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# Gender in Mining Governance:

An annotated  
bibliography for  
artisanal and small-  
scale mining (ASM)



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**Gender in Mining Governance: An annotated bibliography for artisanal and small-scale mining (ASM)**

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## CONTEXT

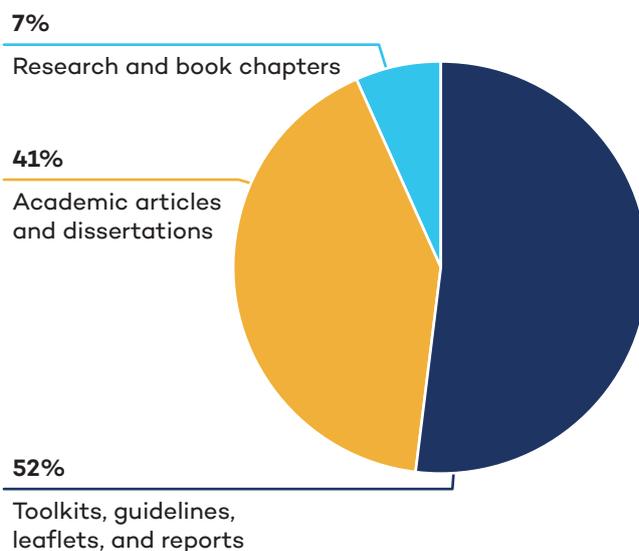
The global artisanal and small-scale mining (ASM) sector is estimated to comprise nearly [45 million people](#) worldwide. These women and men produce significant amounts of the world's minerals, from 20% of the world's gold to nearly 80% of coloured gemstones. Both women and men play critical roles in the sector: women were estimated in 2003 to make up [nearly 30%](#) of the global ASM workforce, a figure that is much higher in some countries and contexts (e.g., artisanal salt mining in Uganda). Not only do they contribute directly to mineral production, but they are also heavily involved in the provision of services (e.g., mining inputs, mineral processing, etc.) to ASM communities. However, despite the important role they play, women are among the groups that face marginalization in the sector.

In mineral production, they are often restricted to more poorly paid roles such as digging, which affects their ability to earn as much as their male counterparts. Partly because of this exclusion, women are also often absent from decision-making roles and ASM leadership structures, restricting the integration of their needs and perspectives into formal and informal ASM governance. Moreover, their double burden of unpaid household work and income earning limits the time and resources they are able to dedicate to their ASM work, negatively affecting both their earnings and their ability to gain positions of authority in the sector. Women have less access to finance and capital to invest in an ASM business, further disadvantaging them. These ASM-specific barriers are compounded by the pressure of restrictive gender norms, lower education levels, less access to land, relative lack of independence in decision-making within society and the household and other gendered challenges.

Despite these challenges, ASM remains an important source of income for women. In many cases, women can [earn more in ASM than they can elsewhere](#), generally [using income earned from ASM](#) to support their households, contributing to local development.

However, despite increased interest over the past decade by the development community in promoting gender equality in the ASM sector, it remains poorly understood in many regions.

**FIGURE 1. SELECTED RESOURCES BY TYPE OF PUBLICATION**



Source: Author diagram.

There are still gaps in gender-responsive research on participation in ASM, impacts of ASM, and evidence-based solutions to overcoming barriers faced by marginalized groups such as women. Complementing the bibliography on [Gender and Large-Scale Mining \(LSM\)](#) developed by IGF in 2020, this bibliography aims to close this knowledge gap by bringing together some of the latest research on gender and ASM. It provides governments, researchers, industry practitioners, civil society organizations, and others in the development community with the resources to inform evidence-based, practical, and gender-responsive policies and programming in the sector.

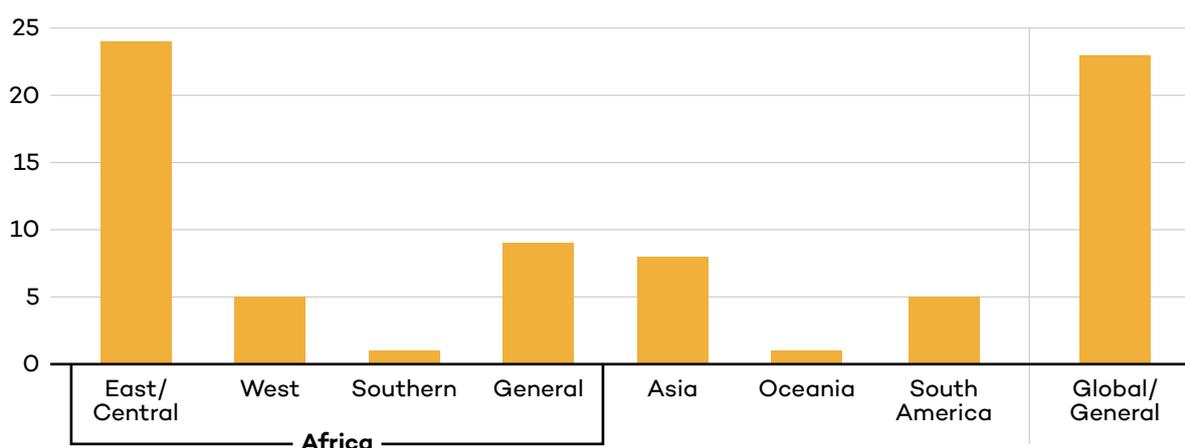


## DEVELOPING THE BIBLIOGRAPHY

This annotated bibliography gives an overview of key resources on the topic of gender and ASM. Resources focus on research conducted in the past decade with the exception of those assessed by the authors to be critically important to understanding the issues around gender and ASM. The resources were selected following a wide-reaching review of the literature available on and around the topic. Resources were then assessed according to the criteria of adequate coverage of gender issues and usefulness for a policy-maker/practitioner audience, resulting in the shortlist selected for the bibliography. A total of 70 resources were selected for the final bibliography. These represent a wide range of resources, including academic papers, toolkits, policy documents, and civil society and consultancy reports, among others (see Figure 1).

Figure 2 shows the distribution of geographical scope in the resources selected. Resources were prioritized that were i) location-specific resources (e.g., case studies) that presented learnings with wider applicability, and ii) global resources that could be applied in a number of contexts. English-language resources make up the bulk of those shortlisted, reflecting the language of publication. However, some resources in other languages have been included where there were no publicly available English versions.

**FIGURE 2. SELECTED RESOURCES BY GEOGRAPHICAL FOCUS**



Source: Author diagram.

However, the chosen resources also reflect some of the limitations of research on gender and ASM to date, particularly from a policy-maker and practitioner point of view. Despite widespread consensus that gender should be taken into account in ASM policy and programming, there is a limited amount of i) practitioner-oriented resources and ii) resources that describe “tried and tested” solutions for promoting gender equality and women’s empowerment in the sector. Much of the literature remains either theoretical or very specific to a particular case study, without the drawing of wider, generally applicable results. In light of this, the resources chosen include those whose applicability to a number of contexts is highest. Another limitation is that a lot of ASM research is geographically specific. Given the lack of data that exists on the sector, research aiming to fill these gaps often takes place on a localized scale. Much of this research is focused on Africa, in particular in East and Central Africa, with the Democratic Republic of Congo (DRC) taking up the largest share. While care has been taken to select resources with applicability in other contexts, the DRC nonetheless features heavily in the bibliography.





# RESOURCES

## ACADEMIC ARTICLES AND DISSERTATIONS

**Bashwira, M. (2017). *Navigating obstacles, opportunities and reforms: Women's lives and livelihoods in artisanal mining communities in eastern DRC*. <https://research.wur.nl/en/publications/navigating-obstacles-opportunities-and-reforms-womens-lives-and-l>**

This PhD dissertation explores the changing role of women in ASM from multiple perspectives. The DRC is the country of focus, and research was conducted in 2013–2014 in South Kivu, North Katanga, and Tanganyika. Each chapter addresses different topics in relation to women. It discusses the push and pull factors that lead women to move into mining centres. The dissertation also examines the impact of the ban on pregnant women at mine sites, highlighting one unintended consequence that women, in general, are barred from mines in some regions. The author draws attention to hierarchies among women, who are differentiated by their access to social capital, financial assets, and livelihood diversification. The chapter on elite women reveals how some women manage to gain significant power and influence in the sector. Often, they use their influence over public authorities to control access to labour opportunities for other women in the mining economy. The author also analyzes the relationship between international discourse on the DRC and local culture, and the way in which they interrelate to influence women's lives. Throughout the dissertation, the author stresses the importance of viewing women as agents, rather than victims.

Themes: ASM in conflict-affected and high-risk areas (CAHRAs)/post-conflict; ASM as a livelihood for women

**Bashwira, M., Cuvelier, J., Hilhorst, D., & van der Haar, G. (2014) *Not only a man's world: Women's involvement in artisanal mining in eastern DRC*. *Resources Policy*, 40, 109–116. <https://www.sciencedirect.com/science/article/pii/S030142071300113X>**

This paper argues against the one-directional dominant narrative that links SGBV in the DRC with ongoing conflict perceived to be caused primarily by natural resource exploitation. It argues that this perceived link between SGBV and ASM in eastern DRC has led to an “alternative livelihoods” approach and protective legislation and practices that end up excluding women from ASM while facilitating the consolidation of power in the hands of already powerful (male-dominated) groups and structures. This paper argues that these approaches do not take into account i) the important role played by women in the ASM sector in the DRC or ii) the importance of incomes from ASM to the hundreds of thousands of women who already work in the sector. Therefore, exclusionary approaches, rather than “protecting” women from ASM, can have the opposite effect of removing their access to a lucrative livelihood in a context of ongoing conflict where access to sustainable, long-term livelihoods is scarce. Rather than advocate for alternative livelihoods and protective policies, the paper thus argues for better and more nuanced support to the diversity of women involved in ASM and research-based policies and programming, contributing to women's empowerment in the Congolese ASM sector.



Themes: SGBV; ASM in CAHRAs/post-conflict; ASM as a livelihood for women; policy recommendations

**Bashwira, M. & van der Haar, G. (2020). Necessity or choice: Women's migration to artisanal mining regions in eastern DRC. *Canadian Journal of African Studies*, 54(1), 79–99. <https://www.tandfonline.com/doi/full/10.1080/00083968.2019.1674170>**

Mining sites have long been viewed as highly unsafe spaces for women, who are routinely cited as victims of sexual abuse, violence, or geopolitical conflict. Bashwira and van der Haar argue what has been overlooked is the pivotal role artisanal mining sites play in the lives and livelihoods of millions of women across the globe, who have found a home and economic opportunities within mining sites and the surrounding communities. This paper looks at the unique motivations, experiences, and interests that lead women to make a life within the mining sites of eastern DRC. Using original field data, it explores the themes of security, gender discrimination, social navigation, and the “push” and “pull” factors that impact the lives of women in artisanal mining communities in conflict-affected eastern DRC. An improved understanding of the fiscal and non-fiscal factors and considerations that lead women to migrate to mining communities will help policy-makers craft more holistic solutions to women's safe and successful participation in ASM.

