken by Carleton University with the cooperation of and support from the Canadian mining industry.

Themes: Women's employment in large-scale mining

**Parmenter, J. (2011). Experiences of Indigenous women in the Australian mining industry. In K. Lahiri-Dutt (Ed.). *Gendering the field: Towards sustainable livelihoods for mining communities*. Asia-Pacific Environment Monograph 6. The Australian National University (ANU) Press, pp. 67–86.** <https://www.jstor.org/stable/j.ctt24h9g4>

While this article notes the limited participation of Indigenous women in the Australian mining industry, it highlights ways in which they are nevertheless visible in the sector and draws attention to the obstacles they face to greater participation, such as cultural restrictions, family burdens, lack of education, and poor health. With this article, the reader is reminded that issues affecting Indigenous women in the developed world parallel those of Indigenous women—and indeed, poor women generally—in the extractive sector in the Global South. The article also highlights how some groups of women will need significant assistance before they can benefit from opportunities in the sector.

Themes: community engagement and development, Indigenous women

**Pauktuutit Inuit Women of Canada. (2014, 2016). *The impact of resource extraction on Inuit women and families in Qamani'tuaq, Nunavut Territory – A qualitative assessment*.** <https://www.pauktuutit.ca/project/the-impact-of-resource-extraction-on-inuit-women-and-families-in-qamanituaq-nunavut-territory-a-qualitative-assessment/>;  
***The impact of resource extraction on Inuit women and families in Qamani'tuaq, Nunavut Territory – A quantitative assessment*.** <https://www.pauktuutit.ca/project/the-impact-of-resource-extraction-on-inuit-women-and-families-in-qamanituaq-nunavut-territory-a-quantitative-assessment/>

These two reports represent a series of research initiatives unveiling the social impacts of mining activity near Qamani'tuaq (Baker Lake, Canada) on Indigenous (Inuit) women, their families, and their communities. The first report (March 2014) was based on focus group



discussions and interviews focusing on five subsections: work environment, material well-being and income, impacts on family relations, addictions, and sociocultural concerns. The report opens with a comprehensive theoretical framework and a literature review that lay out the role of intersectionality and gender in Qamani'tuaq against the backdrop of an analysis of culture, history, and colonization. The report also provides a first-hand account of the gendered impacts of mining, ranging from women's safety in their communities and at the mining sites to the strains that working structures put on family relationships. The second report elaborates on the results of a questionnaire, with content developed in 2013 by Inuit women of Qamani'tuaq in the course of a week-long workshop. The methodology of this research is of particular importance since the data collection was informed and implemented directly by community women.



Themes: Impact assessments, Indigenous women

**Pauktuutit Inuit Women of Canada (2020). *Ensuring the safety and well-being of Inuit women in the resource extraction industry: A literature review.* <https://www.pauktuutit.ca/project/ensuring-the-safety-and-well-being-of-inuit-women-in-the-resource-extraction-industry/>**

This literature review draws on human rights codes, national, provincial, and territorial legislation in Canada, and a wide array of literature on frameworks regulating impact assessments as well as impact benefit agreements (IBAs) at international and national levels. The report opens with an analysis of the literature on gender-specific impacts of mining, with a focus on Indigenous (Inuit) communities of Canada and explores the current capacity, shortcomings, and future potential of environmental assessments and IBAs to prevent violations of women's rights and promote gender equality and women's empowerment for Indigenous communities hosting mining operations. Lastly, the report highlights the roles and responsibilities of governmental, non-governmental, and industry in safeguarding the well-being of Inuit women and communities. While this literature review mainly focuses on Inuit communities in Canada, the findings and recommendations put forward are globally applicable for Indigenous communities.

Themes: community engagement and development, Indigenous women



**Peletz, N. & Hanna, K. (2019). *Gender analysis and impact assessment: Canadian and international experiences*. Canadian International Resources and Development Institute (CIRDI). [https://cirdi.ca/wp-content/uploads/2019/07/WEB\\_Gender\\_Analysis\\_Impact\\_Assessment.pdf](https://cirdi.ca/wp-content/uploads/2019/07/WEB_Gender_Analysis_Impact_Assessment.pdf)**

This literature synthesis focuses on gender analysis and its implementation in impact assessments. The report supports the Government of Canada's efforts to implement the Impact Assessment Act requiring "the intersection of sex and gender with other identity factors" to be considered when examining potential social, economic, and health impacts of major projects with a potential for environmental impact. Accordingly, it opens with the definition of gender analysis and explains the Canadian context and the [Gender-Based Assessment Plus \(GBA+\) tool](#) introduced by the Department of Women and Gender Equality Canada (WAGE). The second chapter focuses on how gender analysis can be linked with the impact assessment processes, including a list of impact areas and case studies. The third chapter provides a comprehensive analysis of the existing literature and explores the trends, gaps, and improvements between early gender analysis frameworks and the recent ones. This report provides insightful analysis for understanding how intersectionality and gender relationships have gradually become fundamental features of gender analysis, and provides recommendations for implementation. While the report is not particular to the mining sector, it includes case studies and analysis specific to the sector.