Themes: ASM as a livelihood for women; gendered impacts of ASM; sexual and gender-based violence (SGBV); ASM in CAHRAs/post-conflict

**Brottem, L., & Ba, L. (2019) Gendered livelihoods and land tenure: The case of artisanal gold miners in Mali, West Africa. *Geoforum*, 105, 54–62. <https://www.sciencedirect.com/science/article/pii/S0016718519302167>**

Based on research in western Mali, this paper looks at the relationship between land tenure and women's access to mineral resources and participation in ASM. It gives an in-depth description of women's and men's participation in ASM in the areas surveyed, including roles, ambitions, income, challenges, and opportunities. The research shows the extent to which ASM can provide women with an autonomy that is difficult to achieve in other activities. Access to real estate—through the income provided by ASM—reinforces this autonomy and grants women greater access to decision making and income earning. The article highlights the need for the development sector to take land tenure and women's access to land into account when considering ASM and gender equality programming.

Themes: Access to land; ASM in CAHRAs/post-conflict; policy and legal frameworks

**Bryceson, D.F., Jønsson, J.B., & Verbrugge, H. (2013). For richer, for poorer: Marriage and casualized sex in East African artisanal mining settlements. *Development and Change*, 45(1), 79–104. <https://onlinelibrary.wiley.com/doi/full/10.1111/dech.12067>**

This study of sexual relations in artisanal mining communities in central and southwestern Tanzania was conducted between 2008 and 2011. It highlights the interrelation between the casualization of labour, brought about by the transition from peasant agriculture to artisanal mining, and the casualization of sexual relationships that has emerged in the last 30 years. Mining settlements are characterized by a highly mobile migrant population. Most miners are men, whereas women are more likely to be found running bars, selling



clothes, trading food, or farming. The authors note that until recently, conjugal relations were strictly regulated by tribal elders. Shortly after puberty, women were expected to marry and be financially dependent on their husbands. These norms have considerably weakened; the study documents the range of less-stable sexual relationships that now exist in these settlements, from ad hoc recreational sexual couplings to polygamous arrangements facilitated by the migration of miners across multiple sites. The authors emphasize that casual sexual relations are not prostitution, as commonly documented at other artisanal mine sites. While monogamous marriage still exists, the study found these were relationships of financial interdependency, with women providing valuable income to supplement the seasonal nature of mining. The paper concludes by suggesting that migrating to mining settlements has enabled women to freely engage in sexual relationships and chart their own path of economic independence.

Themes: Women's contributions to ASM sector

**Buss, D., Rutherford, B., Hinton, J., Stewart, J., Lebert, J., Côté, G. E., Sebina-Zziwa, A., Kibombo, R., & Kisekka, F. (2017). *Gender and artisanal and small-scale mining in Central and East Africa: Barriers and benefits*. <https://ir.library.carleton.ca/pub/15165/>**

ASM stands to contribute much to the economic, social, and sustainable development of the African continent, yet it also brings with it challenges such as violence and conflict. This study draws from research conducted in six artisanal mining communities in the DRC, Uganda, and Rwanda and explores the gendered dynamics of ASM while addressing the barriers and benefits it brings to women's livelihoods. Drawing on feminist political economy scholarship, this paper considers two key questions: i) What are the conditions that shape women's access to and control over the economic and social resources needed to improve their livelihoods in ASM, and ii) What are the key benefits for women's participation in ASM? The data demonstrates that the revenue women receive from ASM contributes to the survival, social standing, and access to health and education of women's families; there are various economic, social and institutional roles pursued by women in ASM; and that gender inequality is embedded into the very structure of ASM activities. The first section of the paper describes the analytical framework of the study, while the second section outlines how ASM fits into the national and regional policy-making processes in Africa and the gendered institutional features of ASM. The final section provides a qualitative and quantitative analysis of the gendered barriers facing women in ASM as well as the socio-economic benefits women receive from engagement in these spaces.

Themes: ASM as a livelihood for women; gendered impacts of ASM; women's contributions to ASM sector; ASM in CAHRAs/post-conflict; gendered divisions of labour

**Byemba, G. K. (2020). *Formalization of artisanal and small-scale mining in eastern Democratic Republic of the Congo: An opportunity for women in the new tin, tantalum, tungsten and gold (3TG) supply chain?* *The Extractive Industries and Society*, 7(2), 420–427. <https://www.sciencedirect.com/science/article/pii/S2214790X19300681>**

This paper centres around the ASM formalization process, investigating how and why women's roles in the tantalum, tungsten, tin and gold (3TG) supply chains differed after formalization in eastern DRC. Addressing the opportunities, constraints, and challenges for women in the 3TG sector, this paper analyzes governance structures and power relations



within the 3TG supply chain and women's roles within it. Based on qualitative data gathered from field research, this paper explores the benefits that ASM work presents for women (such as economic opportunities) and also the barriers the work presents (such as gender stereotypes and customary norms; lower-paid positions; hazardous work and health and safety concerns; and the presence of armed groups and conflict-based violence). This paper is for policy-makers, regulators, civil society organizations, or any other stakeholder involved in implementing supply chain formalization and responsible mineral sourcing programs. It will also be informative for those who are interested in how these programs, particularly traceability and certification schemes, have impacted women in eastern DRC.

Themes: ASM as a livelihood for women; gendered impacts of ASM; women's contributions to ASM sector; ASM associations and cooperatives; ASM formalization; land rights; ASM in CAHRAs/post-conflict; gendered divisions of labour

**Cossa, H., Scheidegger, R., Leuenberger, A., Ammann, P., Munguambe, K., Utzinger, J., Macete, J., & Winkler, M. S. (2021). Health studies in the context of artisanal and small-scale mining: A scoping review. *International Journal of Environmental Research and Public Health*, 18(4), 1555. <https://www.mdpi.com/1660-4601/18/4/1555/htm>**

The paper comprises a literature review of 176 health studies conducted in ASM communities from 38 countries in Africa, Asia, and the Americas. Quantitative data is presented in various graphics to indicate the range and frequency of specific health impacts and characteristics of the populations studied. The authors highlight that most studies focus on the impacts of mercury usage in the context of gold mining. Little research has been conducted into infectious diseases or mental health. The review highlights the need for greater inclusion of women in health studies and suggests reasons why they may be excluded. These include the general inaccessibility of mine sites, informality of the sector, potential ethical issues of including vulnerable groups and cultural sensitivities among ASM communities preventing women from participating.

Themes: Women's health and ASM

**Danielsen, K. & Hinton, J. (2020). *A social relations of gender analysis of artisanal and small-scale mining in Africa's Great Lakes Region*. Royal Tropical Institute. <https://www.kit.nl/publication/a-social-relations-of-gender-analysis-of-artisanal-and-small-scale-mining-in-africas-great-lakes-region/>**

The report outlines a holistic approach to conducting a gender analysis of ASM, illustrated with examples from primary and secondary research data collated in the Great Lakes Region (GLR). The authors make the case for conceptualizing gender as a social relation and focus on four areas of analysis to demonstrate how gender relations are constructed, reinforced, and challenged through ASM. Firstly, the gender division of labour is examined, exploring women's occupation of lower-paid roles, greater responsibility for domestic labour, and the caring burden of treating those suffering from ASM-related ill-health. Secondly, the paper discusses women's access to and control of resources, highlighting women's lack of capital for equipment and the barriers which restrict their access to mineral rights. Thirdly, the authors investigate women's weaker decision-making power and the impact of SGBV. Finally, gender norms are interrogated, and the authors identify examples of gender stereotypes and superstitions which restrict women's involvement



and advancement in ASM. The authors stress that gender inequalities are not fixed and are being challenged. Successful women are those who draw on their social networks to access gatekeepers, learn skills, and raise financial investment. The report recommends adopting a holistic approach to tackling gender equalities in ASM by considering how these four dimensions interrelate.

Themes: Methodological resource; SGBV; access to resources; women's contributions to ASM sector; ASM in CAHRAs/post-conflict; gendered divisions of labour

**Dinye, R. & Erdiaw-Kwasie, M. (2012). Gender and labour force inequality in small-scale gold mining in Ghana. *International Journal of Sociology and Anthropology*, 4(10), 285–295. [https://www.researchgate.net/publication/269875240\\_Gender\\_and\\_labour\\_force\\_inequality\\_in\\_small-scale\\_gold\\_mining\\_in\\_Ghana](https://www.researchgate.net/publication/269875240_Gender_and_labour_force_inequality_in_small-scale_gold_mining_in_Ghana)**

This study focuses on issues underlying gender inequality in the small-scale gold mining sector in Ghana. It explores the contribution of women to the mining sector and the role women play in poverty reduction, as well as the challenges women in the sector face, including with health and well-being. The aim of the study is to provide information for the creation of gender-sensitive workplace regulatory policies and programs in the ASM sector. Topics explored included the roles of women in the small-scale gold mining sector; skills, education, and training; employment and production challenges; and the relationship between small-scale mining and poverty reduction.

Themes: ASM as a livelihood for women; gendered impacts of ASM; women's health and ASM; gendered divisions of labour

**Hilson, G., Hilson, A., Siwale, A. & Maconachie, R. (2018). Female faces in informal 'spaces': Women and artisanal and small-scale mining in sub-Saharan Africa. *Africa Journal of Management*, 4(3), 303–446. <https://www.tandfonline.com/doi/abs/10.1080/23322373.2018.1516940>**

One of the major goals of Africa's Mining Vision (AMV) is to boost artisanal and small-scale mining, and this paper examines how women employed in ASM in sub-Saharan Africa may be affected by formalization. Viewing ASM through the lens of both a poverty-driven activity as well as a vehicle for wealth creation, this paper begins by examining the large informal economy in the region and the push-pull factors expanding the informal ASM sector. The next section details the challenges women face in the ASM sector in sub-Saharan Africa, and it views the formalization and gender empowerment agenda through the lens of the AMV as well as the UN Sustainable Development Goals (SDGs). Finally, research from Sierra Leon and Zambia is presented to illustrate the ways women pursue opportunities in ASM from necessity. This paper presents strategies, policies, and programs for host governments aiming to formalize ASM to ensure initiatives do not unintentionally further marginalize women involved in the informal economy, as women's specific roles in ASM uniquely position them as one of the more marginalized groups working in the sector.

Themes: ASM as a livelihood for women; SDGs; ASM formalization; policy recommendations



**Hinton, J., Viega, M., & Beinhoff, C. (2003). Woman and artisanal mining: Gender roles and the road ahead. In G. Hilson (Ed.), *The socio-economic impacts of artisanal and small-scale mining in developing countries*. CRC Press. [http://www.artisanalmining.org/Repository/01/The\\_CASM\\_Files/CASM\\_Database\\_documents/Women\\_in\\_Artisanal\\_Mining\\_\\_Hinton\\_et\\_al\\_2003.pdf](http://www.artisanalmining.org/Repository/01/The_CASM_Files/CASM_Database_documents/Women_in_Artisanal_Mining__Hinton_et_al_2003.pdf)**

This key work on women and ASM stands out as a critical early piece of research that takes a holistic overview of the dynamic and diverse roles women perform within artisanal mining communities around the globe. Exploring data, perspectives, and research from a multitude of regions, this chapter explores existing and evolving gender roles of women in artisanal mining communities and provides strategies for women to maximize benefits from the sector. These roles, which often differ significantly from those of men, extend beyond mining activities and present a unique set of risks and opportunities for women and their communities to realize the positive transformation of the ASM sector.

Themes: ASM as a livelihood for women; gendered impacts of ASM; women's contributions to ASM sector; gendered divisions of labour

**Hinton, J., Veiga, M., & Beinhoff, C. (2003). Women, mercury and artisanal gold mining: Risk communication and mitigation. *Journal de Physique*, 107, 617. <https://jp4.journaldephysique.org/articles/jp4/abs/2003/05/jp4pr5p617/jp4pr5p617.html>**

In many countries, it is common for women to play an important role in the mercury amalgamation and amalgam decomposition aspect of gold extraction. This paper highlights how the inequities women face affect their knowledge of—and ability to mitigate against—the risks of mercury use. A brief overview of women's roles in the mining process is followed by a description of the health risks of mercury vapour inhalation and mercury food contamination. The authors provide guidance for practitioners working with women handling mercury. They argue that women should be educated about the risks through pamphlets, community meetings, or door-to-door campaigns. Practitioners are encouraged to adapt their communication material to the educational level, age, and status of the women targeted. Training on using mercury more safely or adopting clean technologies is recommended, as are strategies to support women's participation in political decision making.

Themes: Women's contributions to ASM sector; training and capacity building; women's health and ASM

**Huesca, E. F. Jr. (2013). Gender and child labor issues in mining: A preliminary study on the artisanal and small-scale mining (ASM) industry in Davao Oriental, Philippines. *Procedia - Social and Behavioral Sciences*, 91, 150–157. <https://www.sciencedirect.com/science/article/pii/S1877042813025433>**

The paper draws on fieldwork conducted among artisanal magnesite miners in the southern Philippines. Mining is depicted as a “family-based” activity involving men, women, and children. Women's mining roles are mostly confined to picking, collecting, and bagging, although some women join men in breaking rocks into smaller pieces. While men remain at the mine site for most of the day, the author describes how women's duties fluctuate throughout the day between domestic chores and mining activities. Girls support their



mothers in similar mining roles and shoulder the greatest responsibility for domestic duties during the evenings and weekends. The author identifies several reasons why the community is attracted to ASM. It provides greater income than other employment opportunities, given workers' lack of formal education, and little capital is required to start up as an artisanal miner. Interestingly, the study found that women control the household income, although men spend a significant proportion of earnings on "vices." While the article does not provide any policy recommendations, it presents useful baseline data for a country that is less frequently the subject of ethnographic study in relation to ASM.

Themes: ASM as a livelihood for women; child labour and ASM; gendered divisions of labour

**Jenkins, K., (2014). Women, mining and development: An emerging research agenda. *The Extractive Industries and Society*, 1(2), 329–339. <https://www.sciencedirect.com/science/article/abs/pii/S2214790X14000628>**

This critical review aims at highlighting the lack of research on gendered impacts of the extractives sector, noting that women and their experiences are often absent. Although not specific to ASM, the review gives a comprehensive overview of available literature on women as mineworkers (in both LSM and ASM), gendered impacts of mining (disproportionately negative impacts on women), the roles played by women in the extractives sector, and the gendered inequalities that exist in terms of access to benefits from mining. For those looking to understand the breadth of academic literature on women and mining (including on women in ASM), this critical review provides an overview of the main issues covered by the literature prior to 2014, as well as a wealth of material for further reading.

Themes: Gendered impacts of ASM; women's contributions to ASM sector

**Kelly, J., King-Close, A., & Perks, R. (2014) Resources and resourcefulness: Roles, opportunities and risks for women working at artisanal mines in South Kivu, Democratic Republic of the Congo. *Futures*, 62(A), 95–105. <https://www.sciencedirect.com/science/article/pii/S0016328714000652>**

This paper challenges the dominant narrative that classes women in the DRC primarily as victims of SGBV at the hands of armed actors closely associated with mineral resource extraction. This narrative has shaped policy and programming in the country, leading to partial or inadequate outcomes for women. Against this backdrop, the study highlights women's roles in ASM communities as agents who have learned to navigate their complex employment realities while facing significant obstacles to finding safe and non-exploitative economic opportunities. It also looks at women's marginalization, not only from the ASM sector, but also from wider political and justice processes. The study explores the nuances both of the drivers of women's participation in ASM communities and of their vulnerability to sexual exploitation in these communities, neither of which fit neatly into the commonly portrayed ASM/conflict/SGBV nexus. The study concludes by highlighting a number of concrete policy and programming opportunities for women in ASM that embrace the reality of their economic participation in the sector. These include support for women to overcome the barriers they face in accessing safe and fair working conditions, awareness raising (both in mining communities and local governments) in the rights of women and men miners, support in association formation, and access to support services for health and sexual abuse.



Themes: Women's contributions to ASM sector; SGBV; ASM in CAHRAs/post-conflict; policy recommendations

**Kumah, C., Hilson, G., & Quaicoe, I. (2020). Poverty, adaptation and vulnerability: An assessment of women's work in Ghana's artisanal gold mining sector. *Area*, 52(3), 617–625. <https://rgs-ibg.onlinelibrary.wiley.com/doi/10.1111/area.12639>**

The study draws on interviews with women in Akwatia conducted in 2018 to illustrate the impact of the national ban on ASM (2017–2018) on women. Panning gold on the edges of a diamond mine provided a vital source of income for local women. However, when the ban restricted their ability to mine, it became evident they were over-reliant on ASM, and the transition to mining had led to an erosion of agricultural knowledge. The authors highlight how women had become food insecure and lacked money to pay their children's school fees. The paper calls for an overhaul of policy approaches to engage women in ASM. The authors argue that policy solutions should empower and protect women, as well as offer more tangible means for them to diversify their income bases.

Themes: ASM as a livelihood for women; policy recommendations

**Lahiri-Dutt, K. (2008). Digging to survive: Women's livelihoods in South Asia's small mines and quarries. *South Asian Survey*, 15(2), 217–244. <https://journals.sagepub.com/doi/10.1177/097152310801500204>**

This article focuses on gender and livelihood issues and concerns in the small mines and quarries of South Asia. Based on data collected primarily in India, Sri Lanka, Nepal, and Bhutan, it investigates women's roles and participation in a wide range of ASM in the region. Although many of the population and production estimates may now be out of date, when read alongside more recent work on the region, this article provides an important overview of the gender dimensions of ASM in South Asia, a region with significant ASM but remains relatively under-studied compared with, for example, the GLR. It also stands out among many other academic papers in its setting out of clear policy implications for the sector, in particular in its advocating for gender-sensitive livelihood-enhancement strategies at a policy level.

Themes: ASM as a livelihood for women; women's contributions to ASM sector; policy recommendations

**Lawson, L., & Lahiri-Dutt, K. (2020). Women sapphire traders in Madagascar: Challenges and opportunities for empowerment. *Extractive Industries and Society*(7)1, 1–7. <https://www.csr.uq.edu.au/publications/women-sapphire-traders-in-madagascar-challenges-and-opportunities-for-empowerment>**

This article draws on interviews conducted with eight women sapphire traders in southwest Madagascar to explore the challenges they face in advancing within the sector and highlights the ways they have overcome some of these barriers. The authors provide an overview of the sapphire supply chain from Madagascar to Asia, Europe, and North America, along with a summary of the history of artisanal sapphire mining in the country. From there, the article paints a picture of the status of women in Madagascan society. The authors introduce the reader to the stories of eight women, exploring their personal reasons for becoming gemstone traders. They describe how women alternate between



selling gemstones, food, and jewellery depending on market demand for sapphires. The multiple challenges women face are also explored. These include being excluded from accessing bigger stones, price fixing between male traders and buyers, lack of gemmological and market knowledge, limited access to gemmological equipment, and no access to finance. Nevertheless, the authors showcase how women band together to support each other and find ways to exploit a gap in the market by trading smaller stones overlooked by more powerful male buyers. Three of the women traders even progressed to managing quarries, granting them greater access to better-quality stones. The success of gemmological training initiatives is highlighted, and the women report that the increased knowledge has enabled them to achieve better prices for their stones. The article concludes by calling for further capacity building initiatives addressing marketing skills and gemmological knowledge. Ultimately, the greatest opportunity for women's economic empowerment in the sector will come from formalizing the women's association into cooperatives or companies, enabling them to access finance and compete with more established traders.

Themes: ASM associations and cooperatives; ASM formalization; ASM as a livelihood for women; women's contributions to ASM; training and capacity building; access to resources





**Malpeli, K., & Chirico, P. (2013). The influence of geomorphology on the role of women at artisanal and small-scale mine sites. *Natural Resources Forum*, 37(1), 43–54. <https://onlinelibrary.wiley.com/doi/10.1111/1477-8947.12009>**

The paper explores the relationship between the geomorphology of gold and diamond mine sites and gender roles among ASM workers. Research conducted from 2007 to 2012 in 135 ASM sites across Mali, Ghana, Guinea, and the Central African Republic (CAR) found that most women participate in ore-processing activities but some played a role in extraction (in 13% of the sites surveyed). While the authors acknowledge that cultural perceptions and socio-economic factors influence women's roles in ASM, they encourage policy-makers and practitioners to give greater attention to the geomorphology of sites. Data analysis revealed a strong correlation between women's participation in extraction and the overburden thickness, geomorphic zone, and commodity type found at sites. Women participated in extraction of ore only when a deposit had a thin overburden layer, making the ore more accessible. They were observed extracting in each geomorphic zone (active channel, alluvial flats, and low terraces) but were most likely to extract in active channel deposits. Women participated most frequently in the mining of diamonds, whereas men dominated the mining of gold, which was viewed as a higher-value commodity. Against this backdrop, the paper profiles two of the sites surveyed; one in CAR and one in Ghana. The authors conclude by providing examples of how a greater understanding of a deposit's geology and geomorphic expression can assist development programs supporting ASM communities. Such data can help determine the amount of labour, financing, and types of equipment required, which in turn can indicate whether it is financially viable for miners and whether the deposit can be sustainably mined. Such an understanding can help practitioners identify where ASM is a sustainable livelihood and where alternative livelihoods might be worth exploring instead. Site geology can also help policy-makers predict the success of formalization initiatives; miners exploiting well-mineralized sites with thick overburden layers are potentially more incentivized to bear the cost of a cooperative licence.