Themes: impact assessments

**Powell, A. (2019). *Encyclopedia of gender and mining*. Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ). [https://rue.bmz.de/en/releases/publications\\_new/topics/gender/Encyclopedia\\_of\\_Gender\\_and\\_Mining.pdf](https://rue.bmz.de/en/releases/publications_new/topics/gender/Encyclopedia_of_Gender_and_Mining.pdf)**

This document compiles many initiatives in different parts of the world that promote gender equality and women's empowerment in mining. It is structured according to the following themes: artisanal and small-scale mining; Indigenous women; community impact and participation; access to justice; transparency and accountability; women's participation in the workforce and economic empowerment; and women human rights defenders. The major actors involved: international organizations and financial institutions, civil society and academia, and the private sector. The publication explores various government initiatives offering policies and programs, as well as projects and initiatives implemented and funded by international organizations and financial institutions. The civil society actors profiled include both grassroots that provide support to women in mining workforce and mining communities and those conduct research and advocacy on gender and mining. The publication also enlists pioneering initiatives by industry actors and the research institutions/academia.

Themes: N/A

**Prospectors and Developers Association of Canada (2019). *Gender diversity and inclusion: A guide for explorers*. [https://www.pdac.ca/docs/default-source/priorities/responsible-exploration/gender/pdac-report-gender-diversity-and-inclusion-2019-final\\_june-14-2019-for-web.pdf?sfvrsn=aa908c98\\_4](https://www.pdac.ca/docs/default-source/priorities/responsible-exploration/gender/pdac-report-gender-diversity-and-inclusion-2019-final_june-14-2019-for-web.pdf?sfvrsn=aa908c98_4)**

The Prospectors and Developers Association of Canada offers this two-step guideline for industry professionals working to take steps toward integrating gender and diversity in their responsible mining frameworks. Against the backdrop of a comprehensive introduction where gender concepts, definitions, and a business case for investing in gender are set forth,



the first chapter focuses on specific tools and strategies to create diverse and inclusive workplaces. The chapter details how Gender-Based Analysis Plus (GBA+) can be used to analyze the gender inclusiveness of the workplace culture, and how relevant strategies can be developed to overcome challenges that the analysis unveils. The “Gender Diversity and Inclusion Internal Barriers Self-Assessment” table offered in the guideline provides a comprehensive yet structured tool for those companies and professionals wanting to assess the inclusivity of their workplace. The second chapter focuses on the community end of mining operations. It provides a description of gender barriers and challenges in host communities where mining operations take place and provides a self-assessment tool kit for companies at various stages of mining to better understand the gender impacts of their operations. This self assessment is an internal exercise for companies to better plan, manage, and monitor their gendered impacts on communities.

Themes: Women’s employment in large-scale mining, impact assessments, community engagement and development

**Publish What You Pay. (2018). *In it together: Advancing women’s rights through the Extractive Industries Transparency Movement.* <https://www.pwyp.org/wp-content/uploads/2019/05/In-it-together-PWYP-Gender-project-report.pdf>**

This report is from the research component of a two-year gender pilot project implemented by Publish What You Pay (PWYP). The report seeks to better understand and apply a gender perspective to the organization’s work and its interactions with multistakeholder groups in countries in West Africa that apply Extractive Industries Transparency Initiative (EITI) standards. While the report has an internal focus, the field research provides a clear understanding of challenges and opportunities to ensure women’s meaningful participation in community-engagement processes.