Themes: Gendered division of labour; ASM formalization; ASM as a livelihood for women

**Reichel, V. (2020). Financial inclusion for women and men in artisanal gold mining communities: A case study from the Democratic Republic of the Congo. *Extractive Industries and Society*, 7(2), 412–419. <https://www.sciencedirect.com/science/article/abs/pii/S2214790X18302648>**

Here, Reichel examines the Artisanal Mining Women's Empowerment Credit & Savings project, a piloted, community-led savings and credit project managed by the non-governmental organization (NGO) IMPACT. This research explores how the program has expanded access to finance for women and men ASM workers in mining communities in the DRC. The program helps more than 1,400 women and men in artisanal gold mining communities to access savings, credit, and loans through community associations. The article examines four themes related to artisanal mining, including economic resilience, women's economic empowerment, the social cohesion of mining communities, and using gold versus cash for daily transactions, along with the program's impact on these areas in miners' lives.

Themes: ASM as a livelihood for women; gendered impacts of ASM; access to resources; ASM in CAHRAs/post-conflict; ASM associations and cooperatives



**Rustad, S.A., Ostby, G., & Nordas, R. (2016). Artisanal mining, conflict, and sexual violence in Eastern DRC. *Extractive Industries and Society*, 3(2), 475–484. <https://www.sciencedirect.com/science/article/abs/pii/S2214790X16300107?via%3Dihub>**

Policy-makers and practitioners generally assume there is a link between mining and sexual violence. The article provides a literature review of existing studies related to ASM, armed violence, and sexual violence. Against this backdrop, the authors conducted a study into sexual violence experienced by women in eastern DRC. It found that women living close to ASM sites are indeed more likely to experience sexual violence. The conclusion was reached after linking data on the geolocation of 1,139 ASM sites with results from surveys conducted among women aged 15–49 on exposure to sexual violence. The authors highlight the particular risk of sexual violence by non-partners to women living close to ASM sites, with armed actors present in several provinces. No link was found between women working outside the home and subjection to sexual violence. The article concludes by advocating for stronger measures to address the increased risk of SGBV faced by women living in mining areas. The authors caution against restricting ASM, however, noting that despite the risks the sector brings, mining can also generate relative economic empowerment for women.

Themes: SGBV; ASM in CAHRAs/post-conflict

**Sebina-Zziwa, A., & Kibombo, R. (2018). Licensing of artisanal mining on private land in Uganda: Social and economic implications for female spouses and women entrepreneurs. *Canadian Journal of African Studies*, 54(1), 101–117. <https://www.tandfonline.com/doi/abs/10.1080/00083968.2019.1680405>**

This paper draws on research conducted from 2014 to 2017 at an artisanal and small-scale gold mining (ASGM) site in Central Uganda to illustrate the social and economic impacts of artisanal mining licensing on women. The authors contrast women's apparent rights in legislation with the reality of their experience as mine site workers and entrepreneurs providing support services. The land law gives married women only consent rights to their family land and not co-ownership rights as envisaged by the constitution. In practice, most women were found not to be in legal marriages but cohabitating, which male landlords used to deny women property entitlements. Multiple men claimed to have landlord rights over mining land, when in fact they were tenants, leading to women being forced to pay multiple levies to work at the site. The legal mechanisms for challenging disputes between mineral rights holders and surface rights claimants are inaccessible to women. Laws forbidding the presence of children at mine sites further marginalize women who lack alternative childcare provisions. As is the case in many countries, women's full participation in ASM is limited by taboos and sexual harassment. Even women's organizations were found not to benefit all women. Interestingly, the authors highlight one strategy women have adopted, which is to find a "shadow husband," providing the partial social and legal protection that marriage affords to women in mining. The paper concludes by advocating for policy and legislative measures to address the challenges of legal hybridity, errant local governance structures, and multiple surface claims to protect and empower women in ASM.



Themes: Women's contributions to ASM; access to land; policy and legal frameworks; SGBV; policy recommendations

**Stewart, J., Kibombo, R. & Rankin, L.P. (2020). Gendered livelihoods in the artisanal mining sector in the Great Lakes Region. *Canadian Journal of African Studies*, 54(1), 37–56. <https://genderandsecurity.org/projects-resources/research/gendered-livelihoods-artisanal-mining-sector-great-lakes-region>**

This paper uses data obtained from ASM sites in the DRC, Rwanda, and Uganda to examine the differences in livelihoods, income, and organization of work for men and women involved in ASM. It is a three-country study that offers an analysis of cross-country trends in gendered ASM participation, and the research examines the gendered impacts of mining, including men's and women's economic engagement and benefits. The study uses the lens of women's economic empowerment, investigating topics such as comparing hours worked between men and women, working hours and activities outside the mine site, and length of tenure at mine sites.

Themes: ASM as a livelihood for women; gendered impacts of mining; ASM associations and cooperatives; ASM in CAHRAs/post-conflict; gendered divisions of labour

**Vélez-Torres, I., Vanegas, D., McLamore, E., & Hurtado, D. (2018). Mercury pollution and artisanal gold mining in Alto Cauca, Colombia: Woman's perception of health and environmental impacts. *The Journal of Environment & Development*, 27(4), 415–444. <https://journals.sagepub.com/doi/abs/10.1177/1070496518794796>**

This study investigates the impacts of mercury use in ASGM on the environment and women in Alto Cauca, Colombia. The authors begin by outlining the general problems with mercury usage in ASM, which is explored using a novel methodology. The closed-loop integration of social action and analytical chemistry research (CLISAR) pulls together objectives and approaches from the social and natural sciences, and is shaped by continuous community participation and feedback. The third section of the article presents the study's results. A high level of mercury was found in multiple water sources across the region. Mercury contamination impacts the places where women traditionally extract gold and pollutes the land they farm. The authors highlight the risk to the community's economic resilience if traditional alternative livelihoods in agriculture are threatened by mercury pollution. Women were more likely to be concerned about the impacts of mercury on the health of children and pregnant women in the community. The article concludes by providing recommendations for future research and government interventions to tackle mercury usage in ASGM from a gender perspective. The authors advocate for participatory programs within communities that promote environmental surveillance, awareness campaigns, and education on cleaner extraction technologies.

Themes: women's health and ASM; women's contributions to ASM sector; methodological resource



## RESEARCH AND BOOK CHAPTERS

Hayes, K., & Perks, R. (2012). *Women in the artisanal and small-scale mining sector of the Democratic Republic of the Congo*. In P. Lujala & S. A. Rustad (Eds.), *High-value natural resources and peacebuilding*. Earthscan. [https://courses.edx.org/assets/courseware/v1/f1ccf0cc879e1ed693df71796f619038/asset-v1:SDGAcademyX+NR001+2T2019+type@asset+block/Women\\_in\\_the\\_artisanal\\_and\\_small-scale\\_mining\\_sector\\_of\\_the\\_Democratic\\_Republic\\_of\\_the\\_Congo.pdf](https://courses.edx.org/assets/courseware/v1/f1ccf0cc879e1ed693df71796f619038/asset-v1:SDGAcademyX+NR001+2T2019+type@asset+block/Women_in_the_artisanal_and_small-scale_mining_sector_of_the_Democratic_Republic_of_the_Congo.pdf)

This paper looks at the role of women in ASM in DRC. Reaffirming the central role of women in peacebuilding, it focuses on the intersection of high-value resources and gender roles in the post-conflict setting, specifically in Katanga (copper and cobalt) and Ituri (gold). It juxtaposes women's disproportionate vulnerability in ASM to SGBV—given the rural and informal nature of the sector—against the valuable economic opportunity presented by ASM for both women and men. This economic opportunity means that if the links between natural resource extraction and conflict could be broken, the sector could represent an important force for peace, security, and economic stability in rural areas. The study's analysis of PACT's WORTH project, which provides an interesting approach to promoting gender equality and preventing SGBV in ASM communities, albeit working largely with women who left ASM. Acknowledging the economic importance of ASM to many rural inhabitants of the DRC, it also advocates for the integration of ASM into a wider peacebuilding agenda.

Themes: ASM as a livelihood for women; SGBV; ASM in CAHRAs/post-conflict

Hilson, G. (Ed.). (2003). *The socio-economic impacts of artisanal and small-scale mining in developing countries*. CRC Press. <https://www.taylorfrancis.com/books/mono/10.1201/9780203971284/socio-economic-impacts-artisanal-small-scale-mining-developing-countries-hilson>

The book provides a broad overview of the localized social and economic impacts of artisanal mining, drawing on case studies from across the globe. The authors provide policy recommendations to address the many challenges facing the sector. Although the data is almost 20 years old, many of the issues explored are still relevant. There are three chapters with a specific gender focus. These explore women and small-scale mining in Tanzania, women engaged in stone quarrying in India, and gender roles in ASM more broadly.

Themes: ASM as a livelihood for women; policy recommendations; women's contributions to ASM sector

Lahiri-Dutt, K., & Macintyre, M. (Eds.). (2006). *Women miners in developing countries*. Routledge. <https://www.taylorfrancis.com/books/edit/10.4324/9781315233734/women-miners-developing-countries-kuntala-lahiri-dutt-martha-macintyre?refId=cb0e1f30-2220-434a-97fc-7e1fe020ec41>

This book brings together a wide range of case studies of women miners from around the world, aiming to highlight the importance and scope of women's roles and contributions to the sector. Many of the case studies are focused on ASM, and the selection of case studies is significant in its global scope. The book shows that women are engaged in various types of mining, illustrating how gender and inequality are constructed and



sustained in mines, and how other identities (such as ethnicity) intersect with gendered identities for women in mining communities.

Themes: ASM as a livelihood for women; gendered impacts of ASM; gendered divisions of labour; women's contributions to ASM sector

**Lahiri-Dutt, K. (Ed.). (2011). *Gendering the field: Towards sustainable livelihoods for mining communities*. ANU Press. <https://www.jstor.org/stable/j.ctt24h9g4>**

This selection of papers challenges the commonly held perspective that the mining sector is an inherently masculine space. It brings together a wide range of feminist research and critique on issues faced by women in and around large-scale and artisanal and small-scale mining operations in North America, Australia, Papua New Guinea, Indonesia, Mongolia, and the DRC. The thread running through the papers is a focus on issues that address the community-level development implications of mineral extraction. The various chapters highlight women's roles as social and economic agents in the sector, including those of Indigenous women as well as women who provide services to mining communities, such as sex workers and other input suppliers. The first five chapters trace historical and present experiences of women in mining communities. The final seven explore the impacts of taking a gender perspective when considering and promoting sustainable development in the mining sector. Ten years on, this book remains highly relevant to policy-makers and practitioners looking to promote inclusivity in both large- and small-scale extractives programs.

Themes: Women's contributions to ASM sector; ASM as a livelihood for women; policy and legal frameworks; policy recommendations; gendered divisions of labour

**Verbrugge, H., & Van Wolputte, S. (2015). *Just picking up stones: gender and technology in a small-scale gold mining site*. In H. Verbrugge & S. Van Wolputte (Eds.). *The Routledge Handbook of Gender and Development*. <https://www.taylorfrancis.com/chapters/edit/10.4324/9780203383117-28/picking-stones-gender-technology-small-scale-gold-mining-site-hannelore-verbrugge-steven-van-wolputte>**

This anthropological case study of women working in ASGM in southwest Tanzania explores the impact of technology on gender roles in mining. The historical belief that women are "unclean" and bring bad luck to gold mining persists. As such, women are only able to collect gold from surface mines abandoned by men. Since the influx of metal detectors, the study found women were being forced to walk further afield to search for rocks containing gold. The high cost of the metal detectors puts them out of reach for most women, and instead, many find themselves more dependent on men, as they possess the capital and knowledge to operate them. Similarly, new ball miners are operated by men and again reinforce relationships of dependency. The paper does not provide any recommendations for practitioners to support women in gaining greater benefits from technological advancements in ASM. Rather, the authors highlight the need for further research in areas such as gender relations, family structures, and the different experiences of women based on their socio-economic status, age, and specific roles in ASM.

Themes: ASM as a livelihood for women; access to resources



## TOOLKITS, GUIDELINES, LEAFLETS, AND REPORTS

**African Minerals Development Centre. (2015). *African women in artisanal and small-scale mining*. [https://internationalwim.org/wp-content/uploads/2020/11/women\\_in\\_artisanal\\_and\\_small\\_scale\\_mining2015\\_en.pdf](https://internationalwim.org/wp-content/uploads/2020/11/women_in_artisanal_and_small_scale_mining2015_en.pdf)**

This short special report gives an overview of some of the main challenges and opportunities faced by women in ASM, with a focus on telling the stories of women miners in ASM. It was commissioned by the United Nations Economic Commission for Africa's African Centre for Gender in response to the AMV's articulation of the need for a mining sector that is safe, healthy, and gender and ethnically inclusive. It is based on a research project conducted in the DRC, Ghana, Guinea, Tanzania, and Zambia. It highlights recommendations from the study for greater financial inclusion of women in ASM, training, and capacity building, responsible mining techniques, support in accessing mining claims, amongst others. These high-level recommendations are aimed at influencing policy, planning, and actions in the ASM sector, better contributing to the transformational and developmental potential of ASM in Africa.

Themes: Access to resources; training and capacity building; policy recommendations

**African Minerals Development Centre. (2017). *Report on artisanal & small-scale mining in Africa: Selected countries policy profile review on ASM*. <https://delvedatabase.org/uploads/resources/ASMStudyReport2017.pdf>**

This study provides an overview of the mineral policy framework and regulatory landscape of several African nations and analyzes the extent to which each policy environment supports a sustainable and gender-sensitive ASM sector. The key roles of women in the ASM sector are assessed, and mining codes and regulations are evaluated to determine whether they contribute to the development and successful participation of women in ASM. Surveying the ASM sector in 17 African countries, this study is the first of its kind to assess, at the continental level, the extent to which each country's political and legislative environment supports the sustainable development of ASM in Africa, with a view toward gender equality and the participation of all stakeholders. The study focuses on 1) governance, including mining legislation, legal and fiscal frameworks, and institutions; 2) ASM benefits, including economic, social, financial, and infrastructure; and 3) negative impacts of ASM, including environmental, physical, social, and cultural. Key recommendations on policy and institutional reforms are provided to improve women's livelihoods and their successful participation in ASM.

Themes: ASM as a livelihood for women; gendered impacts of ASM; child labour and ASM; access to resources; LSM and ASM relations; policy and legal frameworks; policy recommendations

**Alonso, A.A. (2018). *Percepciones y imaginarios sobre el trabajo infantil en la minería de oro y carbón colombiana*. <https://www.icbf.gov.co/sites/default/files/percepciones-e-imaginarios.pdf>**

This report by the Alliance for Responsible Mining takes a nuanced perspective on the issue of child labour in the coal and gold mining areas of Colombia, based on findings collected during the Somos Tesoro project. By conducting in-depth research into the nature and drivers of child labour in three mining regions, the project was able to better



understand the nexus between child labour and local development, as well as the challenges to ASM formalization. It takes a gender-disaggregated perspective on the issue, looking at the differences between girl and boy miners in the target regions, as well as highlighting the perspectives of adult women on child labour. One of the main strengths of the study is its integration of the perspectives of both female and male miners on the issue of child labour. This allows the study to form one of its key conclusions that the discourse on the eradication of child labour in mine sites (and elsewhere) must be adapted to the realities, perspectives, and imaginations of those whom it most affects—in this case, the miners. In cases of extreme economic insecurity, legalistic and prohibitionist policies are not likely to be successful (and can be harmful by pushing child labour underground), particularly in communities who already feel marginalized by the state. Instead, the study pushes for inclusive and empathetic approaches that explore, in collaboration with affected communities, how child labour can perpetuate poverty and is harmful to the children involved, alongside a nuanced understanding of—and concrete support to—households who rely on the income of their children who work. The report concludes by advocating for child labour policy that addresses socio-economic factors and programming that promotes community action and initiatives, protecting not only the children involved but at the same time contributing to the local economic and social development of ASM communities.

Themes: Child labour and ASM; policy recommendations

**Alonso, A. & Rivera Guzmán, E. (2018). *Brechas de género en la minería. La minería artesanal y de pequeña escala colombiana desde una perspectiva de género. Alianza por la Minería Responsable.* <https://internationalwim.org/iwim-reports/brechas-de-genero-en-la-mineria-la-mineria-artesanal-y-de-pequena-escala-colombiana-desde-una-perspectiva-de-genero/>**

Based on data collected in nine Colombian municipalities, this report explores the gender gap—in terms of access to work, income, positions of authority, support, and knowledge of rights—that exists in Colombian ASM. The study aims to bring to light the gendered realities of ASM in Colombia to provide recommendations to strengthen the political, educational, cultural, and socio-economic participation of women in the sector. The study also stands almost alone in ASM literature by its acknowledgement of and support for LGBTQI populations within and around ASM communities. The report concludes with recommendations for policy-makers. These—while specific to the Colombian context—could also be more widely applicable to other ASM contexts. They include: the importance of i) gender-sensitive public policy, including in ASM formalization and monitoring; ii) a participatory approach that takes into account miners' voices and the differences between different mining activities and between groups with different levels of vulnerability; iii) education on the role and rights of vulnerable ASM communities such as women and LGBTQI populations; and iv) community-level and participatory work to change harmful gender norms beyond just ASM communities, among others.

Themes: ASM formalization; policy recommendations; women's contributions to the ASM sector



**Asia Foundation. (2013). *Gender assessment of small-scale mining in Mongolia*. [https://www.eda.admin.ch/dam/countries/countries-content/mongolia/en/resource\\_en\\_229028.pdf](https://www.eda.admin.ch/dam/countries/countries-content/mongolia/en/resource_en_229028.pdf)**

This extensive report showcases the results of a gender assessment of the ASM sector in Mongolia. The opening chapters provide an overview of gender relations and gender-based violence in the country, the national policy and legal framework related to small-scale mining and gender, and the role of women in ASM. The authors provide a detailed breakdown of the gender assessment methodology, including the topics discussed with women miners in focus groups and with expert stakeholders in interviews. The research findings cover a broad range of gender-related topics, including the gender division of labour, the reasons why women engage in ASM, the extent to which gender-based violence affects women's participation in mining, the impact of ASM on women's reproductive health, and barriers to women's advancement in the sector. The report outlines a range of recommendations related to policy, research, and multi-institutional cooperation. These are tailored to the Mongolian context but may be of relevance to practitioners working in other countries where women face similar challenges.

Themes: SGBV; gendered division of labour; policy and legal frameworks; policy recommendations; methodological resource

**Barreto, M. L., Schein, P., Hinton, J. & Hruschka, F. (2018). *Economic contributions of artisanal and small-scale mining in Rwanda: Tin, tantalum, and tungsten*. East Africa Research Fund. [https://www.responsiblemines.org/wp-content/uploads/2018/03/Rwanda\\_case\\_study.pdf](https://www.responsiblemines.org/wp-content/uploads/2018/03/Rwanda_case_study.pdf)**

The study reviews the contribution of the 3T ASM sector to Rwanda's national economy. The authors provide an analysis of legislation, policy and data gathered from cassiterite-tantalite and tungsten mines. It highlights barriers to and opportunities for improved sectoral performance, as well as providing recommendations for development and economic growth. There is some analysis of women's contribution to ASM. Women are typically confined to lower-paid roles for multiple reasons, including conservative gender attitudes, a lack of access to capital, and greater responsibility for household food security. Because women are less likely to own land, they are barred from becoming subcontractors. One case study provides positive examples of increasing the benefits women gain from ASM. The concession owner challenges prevailing beliefs that women cannot work underground by supporting them to develop a deep mineshaft. The report concludes by arguing that national policy targets in relation to women are insufficient to tackle inequality within the sector. The authors recommend that national mining programs promote cultural shifts regarding women's roles in ASM, contain gender-specific rights and provide training to give women greater access to higher quality positions.

Themes: ASM as a livelihood for women; women's contributions to ASM sector; policy and legal frameworks; policy recommendations; gendered divisions of labour

**Côté, G. E. (2014). *Women in the artisanal gold mining sector in the Democratic Republic of Congo*. Partnership Africa Canada. [https://impacttransform.org/wp-content/uploads/2017/10/Women\\_in\\_the\\_Artisanal\\_Gold\\_Sector\\_in\\_DRC.pdf](https://impacttransform.org/wp-content/uploads/2017/10/Women_in_the_Artisanal_Gold_Sector_in_DRC.pdf)**

The report provides a detailed overview of the challenges women face in ASGM in the DRC along with specific recommendations, many of which can be adopted by practitioners in other contexts. Interviews were conducted with women across three mining centres



in Orientale Province and South Kivu in 2013 and with members of government and civil society. The author begins by presenting an overview of women's position in Congolese society. An assessment of the 2002 Mining Code follows, which notes that although women are not directly discriminated against in the legislation, neither does it promote or protect women's rights. The study highlights challenges faced in generating interest among women miners in the research and provides guidance on how to interview those that are illiterate or reluctant to speak given the impact of wider power structures. The author summarizes 10 key findings from the research. These include women's roles in low-status ASM activities, the high prevalence of SGBV, women's lack of education, the socio-cultural obstacles that hinder their economic empowerment through ASM, and the lack of women's organizations. The author provides an extensive list of recommendations tailored to the Congolese context but are largely applicable to other countries. These include lobbying for gender-specific employment policies and the demilitarization of mine sites; awareness raising on SGBV, women's rights and reproductive health; and training for women on their rights, entrepreneurship, and the benefits of forming a women's organization.

Themes: ASM as a livelihood for women; SGBV; policy and legal frameworks; policy recommendations; ASM in CAHRAs/post-conflict; ASM associations and cooperatives; gendered divisions of labour





**Daley, E., Lanz, K., Narangerel, Y., Driscoll, Z., Lkhamdulam, N., Grabham, J., Suvd, B., & Munkhtuvshin, B. (2018). *Gender, land and mining in Mongolia. Women's land tenure security project (WOLTS) Mongolia.* <https://www.landportal.org/library/resources/wolts-research-report-no1/gender-land-and-mining-mongolia>**

This extensive report draws together the findings of the Women's Land Tenure Security Project in Mongolia, which investigated the state of women's land tenure security in pastoral areas affected by mining investments. Its aim is to uncover ways to improve gender equality in land tenure governance and support communities to withstand threats to their land and natural resources. The first chapter presents a holistic overview of Mongolia's geography, political history, economy, legal framework governing land and mining, gender equality indicators, gender division of labour, and the ASM sector. The majority of the report consists of two ethnographic case studies conducted in Bornuur Soum and Dalanjargalan Soum. The subject matter explored ranges from marriage, education, and housing to pastureland management, environmental degradation, and land allocation. The report provides a brief overview of the communities' involvement in ASM and some analysis of gender roles, although there is limited analysis of women's roles specifically in ASM. The description of fieldwork methodologies provided might interest practitioners seeking to explore similar themes in other contexts.