Themes: community engagement and development

**Rio Tinto. (2009). *Why gender matters – A resource guide for integrating gender considerations into communities work at Rio Tinto.* <https://www.extractiveshub.org/servefile/getFile/id/1182>**

In 2009, Rio Tinto published a four-step guide for integrating gender considerations into its own community work. The guide taps into the partnership with the Centre for Social Responsibility in Mining of the University of Queensland, Australia, and therefore offers a strong theoretical background on how to integrate gender into community work during the different phases of a mine’s life cycle. Step 1: Know and Understand, encourages mining companies to integrate gender into their baseline assessments. Step 2: Plan and Implement, provides tools and guidance on how to integrate gender into community strategies and multi-year plans, and implement accordingly. Step 3: Monitor, Evaluate, and Improve, offers a monitoring framework for measuring progress against gender-sensitive indicators. Step 4: Report and Communicate, explores how results on key gender performance indicators are communicated within communities and with the greater public. The guide also includes a section describing barriers against women’s meaningful participation in community consultations and provides strategies to overcome such challenges. It cites many case studies from the company’s own programs at the time of publication.

Themes: Community engagement and development, impact assessments, women’s safety and security



**Schomer, I. & Hammond, A. (2020). *Stepping up women's STEM careers in infrastructure: An overview of promising approaches*. <http://documents1.worldbank.org/curated/en/192291594659003586/pdf/An-Overview-of-Promising-Approaches.pdf>**

This guidebook builds on a comprehensive literature review supported by key informant interviews and a global stocktaking exercise. It provides a business case, tools, strategies and case studies to inspire World Bank Group project teams to level the pathway for women entering and progressing in science, technology, engineering, and mathematics (STEM) employment within infrastructure sectors such as mining and extractives. The guidebook investigates a wide array of elements impeding women's advancement in STEM-related careers, starting from early education to promotion, analyzing gender-specific barriers at three levels: attraction, recruitment, and retention. While not specific to the mining sector, the guidebook includes mining sector-specific case studies and strategies.

Themes: Women's employment in large-scale mining

**Sesele, K., Marais, L., Van Rooyen, D., & Cloete, J. (2021). *Mine decline and women: Reflections from the Free State Goldfields*. *The Extractive Industries and Society*, 8(1), 211–219.**

This research is unique in terms of its focus on the impacts on women of mine decline and mine closure since the literature on mine decline and closure typically focuses primarily on environmental concerns. The paper draws on the experiences of 96 South African women expressed through focus group discussions and interviews. The paper adopts a holistic theoretical understanding in accordance with gender and development theories, and it offers a perspective that analyzes social roles, exercise of power at the household level, and post-colonial/apartheid impacts. One main limitation of the research, as mentioned by the authors, is the exclusion of women with working experience from the research sample. Accordingly, the research does not provide insights on the impacts of mine decline and closures on those who had been in the mining workforce. The research demonstrates a strong correlation between mine decline and women's vulnerability at three levels: socially, economically, and domestically, as outmigration of the male population and decreased economic benefits have resulted in increased crime rates and prostitution, poor nutrition, and lack of food security, along with heavier domestic and care responsibilities that altogether exacerbate gender inequalities in these societies.

Themes: Gendered impacts of mining, women's safety and security

**United Nations Development Program (UNDP). (2017). *Guidelines on integrating health and gender into environmental and social impact assessments in Sub-Saharan Africa*. Prepared for UNDP Regional Centre for Eastern and Southern Africa by the Southern African Institute for Environmental Assessment. [https://hivlawcommission.org/wp-content/uploads/2017/11/EIA\\_New-Guideline-2017.pdf](https://hivlawcommission.org/wp-content/uploads/2017/11/EIA_New-Guideline-2017.pdf)**

While not specific to mining, in 2013, the UNDP published guidelines on how to integrate HIV and gender-related issues into the environmental and social impact assessment (ESIA) process in eastern and southern Africa, in association with the African Development Bank (AfDB). The guideline focuses on health issues associated with project activities such as communicable and non-communicable diseases, pollution-induced diseases and disorders, vector-borne diseases, physical injury, nutritional disorders, mental health, occupational health, and emerging health issues and pandemics. The guideline provides a clear set of



questions to be answered for each step of the ESIA that focuses on gender, health, and well-being. The guideline includes case studies and information specific to the mining sector.

Themes: impact assessments

**United Nations Development Programme. (2018). *Extracting good practices: A guide for governments and partners to integrate environment and human rights into the governance of the mining sector.* (2018). <https://www.undp.org/content/undp/en/home/librarypage/poverty-reduction/environmental-governance/extracting-good-practices--a-guide-for-governments-and-partners-.html>**



To assist governments with better integrating environmental and human rights standards into their regulatory frameworks, this guide suggests eight requisite steps that cover the mining cycle. They begin with establishing the bases for good governance, to participatory planning from the outset (and which is inclusive of community groups), to dealing with post-closure issues. Accompanying each step are additional key action steps. The guide does not focus on gender, though this is mentioned in Step Two under participatory planning. Some gender-responsive measures are also offered throughout the document, to be applied in other steps of the mining life cycle as well.

Themes: legislative frameworks, community engagement and development

**United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), Eastern and Southern Africa Regional Office. (2014). *Gender equality in the extractive industries in Africa.* [http://www.hsrc.ac.za/uploads/pageContent/6090/UN%20Women%20Policy%20Brief\\_Gender%20Equality%20in%20Extractive%20Industries\\_14%20July%202014.pdf](http://www.hsrc.ac.za/uploads/pageContent/6090/UN%20Women%20Policy%20Brief_Gender%20Equality%20in%20Extractive%20Industries_14%20July%202014.pdf)**

This policy brief summarizes challenges to integrating women into the extractive sector and identifies elements of good practices, such as those that are gender sensitive, technically feasible, and economically, environmentally, and socially sustainable. It also provides examples of good practices, such as protecting women and community land and natural resources rights, providing employment, and promoting STEM training for women.

Themes: Women's employment in large-scale mining



**United Nations Entity for Gender Equality and the Empowerment of Women (UN Women). (2016). *Promoting women's participation in the extractive industries: Examples of emerging good practices*. <http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2016/promoting-womens-participation-in-extractive-industries.pdf?la=en&vs=1955>**

The report documents 12 examples of good gender-related practices in the sector. Some of them include increasing women's employment in the industry, promoting community development programs, encouraging women and girls to pursue resource-related training, involving women in negotiation for extractive activities and resources, and supporting women's entrepreneurship. While these examples are informative, they do not present a comprehensive program. Rather they are more of an ad hoc list of examples that can be used as a starting point for the development of more encompassing legislation and programs that address the industry's gender gaps.

Themes: Women's employment in large-scale mining, local content policies, community engagement and development

**United Nations Entity for Gender Equality and the Empowerment of Women (UN Women). (2016). *Mapping study on gender and extractive industries in mainland Tanzania*. <https://www.unwomen.org/-/media/headquarters/attachments/sections/news%20and%20events/stories/170119%20mapping%20study%20of%20gender%20and%20ei%20in%20mainland%20tz%20compressed.pdf?la=en&vs=3349>**

This mapping study looks at the challenges and opportunities facing Tanzanian women in the extractive sector. For women employed in the sector, one of the challenges is balancing family with being on site. Women in the supply chain (in food provision, for example) face different obstacles. They lack capital, technical skills, equipment, tools, and entrepreneurial skills. Further, there are few resources available to them to address these limitations. The article also surveys the various stakeholders (governments, development organizations, and civil society) and assesses the involvement of women in them or their gender-awareness policies. At the national level, gender intervention strategies are weak or non-existent. At the local level, through the Association for Local Authorities, there are efforts to promote gender equality.

Themes: Gendered impacts of mining

**Viliani, F. (2011). *Gender as a determinant of health in HIA. 2011. Proceedings of the 31st Annual Meeting of the International Association for Impact Assessment (IAIA), Puebla, México. Conference*. <https://www.internationalsos.com/medical-publications/medical-research/gender-as-a-determinant-of-health-in-hia>**

The author notes that gender is a significant factor in determining health. Given that mining projects have potential health impacts, she recommends a health impact assessment (HIA) for resource projects. She suggests modifying the OXFAM 2009 report on gender impact assessments to incorporate four stages, rather than the original six, to study the impact of an extractive project on communities. While not detailed, this is one of the few references to address how to incorporate gender and health in extractive industry development.

Themes: Impact assessments



**Walker, H., Reed, M.G., & Thiessen, B. (2019). *Gender and diversity analysis in impact assessment*. <https://research-groups.usask.ca/reed/documents/CEAA%20Report.FINAL.%20Walker%20Reed%20Thiessen.%20Gender%20Diversity%20in%20IA.Feb%208%202019.pdf>**

This report is a synthesis of key literature relevant to the application of gender and diversity analyses in impact assessments. It was prepared for use by the Canadian Environmental Assessment Agency (CEAA) to provide guidance on the Impact Assessment Act, which requires consideration of “the intersection of sex and gender with other identity factors” when examining potential social, economic, and health impacts of major projects with a potential for environmental impact. The report mainly focuses on examples from the global North. The authors discuss the trends signalling a shift from a traditional focus on differences between men and women to approaches that are inclusive of a wide array of diversity factors and their interaction with culture, history, and society. The analysis highlights the mining industry and provides a snapshot of different tools and approaches that can be applied to the sector, along with mining-related case studies. It closes with a list of recommendations for the implementation of gender-based analysis. The appendix section provides an overview of the most widely known frameworks for gender and diversity analysis for impact assessments, with a focus on the extractive industries.