Themes: Access to land; methodological resource

**De Haan, J. (2018). *Socio-economic ASGM research methodology.* Delve. <https://delvedatabase.org/resources/socio-economic-asgm-research-methodology>**

This methodology provides an approach for collecting and analyzing socio-economic data on the ASGM sector. The document includes an explanation of the methodology, research questions it seeks to answer, examples of the methodology being used in practice, and template primary research tools. Within the guidelines for semi-structured interviews and group discussions are questions that could be asked of women miners. The questions relate to their role, use of mercury, the economic benefits of mining, barriers they face in advancing in the industry, their role in comparison to men, access to finance and land, and availability of training.

Themes: Methodological resource

**De Haan, J., Dales, K., & McQuilken, J. (2020). *Mapping artisanal and small-scale mining to the Sustainable Development Goals.* Pact. <https://www.pactworld.org/library/mapping-artisanal-and-small-scale-mining-sustainable-development-goals>**

The report reviews the positive and negative impacts of ASM on the 17 SDGs. The authors demonstrate how policy-makers can harness the development potential of ASM by adopting an SDG lens to (re)formulate policy frameworks. The analysis of SDGs 5 (gender equality) and 11 (sustainable cities and communities) in relation to ASM is most relevant to practitioners. The authors summarize the type of work women undertake and the barriers they face to advance in the sector. Positive examples of ASM empowering women are highlighted in Mali, Kenya, and the DRC. There is a discussion of how gender-responsive approaches to the formalization of ASM can reduce gender inequalities. The authors advocate for the adoption of inclusive ASM formalization strategies. A key starting point is ensuring strategies are evidence-based, including, among other factors,



data on gender dynamics. The report encourages taking a human rights-based approach to preventing the perpetuation of unequal power relations and the exclusion of women. The authors recommend engaging government representatives at all levels to generate buy-in for ASM formalization strategies. Creating a national vision for the ASM sector first can provide an overall framework from which to design formalization policies. The report warns that the effectiveness of using SDGs in formalization strategies depends on the extent to which countries domesticate them in their development frameworks. The authors conclude by providing examples of how multilateral institutions, regional policy platforms, donors, civil society organizations, and industry partners can support SDG-sensitive ASM formalization strategies.

Themes: SDGs; ASM formalization; policy and legal frameworks; policy recommendations

**Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH. (2019). *Encyclopedia of gender and mining*. [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 encyclopedia highlights the roles of women in the mining sector with a specific focus on the ASM supply chain. It features a range of programs and actors working in the ASM industry to support women and integrate gender considerations into the sector. The encyclopedia is organized by theme and includes topics such as Indigenous Peoples; women's participation in the workforce and economic empowerment; women human rights defenders; community engagement and participation; transparency, accountability, and good governance; and access to justice and litigation. It is a living document intending to provide practitioners with an overview of gender in the mining sector and a snapshot of key initiatives, actors, and programs in the ASM sector for the purpose of diminishing gender inequality and improving the situation of women in ASM.

Themes: ASM as a livelihood for women; gendered impacts of ASM

**Eftimie, A., Heller, K., Strongman, J., Hinton, J., Lahiri-Dutt, K., & Mutemeri, N. (2012). *Gender dimensions of artisanal and small-scale mining: A rapid assessment toolkit*. World Bank. <https://openknowledge.worldbank.org/bitstream/handle/10986/2731/675200ESWOP1100C0disclosed030150120.pdf?sequence=1>**

This toolkit was created to help policy-makers understand the gender dimensions of ASM and the different factors that influence how various genders are involved in, engaged with, and affected by ASM. Featuring analytical frameworks and instructional modules, the toolkit is designed for governments, NGOs, mining companies, and researchers to help explain the social, economic, and environmental dimensions of ASM. The toolkit's analytical framework was developed specifically for gender and ASM, yet it may be a starting point for understanding other types of marginalization within the sector. The question-based framework helps users identify the gender dimensions of ASM in a particular community and at each stage of the ASM value chain. This toolkit is designed to help policy-makers, researchers, and program managers in any country or community with an ASM population to respond to existing needs and opportunities. It also supports them in adapting any phase of policy, program, or project design and implementation with gender considerations in mind for the purpose of improving development outcomes and facilitating the engagement of all key stakeholders. The toolkit also outlines four pilot studies in Lao PDR, Tanzania, Mozambique, and Uganda that help practitioners understand



how the framework could be put to use and learn about the gendered impacts of ASM in these countries.

Themes: Gendered impacts of ASM; women's contributions to ASM sector; ASM as a livelihood for women; methodological resource

**Hayes, K. (2008). *2008 regional workshop: Small-scale mining in Africa - A case for sustainable livelihood*. Common Fund for Commodities. [https://delvedatabase.org/uploads/resources/Hayes\\_2008\\_CFC\\_Regional-Workshop-Small-Scale-Mining-in-Africa.pdf](https://delvedatabase.org/uploads/resources/Hayes_2008_CFC_Regional-Workshop-Small-Scale-Mining-in-Africa.pdf)**

This report was prepared in 2008 ahead of a Regional Workshop on Artisanal and Small-Scale Mining hosted by the Common Fund for Commodities. It is more than 10 years old, and thus some of the ASM-related statistics are now out of date. It remains useful, however, as a high-level overview of some of the main socio-economic, political, and environmental challenges and opportunities faced by the sector. It focuses primarily on the link between ASM and poverty alleviation, a discussion that was at the heart of development-oriented ASM policy and programming at the time. The chapter on women, gender, and ASM gives a good overview of women's participation and contributions to the sector, the marginalization of women from the sector, and the opportunities for women in ASM. It advocates for gender-sensitive approaches to project planning and implementation, as well as the importance of collaborating with women's associations.

Themes: Women's contributions to ASM sector; gendered impacts of ASM; ASM associations and cooperatives; policy recommendations

**Hidrón, C., & Koepke, R. (2014). *Addressing forced labour in artisanal and small-scale mining (ASM): A practitioner's toolkit*. Alliance for Responsible Mining Capacity Building Center. [https://www.responsiblemines.org/wp-content/uploads/2017/05/2014\\_ARM\\_ForcedLaborToolkit\\_finalversion\\_Nov14.pdf](https://www.responsiblemines.org/wp-content/uploads/2017/05/2014_ARM_ForcedLaborToolkit_finalversion_Nov14.pdf)**

This toolkit is designed to help practitioners understand how forced labour occurs in ASM. It provides tools for organizations, companies, and governments to help prevent, identify, and address forced labour. The document offers a detailed depiction of forced labour among women and girls. It includes unfree recruitment, adverse working and living conditions, threats of violence, restriction on freedom of movement, debt bondage, forced sexual exploitation, withholding of wages, and retention of identification documents. The toolkit also provides examples of forced labour in conflict and high-risk areas. In addition to providing seven tools to prevent, map, and tackle forced labour in ASM, it provides an extensive list of international guidelines, standards, and frameworks to research further.

Themes: Forced labour and ASM; methodological resource; ASM in CAHRAs/post-conflict

**Hinton, J. (2016). *The gender dimensions of tin, tantalum and tungsten mining in the Great Lakes Region*. Gender Resource Facility. <https://delvedatabase.org/resources/the-gender-dimensions-of-tin-tantalum-and-tungsten-mining-in-the-great-lakes-region>**

Commissioned by NGO PACT as part of its Scaling up Minerals Traceability Project to provide guidance on how the project can increase its contributions to gender equality, the study provides an overview of the gender dimensions of the production 3Ts in the GLR. The key findings of the study speak to some of the main challenges faced by



women in ASM in the GLR. Women in ASM tend to be disproportionately disadvantaged in terms of access to power and assets in ASM activities, as well as having access only to less well-paid jobs than their male counterparts. Often relegated to the periphery, women's work is often "invisible," increasing their vulnerability and limiting their access to formal support. Harmful gender norms tend to reinforce this marginalization. Greater mechanization and formalization can have positive effects on productivity and growth but negative impacts on the participation of women who are excluded from the consolidation of power that often accompanies mechanical and operational progress. Despite these challenges, ASM remains an important source of income and agency for women. Against this backdrop, the study speaks largely to the issue of ASM formalization. It emphasizes that unless the gender dimensions of ASM are recognized, valued, and incorporated into ASM policy and programming, the sector is unlikely to fulfill its potential as an engine of growth, development, peace, and security. Through recommendations targeted at a range of stakeholders in ASM research and policy, the paper provides guidance on achieving greater visibility, more nuanced understanding, and stronger support to women in ASM. The study advocates for a "new normal," wherein gender analysis and understanding, gender competence, and gender accountability underpin all intervention in ASM, to the benefit of gender equality in the sector.

Themes: ASM in CAHRAs/post-conflict; gendered impacts of ASM; gendered divisions of labour; ASM formalization; ASM as a livelihood for women; policy recommendations

**Hruschka, F. (2015). *Comparative analysis of ASM strategies in four countries of Africa, Asia and Latin America*. Estelle Levin Ltd. <https://delvedatabase.org/resources/comparative-analysis-of-asm-strategies-in-four-countries-of-africa-asia-and-latin-america>**

The report draws on secondary data to provide an analysis of ASM policy, legalization, and formalization in Ghana, Tanzania, Peru, and the Philippines. There is some discussion of women's role in the ASM sectors of each country, but it is not the primary purpose of the report. The author indicates that Tanzania has the greatest proportion of women working in ASM among the focus countries, constituting 25% of the workforce. The socio-economic advancement of women is reflected in an increasing number of women climbing the ASM hierarchy to become pit owners and mineral rights owners. The study also notes the important role women miner organizations play in creating more equitable access to and benefit from mineral resources. In turn, the enabling policy environment for ASM in Tanzania has permitted these organizations to flourish. Ghanaian women are mostly confined to panning, transport, and washing activities. Similarly, in Peru, transporting and processing the ore is an important income opportunity for rural women. Finally, in the Philippines, the author highlights the concerning reports of kidney pain, respiratory problems, and dizziness experienced by women who are often responsible for decomposing the amalgam with mercury over the kitchen stove.