Themes: Impact assessments

**Ward, B. & Strongman, J. (2011). *Gender-sensitive approaches for the extractive industry in Peru: Improving the impact on women in poverty and their families*. World Bank. <https://www.commdev.org/pdf/publications/Gender-Sensitive-Approaches-for-the-Extractive-Industry-in-Peru.pdf>**

With Peru as their case study, the authors examine the contributions of mining to Peruvian development and assess its gendered impacts. They then recommend steps, in the form of appendices, that governments, companies, and communities can take to address the more damaging effects of mining. This document particularly highlights the roles and potential of different actors in investing in gender equality in the mining context. At the national level, they recommend the appointment of a gender champion and the creation of an appropriate regulatory framework. At the regional, provincial, and local levels, they call on governments to ensure that tax revenues from the sector are managed in ways that benefit women and to convene a dialogue to address gender concerns and explore opportunities. Companies are called upon to have internally and externally focused policies for gender empowerment. The former would include the appointment of a gender team, while the latter would see the strengthening of women’s organizations and the incorporation of women in negotiations over land settlement and social programs. Community women and their organizations also have responsibilities in this schema. The authors suggest these organizations raise awareness and support training of company and government employees in gender-sensitive practices.

Themes: Community engagement and development

**Women in Mining Canada. (2016). *Welcoming to women: An action plan for Canada’s mining employers*. <https://wimcanada.org/wp-content/uploads/2017/01/WIM-NAP-book-full.pdf>**

Women in Mining Canada tapped into the knowledge, experience, and commitment of 15 industry organizations to develop this action plan. It offers five key strategies—to be implemented over three years—to drive a systemic change fostering an inclusive mining sector



that fully utilizes women's skills and leadership. The action plan argues this change would ensure the mining sector can fully benefit from the most competent human resource base; can surpass the existing performance of safety, health, and wellness; and can ensure better and more reliable business performance. The action plan also provides a roadmap setting clear objectives, steps, and indicators as well as a list of industry insights to implement this action plan. The appendix of the plan offers a PowerPoint presentation template that can be used to address the executive committees/boards of directors of industry organizations and a list of best practices and tips that could be used for the implementation of the strategies set within the plan. This action plan is unique in terms of its ability to bring together civil society and the industry to set common goals and define step-by-step strategies to reach those goals. One significant outcome of the action plan is the reporting by several of the participating industry organizations on achievements related to strategies and indicators denoted in the plan.

Themes: Women's employment in large-scale mining, legislative frameworks

**Women in Mining (UK) & EY. (2017). *Has mining discovered its next great resource?* <https://internationalwim.org/iwim-reports/has-mining-discovered-its-next-great-resource/>**

This guide expands on the findings of previous research by Women in Mining UK (Women in Mining [UK] & PwC, 2013; 2014; 2015) with detailed interviews, a survey, and a review of good case studies to provide a set of tools and good practices for companies willing to work toward gender inclusion in the metals and mining industries. These main areas of intervention, as stipulated in the guide, are sponsorship and mentoring for women in the sector; engaging senior management and securing their leadership; talent development for all career stages; overcoming the challenges related to remote and dispersed locations of operations; measuring the results; empowering self resilience; and cost-minimization strategies to ensure commitment of senior management.

Themes: Women's employment in large-scale mining

**Women in Mining (UK) & PwC. (2013). *Mining for talent: A study of women on boards in the mining industry by WIM (UK) and PwC.* [https://www.bc-ctem.ca/sites/default/files/mining-for-talent-final-report-2013\\_0.pdf](https://www.bc-ctem.ca/sites/default/files/mining-for-talent-final-report-2013_0.pdf)**

This is the first of three reports undertaken by Women in Mining (UK) in partnership with Anglo American, Rio Tinto, PwC and Latham & Watkins with an aim to triggering fact-based discussions setting out a business case for gender-diverse corporate boards and senior management teams. This first report establishes the very first baseline for showcasing representation of women on boards and senior management of the mining industry by analyzing the records of top 500 companies listed as per their performance on major stock exchanges. In addition, the report compares diversity data against corporate performance, demonstrating the correlation between the two. Accordingly, the report concludes the correlation is double-sided—the larger its market capitalization, the more likely a company is to have a woman on the board. Similarly, the profit margins are higher for mining companies with women on their boards. The report highlights that, as of 2013, the mining industry was the worst sector for gender diversity at the executive level, even lagging oil and gas extraction, with women representing only 5% of the board seats in the top 500 mining companies. Lastly, the report highlights the relatively better representation of women in the boards and senior management of those companies listed on the stock exchanges of South Africa and Australia;



it hypothetically correlates this performance to the pro-diversity and pro-gender equality business codes and respective legislation in these countries.