Themes: ASM as a livelihood for women; ASM associations and cooperatives; women's health and ASM; gendered divisions of labour

**International Labour Organization. (2007). *Girls in mining and quarrying in Ghana*. [https://www.ilo.org/ipec/Informationresources/WCMS\\_IPEC\\_PUB\\_16295/lang--en/index.htm](https://www.ilo.org/ipec/Informationresources/WCMS_IPEC_PUB_16295/lang--en/index.htm)**

This study's purpose is to generate modern insights into the various roles girls play—and the challenges they face—in mining and quarrying in Ghana, to better inform policy and



planning programs. The study explores topics such as the types of hazards to which girls are exposed in mining; the socio-economic characteristics of girls involved in informal mining; the work environment; the recruitment process; and the motivations, perceptions, and expectations of girls involved in the sector. It also discusses the health implications of mining for girls in the sector.

Themes: ASM as a livelihood for women; gendered impacts of ASM; women's health and ASM; child labour and ASM; gendered divisions of labour

**IMPACT. (2020). *Toolkit: Gender impact assessments for projects and policies related to artisanal and small-scale mining*. [https://impacttransform.org/wp-content/uploads/2020/12/IMPACT-GIA-Toolkit\\_EN-2020\\_web.pdf](https://impacttransform.org/wp-content/uploads/2020/12/IMPACT-GIA-Toolkit_EN-2020_web.pdf)**

This toolkit by IMPACT supports the integration of gender and human rights into ASM initiatives, including projects, programs, policy, and legislation that support the formalization of the sector. The toolkit is written for civil society actors, mining associations and cooperatives, government departments and agencies, philanthropic foundations, and the private sector working in ASM to ensure the integration of gender equality into ASM-related projects and policies. It contains 14 tools to meaningfully support gender equality in the ASM sector, including gender impact assessments, gender impact matrixes, a gender impact mitigation and monitoring plan, and a gender communications profile. The toolkit underscores that projects or policies that seem gender blind or gender neutral by ignoring gender norms, roles, and relations may, in fact, reinforce gender-based discrimination, biases, and stereotypes and exacerbate existing inequalities. It advocates for moving from gender-blind to gender-transformative policies, regulations, and other initiatives to actively address the root causes of inequality between the genders and emphasize ways of transforming power relations toward equality.

Themes: Gendered impacts of ASM; ASM as a livelihood for women; women's contributions to ASM sector; methodological resource

**Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development. (2017). *Global trends in artisanal and small-scale mining (ASM): A review of key numbers and issues*. <https://www.iisd.org/system/files/publications/igf-asm-global-trends.pdf>**

This report provides a comprehensive overview of the key trends in ASM around the world, looking in particular at numbers—estimates for population, demographics, production, and formality—gathered from the most recent studies conducted on the sector worldwide. While not focusing specifically on gender in ASM, the report draws on gender-specific research and addresses the extent of women's participation in the sector. This includes the specifically gendered impacts of development interventions in ASM communities and gender-specific policy needs such as improved access to land and technical assistance for ASM women.

Themes: Gendered impacts of ASM; policy recommendations



**Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development. (2018a). *Women in artisanal and small-scale mining: Challenges and opportunities for greater participation.* <https://www.iisd.org/publications/women-artisanal-and-small-scale-mining-challenges-and-opportunities-greater>**

This paper investigates the key restrictions to women's full participation in the ASM sector with the aim of informing interventions to address those challenges. Its topics include economic issues related to a lack of access to land and other productive resources, often linked to traditional legal constraints to women owning or inheriting land and mineral rights. Women are also more likely than men to remain unregistered and informal miners, thereby limiting their access to finance and formal licences. Strong cultural norms may prevent women from controlling their income and earnings, which may compound women's inability to invest in mining technology and equipment, in addition to other challenges. Without a commitment to gender mainstreaming and attention paid to eradicating de facto or de jure discrimination against women at the policy level, existing gender prejudices may be directly or indirectly reinforced by the formalization process. The formalization process, often characterized by arduous requirements that many women are unable to fulfill, may thereby be a factor in stifling women's capacity to contribute to a productive and sustainable mining sector. This paper outlines opportunities for equity and greater participation for women in the ASM sector as well as increased empowerment in key decision-making processes, as it includes an overview of policy and regulatory interventions that can be taken in the areas of land, licences, and legal protection; access to finance; information, geological data, and networks; institutional support and services; and equipment technology.

Themes: Gendered impacts of ASM; ASM as a livelihood for women; women's contributions to ASM sector; access to land; access to resources; policy and legal frameworks; ASM formalization; policy recommendations

**Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development. (2018b). *Women in artisanal and small-scale mining: Interventions for greater participation: Case study.* <https://www.iisd.org/system/files/publications/igf-women-asm-interventions-participation-case-study.pdf?q=sites/default/files/publications/igf-women-asm-interventions-participation-case-study.pdf>**

This case study provides a selection of perspectives by key stakeholders on facilitating an enabling environment and support mechanism for women's success in ASM. Key policy interventions to implement a more conducive environment (and enable the global voices of women in ASM) include capacity building; communications and engagement; support for business and entrepreneurship; and the formation of women's associations and mining cooperatives. Recommendations also include the development of policies to support leadership skills, access to finance, roles for women in mineral value addition, and market access. The reports emphasizes the need for legislative and regulatory reform, as well as the importance of gender-based targets in regulatory frameworks.

Themes: ASM as a livelihood for women; gendered impacts of ASM; ASM associations and cooperatives; policy recommendations



**Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development. (2019). *IGF case study: Skills building for women in artisanal and small-scale mining.* <https://www.iisd.org/publications/igf-case-study-skills-building-women-artisanal-and-small-scale-mining>**

This report presents a case study on empowering women's meaningful participation in the ASM sector through the building of skills and institutional capacities. Drawing on the examples of skills training for women in ASM in Mongolia, Zambia, and Zimbabwe, it advocates harnessing the potential of women to facilitate transformative and developmental change in the ASM sector using appropriate support mechanisms such as capacity building. It acknowledges the role that governments, practitioners, and policy-makers can play in realizing this potential, and highlights the importance of national and local government involvement in donor-driven initiatives. In particular, a participatory and collaborative approach must be taken between national and local-level governments, donors, and grass-roots organizations such as civil society organizations and women's ASM associations.

Themes: Training and capacity building; women's contributions to ASM sector; policy recommendations

**International Labour Organization. (2007). *Girls in mining: Research findings from Ghana, Niger, Peru and the United Republic of Tanzania.* [https://www.ilo.org/ipec/Informationresources/WCMS\\_IPEC\\_PUB\\_5304/lang--en/index.htm](https://www.ilo.org/ipec/Informationresources/WCMS_IPEC_PUB_5304/lang--en/index.htm)**

This study aims to gather information on the gendered impacts of hazardous work on child labour, particularly as it pertains to the role of girls in the ASM sector. It presents information and statistics to help policy-makers and program managers understand how to incorporate gender considerations into interventions targeted toward children working in mines, so that girls and the issues they face are not overlooked and ignored. Gender-neutral programs supporting the withdrawal of children from mining and supporting the education of children may result in girls missing out on the benefits and support mechanisms these programs provide if gendered impacts are not taken into account, such as the double burden girls carry of a labour-intensive workload combined with domestic and family responsibilities in the home. The research presented is the result of field studies in Ghana, Niger, Peru, and the United Republic of Tanzania.

Themes: Gendered impacts of ASM; child labour and ASM; SGBV

**Levin Sources & Deutsche Gesellschaft für Internationale Zusammenarbeit. (2018). *Gender safeguards for the Kimberley Process: Global policy dimension.* [https://rue.bmz.de/de/publikationen\\_aktuelles/publikationen\\_neu/themen/gender/Gender\\_Safeguards\\_Kimberly\\_Process\\_Global.pdf](https://rue.bmz.de/de/publikationen_aktuelles/publikationen_neu/themen/gender/Gender_Safeguards_Kimberly_Process_Global.pdf)**

This policy brief, commissioned by the German Federal Ministry for Economic Cooperation and Development as part of its GIZ-implemented Extractives and Development sector program, provides guidance to the Kimberley Process (KP)—a tripartite global initiative between governments, civil society, and industry launched in 2000 to stop the trade in “conflict diamonds”—on how to better integrate a gender perspective into the initiative's reform process. The brief highlights the current strengths and weaknesses of the KP in promoting gender equality and provides recommendations on how it can be improved.



These include the collection of gender-disaggregated data; the facilitation of discussions around gender equality more widely than just SGBV and equality in law; capacity building of KP participants; understanding and addressing gender inequality in the KP and where it is implemented; and the publication of a commitment to gender equality. The brief provides policy-makers and practitioners looking to improve their basic gender awareness in extractives sector programming with straightforward, actionable, and widely applicable recommendations.

Themes: Policy recommendations

**Republic of Rwanda Mines Petroleum and Gas Board. (2018). *Facilitating gender mainstreaming in Rwanda's artisanal and small-scale mining sector*. [https://delvedatabase.org/uploads/resources/SDMR-2\\_Gender-Policy-Brief.pdf](https://delvedatabase.org/uploads/resources/SDMR-2_Gender-Policy-Brief.pdf)**

This policy brief shares the findings of a baseline study on gender and ASM in northern Rwanda, outlining the importance of enhancing women's participation in ASM. Along with the challenges women face in the sector, it provides an overview of national legislation and policies related to gender and considers their effectiveness in tackling challenges to women's participation. The brief concludes by setting out four recommendations that are largely applicable to contexts beyond Rwanda. They relate to governments and policy-making, civil society and NGOs, private mining companies, and artisanal and small-scale miners themselves.

Themes: Policy recommendations; ASM as a livelihood for women

**Rickard, S., Treasure, W., McQuilken, J., Mihaylova, A., & Baxter, J. (2017). *Women in mining: Can a mining law unlock the potential of women?* Adam Smith International & International Women in Mining. <https://internationalwim.org/wp-content/uploads/2020/11/Women-in-mining-Can-a-mining-law-unlock-the-potential-of-women.pdf>**

The report provides actionable recommendations for policy-makers, development partners, and industry players to increase women's participating in the mining sector. It provides an overview of the general barriers women face in ASM followed by a deeper analysis of the mining sectors in Malawi and Sierra Leone. The case studies highlight the involvement of women in ASM in these countries and identify gender-specific weaknesses in the national legislative frameworks. The authors identify seven findings: 1) It is important to distinguish between women's roles in LSM and ASM. 2) Women face discrimination in mining due to structural, social, and cultural barriers. 3) Access to land and finance are key barriers to women in ASM. 4) Effectively implementing existing laws and building on initiatives are important. 5) Education by government and industry is needed. 6) Associations need to support networking and increase the participation of women in mining and their access to markets. 7) The lack of reliable data disaggregated by gender is a problem. The report advocates for the inclusion of gender provisions in legislation, not just policy, and for legislation to be effectively implemented through sensitization workshops. Finally, the authors highlight five enabling factors that support successful legislative reform and implementation. These include leadership and political will, a combination of top-down and bottom-up approaches, coordination across government, men's participation, and commitment to a long-term vision.