Themes: Women's employment in large-scale mining

**Women in Mining (UK) & PwC. (2014). *Mining for talent 2014: A review of women on boards in the mining industry*. <http://womeninmining.com/wp-content/uploads/2014/03/Mining-for-Talent-2014-research-report.pdf>**

This report is the second in the three-piece series. It extends the scope of the 2013 report (Women in Mining [UK] & PwC, 2013) by including companies listed on a broader range of stock exchanges and analyzing performance metrics other than profit margins such as environmental, social and governance performance. Accordingly, the top 500 mining companies representing 97% of the aggregate market capitalization in the mining sector were compared across 75 performance metrics and the representation of women in their boards and senior management positions. Similar to the findings of 2013 research, the research revealed a correlation between representation of women in management and on the board with improved company performance across a wide array of performance metrics, including governance, financial, social, and environmental performance. In addition, the research probes deeply into some common myths related to women's limited representation in boards and executive committees, and debunks those myths using the data collected through the research. Lastly, the research includes an interview with Lord Davies of Abersoch, a former British cabinet minister who championed gender diversity in the United Kingdom across all industries. The report concludes with a piece by Dafna Tapiero from IFC, accompanied by a case study showcasing the results of a gender-neutral recruitment process piloted in IFC's Women in Mining program.

Themes: Women's employment in large-scale mining

**Women in Mining (UK) & PwC. (2015). *A review of women on boards on the mining industry 2012-2014*. <https://www.pwc.co.uk/assets/pdf/women-in-mining-2015.pdf>**

This research is the final piece in the three-year series. It analyzes the trends in women's representation on the boards and senior management of the top 500 companies in comparison to their findings in respective research in 2013 and 2014 (Women in Mining [UK] & PwC, 2013; 2014). While the improvement of 3% is notable, the report highlights that, even at the current rate, the industry will not be able to reach the 30% critical mass in terms of representation of women before 2045. The research combines the statistical evaluation with qualitative analysis to better depict the barriers of entry most associated with the mining industry. Based on the data, the research offers a number of possible reasons that may relate to the positive correlation between women's representation in the boards and senior management and company performance across a variety of performance metrics. These possible reasons include (non exhaustively), the introduction of different leadership approaches that bypass group decisions, ability to engage with a more diverse group of stakeholders, improved social licence and better sustainability performance, better risk management, and a more inclusive working environment that allows the recruitment of the best talent. The research concludes with a list of recommendations for companies that are willing to commit themselves to diversity and equality.

Themes: Women's employment in large-scale mining



**Yasmeen, S. (2015). *Social impact of mining on women: Balochistan and Sangatta compared. IM4DC Action Report from Australia.* [https://www.researchgate.net/publication/292137453\\_Social\\_Impact\\_of\\_Mining\\_on\\_Women\\_Balochistan\\_and\\_Sangatta\\_Compared](https://www.researchgate.net/publication/292137453_Social_Impact_of_Mining_on_Women_Balochistan_and_Sangatta_Compared)**

This research explores community support/CSR projects undertaken by Tethyan Copper Company (TCC) in the Balochistan province of Pakistan and by Kaltim Prima Coal (KPC) in the Sangatta province of Indonesia. The report discusses community perception of projects, social impacts of projects on communities and especially on women in communities, and the sustainability of these projects. The research deploys quantitative and qualitative questionnaires, focus group discussions, and key informant interviews with individuals involved in the projects as members of communities and companies as well as decision-makers and stakeholders in the national/regional/local governments in question. The report catalogues a variety of community support/CSR programs implemented by these mining companies, such as literacy and sewing classes for women, financial support and small grants to middle and high schools, women's health and hygiene programs, etc. Some of the good practices cited in this research are the early kickoff of community development programs and engaging community women as agents of change via training and employment in relevant sectors other than mining, which enabled the community women to sustain their livelihoods post-mine closure.

Themes: Community engagement and development



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