Themes: Policy and legal frameworks; access to land; access to resources; ASM associations and cooperatives; policy recommendations; gendered divisions of labour

**Saferworld. (2016). *Gender analysis of conflict toolkit*. <https://www.saferworld.org.uk/resources/publications/1076-gender-analysis-of-conflict>**

This toolkit is designed to help practitioners integrate gender perspectives into conflict-analysis processes. It provides an overview of key gender concepts, followed by a breakdown of guiding questions to address when conducting research or implementing programs in this area. The toolkit contains templates for exercises that can be run with participants exploring gender roles, gender norms, and gender behaviours, as well as how they interact with conflict. Chapter 6 includes a topic guide on analyzing gender and conflict in relation to extractive industries. The authors provide examples of potentially conflict-contributing issues and the actions, impacts, and norms associated with them. There are extractives-specific exercises designed to be conducted with men and women in the mining sector. These explore the gender dimensions of extractive operations, how gender norms and behaviours influence control and access to extractive operations, gender roles in conflicts related to extractive resources, and how such conflicts impact gender norms.

Themes: Methodological resource; ASM in CAHRAs/post-conflict

**Swiss Agency for Development & Cooperation. (2015). *A human rights-based approach and gender equality: Manual*. <https://asmhub.mn/mn/files/download/562>**

This document is a training manual for governments, policy-makers, and practitioners responsible for developing and implementing policies in the ASM sector. It provides an overview of the human rights-based approach and the principle of gender equality, followed by examples of how to implement these in the ASM sector. In relation to gender, the manual provides guidance on how to pursue a gender strategy, examples of how miners experience issues of gender inequality, and ways to resolve these issues among miners. The manual branches out beyond gender and mining to provide examples of how a human rights-based approach can be used to tackle challenges in education, health care, and other areas. The manual is written in an accessible style and includes graphic illustrations. The examples of legislation, gender norms, and the ASM sector are drawn from the Mongolian context.

Themes: ASM as a livelihood for women; methodological resource

**United Nations Entity for Gender Equality and the Empowerment of Women. (2016). *Report on the Regional Sharefair on Gender Equality in the Extractive Industries: Building good practices*. <https://africa.unwomen.org/en/digital-library/publications/2016/01/report-on-the-regional-sharefair-on-gender-equality-in-the-extractive-industries>**

This report is an overview of the first ever Regional Sharefair on Gender Equality in the Extractive Industries, held in October 2015 and hosted by the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women). Researchers, policy-makers, development agencies, civil society organizations, business leaders, investors, and women in the extractive industries convened to discuss good practices, legal frameworks and policies, innovations, and data from research studies. Sessions on ASM discussed



the training and capacity building of women in ASM; lack of adequate equipment; lack of access to markets; health and safety issues (including the sexual exploitation of girls and women); cultural barriers to participation in the most well-paid positions; and information on minerals, licensing, and geology, among others.

Themes: ASM as a livelihood for women; gendered impacts of ASM; SGBV; policy and legal frameworks; training and capacity building; access to resources

**United Nations Environment Programme. (2013). *Women and natural resources: Unlocking the peacebuilding potential*. [www.peacewomen.org/assets/file/Resources/UN/women\\_natural\\_resources-gender\\_and\\_peacebuilding.pdf](http://www.peacewomen.org/assets/file/Resources/UN/women_natural_resources-gender_and_peacebuilding.pdf)**

The report includes a brief case study on women's participation in the artisanal mining sector in Sierra Leone. It highlights how many women have turned to gold mining following the civil war to supplement their income in a fragile economy. Women's ability to benefit from ASM depends on their access to assets, particularly land. The majority of the report explores other natural resources, with a particular focus on forest management and agriculture.

Themes: ASM as a livelihood for women; ASM in CAHRAs/post-conflict

**United Nations Entity for Gender Equality and the Empowerment of Women. (2016). *Mapping study on gender and extractive industries in Mainland Tanzania*. <https://delvedatabase.org/resources/mapping-study-on-gender-and-extractive-industries-in-mainland-tanzania>**

This mapping study explores six key themes: data collection on gender in the extractive sector, both globally and within Tanzania; women and men's engagement in supply chains; barriers and opportunities for economic empowerment in the sector, particularly for women; educational and vocational training; stakeholder engagement and initiatives; and gender considerations and relevant policies and legal frameworks. The study introduces policy and regulatory frameworks through a gender and human rights-based lens, with the goal of promoting gender equality and women's economic empowerment in the sector. It also uses a gender-based lens to explore issues such as land ownership; access to financial capital; licensing and ownership of mining rights; migration; income; and education level. Several subsectors of the extractive sector are studied, including gold, tanzanite, gypsum, and gemstones. The study considers topics from the viewpoint of a wide range of stakeholders, from government to civil society to development partners and the private sector. The objective of the mapping study is to inform policy dialogue and provide concrete interventions and development initiatives to support the transformation of women's roles in the extractive sector, as the sector is viewed as a vehicle to drive major economic and social development, both within the region and globally.

Themes: Gendered impacts of ASM; ASM as a livelihood for women; SGBV; training and capacity building; policy and legal frameworks; policy recommendations; access to resources



**University of British Columbia & Canadian International Resources and Development Institute. (2020). *Access to finance for artisanal and small-scale miners: Downstream buyer support for women miners in Indonesia*. <https://cirdi.ca/access-to-finance-for-artisanal-and-small-scale-miners-imagining-alternatives-and-creating-opportunities/>**

The report presents the successful access to finance model adopted in Tewang Pajangan, Indonesia and provides guidance for practitioners interested in replicating the model in other contexts. Before the initiative, the women panners in local artisanal gold mines earned less than their male counterparts. Their only source of finance was through “miner bosses.” After conducting a needs assessment, the local NGO YTS helped women panners formalize into a collective called Pamuan Jaya Panners. Capacity building was provided in areas such as business skills and mercury-free technologies. YTS facilitated a trading relationship between a Bali-based jewellery company, Gardens and Sun, and the collective. After signing a cooperation agreement, the jewellery company agreed to pay 20% above the local market rate for mercury-free gold panned by the women. They provided an initial loan to cover the cost of clean processing equipment that was paid off by deducting 10% from the gold price each month. The initiative has been successful in its first year, enabling women to scale their mining operations and increase their wages. An indirect effect of the model has been the prospering of local businesses, which have benefitted from the women’s increased purchasing power. The authors attribute the program’s success to its formation of inclusive partnerships, local government support, and the way in which it was designed not to disrupt the existing gold marketing chain in the village.

Themes: Access to resources; training and capacity building; ASM as a livelihood for women

**Weldegiorgis, F. & Buxton, A. (2017). *Informing dialogue on artisanal and small-scale mining in Tanzania: A thematic review of challenges and solutions*. International Institute for Environment and Development. <https://pubs.iied.org/16635iied>**

This paper presents the main findings and policy recommendations that came out of a series of dialogues run by the International Institute for Environment and Development, in partnership with HakiRasilimali, on challenges faced by ASM sector stakeholders in Tanzania and how to overcome them. Chapter 2 of the report provides guidance on supporting women’s roles in ASM. It summarizes the challenges facing women in Tanzania, highlighting women’s subordinate role in decision making, inability to own land, and experience of sexual abuse from traders. The authors provide recommendations for policy-makers, centring on a gender-sensitive roadmap for reform in ASM that addresses laws and policies alongside cultural practices and attitudes that undermine women. They call for positive discrimination in government policies, pointing to access to land and mining licences as key focus areas. A multi-sector response is recommended to root out gender discrimination in policy-making, education, and business. Women mining organizations are encouraged to advocate for a gender review of relevant legislation. Political leaders are called upon to promote women’s access to finance and geological data. Mining associations are identified as having a role to play in training and motivating women to enter the mining sector. The authors also present their case for gender-sensitive mining centres located near rural communities to provide value addition, selling points, and minerals information. The paper explores women’s roles in mining-linked businesses, advocating for a multistakeholder approach to incentivize women business owners. Finally, the authors suggest ways to advance women’s decision-making power in government and



mining associations. Although the paper is rooted in the Tanzanian context, many of its recommendations will be applicable to practitioners and policy-makers in other countries.

Themes: Policy recommendations; access to resources; ASM associations and cooperatives; access to land

**World Bank. (2014). *Women and artisanal and small-scale mining*. [https://olc.worldbank.org/sites/default/files/WB\\_Nairobi\\_Notes\\_4\\_RD3\\_O.pdf](https://olc.worldbank.org/sites/default/files/WB_Nairobi_Notes_4_RD3_O.pdf)**

This note delves into the various roles women perform in ASM and explores pathways to increased security and economic opportunities for women in the sector. It features case studies of programs around the globe focused on supporting women in ASM and investigates the structural barriers women face to empowered economic and social livelihoods. The note also presents best-practice examples of gendered ASM support strategies, including strategies to formalize and regulate the ASM sector; increased, gender-sensitive access to financial assistance; and gender-appropriate capacity building and training.

Themes: ASM as a livelihood for women; gendered impacts of ASM; women's contributions to the ASM sector; SGBV; gendered divisions of labour

**World Bank. (2015). *Resources and resourcefulness: Gender, conflict, and artisanal mining communities in Eastern Democratic Republic of the Congo*. <https://documents.worldbank.org/en/publication/documents-reports/documentdetail/262411467998211567/resources-and-resourcefulness-gender-conflict-and-artisanal-mining-communities-in-eastern-democratic-republic-of-the-congo>**

This study explores the gender dynamics of ASM in North and South Kivu, two conflict-affected provinces in the DRC. The study uses a human rights-based approach to examine issues affecting women in ASM, including mining's effect on the traditional family structure; sexual violence, rape, and predation in mining communities; the presence of armed militia; public health care issues, including the proliferation of HIV/AIDS, malaria, physical injuries, respiratory infections, and the lack of access to medical services; political corruption; and how power structures and access to quarries have been shaped by chronic warfare. Community voices of multiple genders are highlighted, including focus groups representing both men and women.

Themes: SGBV; women's health and ASM; child labour and ASM; ASM in CAHRAs/post-conflict

**World Bank. (2020). *2020 State of the artisanal and small-scale mining sector*. <https://delvedatabase.org/resources/2020-state-of-the-artisanal-and-small-scale-mining-sector>**

This is Delve's 2020 annual report on the state of the ASM sector. It focuses on how ASM's contribution to the achievement of SDG 8 (decent work and economic growth) can be maximized, and it includes an entire chapter on gender equality and data collection on ASM. The chapter opens with an overview of data indicating the number of women known to work in the ASM sector across the globe. The authors provide a brief literature review highlighting recent research findings related to the gender division of labour, gender norms, access to and control over resources and benefits, and decision-making in the



ASM sector. Three cases studies are profiled. The first one centres on the African Women in Mining Association's Jewelry project, providing guidance on how to survey national and local women's associations to produce a picture of their size, work, and distribution at all levels of the ASM production network. The second case study features the Moyo Gems initiative, which facilitates the trade of traceable gemstones from Tanzania to ethical international gemstone traders, enabling women miners to achieve a fair price for their gemstones. The final case study highlights research conducted among the Dayak people of Indonesia. The profile offers an overview of the gender mapping methodology applied, which may be replicated by researchers in other contexts.

Themes: Women's contributions to ASM sector; SDGs; ASM associations and cooperatives; gendered divisions of labour; methodological resource



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