

Exploring Gender Dynamics in Extractives Industry



Presentation Structure

- ▶ Key Message from UN Women Executive Director
- ▶ Why advocate for Gender Mainstreaming in Extractive Industries?
- ▶ Who are the women in EI
- ▶ Factors affecting Gender Dynamics
- ▶ Confronting gender related huddles in EI - Way forward

Key Messaging

“The extractive industries have the potential to **drive immense economic and social development**. However, it is vital that we consider how everyone is affected: women and men, and whole mining communities. If extractive projects are not **inclusive and sustainable** – including employment practices that are gender sensitive, and community investments that impact positively on gender equality and women’s empowerment – there are real **risks to social stability, inclusive growth and development, and even security.**”

UN Women Executive Director

Phumzile Mlambo-Ngcuka

Engendering EI -Context

- ▶ Discovery of large-scale deposits of Oil, gas and minerals in Africa; EI main drive of most economies— potential to transform lives, translated into jobs or household wealth;
- ▶ Sustainability of extractive industries could increase significantly by identifying bias and defining strategies to ensure equal benefits.
- ▶ EI have the potential to step up women's economic empowerment if transparent, fair
- ▶ Engendering the EI responds to rights norms and principles;
- ▶ Gender bias in EI sector, if unaddressed, could further widen the gender gaps in access to resources and resource-related opportunities
- ▶ The commitment to 'leave no one behind' is central to the SDGs processes



AMV - Gender Provisions

- ▶ The Africa Mining Vision espouses equity, social justice, equality, non-discrimination and protection of the marginalized groups.
- ▶ Advocates for inclusivity and promotes the participation of women in EI sector
- ▶ Encourages formalisation of ASM - women are more than 50%
- ▶ African countries and companies are increasingly mainstreaming gender into mining policy and services.



Who are the women in EI

- ▶ **Entrepreneurs in the Value chain**
- ▶ **Professional women**
- ▶ **Grassroots women(ASM)**
- ▶ **The Community women**



Factors affecting Gender Equality in EI?

- ▶ **Political will** and capacity-lack of legal frameworks, policies and programmes that consider their needs and protect their rights
- ▶ **Insufficient data** to inform gender responsive policies and action-laws and policies gender neutral;
- ▶ **Education**-science and technology-Understanding of the specificities, technicalities and politics of the sector;
- ▶ **Gender stereotypes**; Embedded socio-cultural norms, beliefs and practices on land and property ownership-Who gets compensated for land? Who gets employed, for what work and what pay? Who bears the burden of family care? Whose burden of work increases in the process?
- ▶ **Disproportionate power relations** between the genders in households and communities to public arenas, lack of a political voice;
- ▶ Limited capacity to take advantage of productive opportunities, Unfair competition; **Investment=Finance**, mechanization, Therefore need for deliberate policies and laws to support women, youths and
- ▶ Health and other social vulnerability, HIV, Prostitution; Burden of Care, work load and lack of social protection
- ▶ Limited access to and control of economic resources, etc;

Possible policy and Operational actions to enhance opportunities for Women in EI

- ▶ Generate data from **Gender Impact Assessments** -Use it for gender responsive evidence driven policies, laws and investments in EI;
- ▶ **Policies and legal frameworks:** -Currently little integration of gender issues into regional and national policies and regulatory frameworks; Need for policies that address the social, cultural, economic and political barriers, as well as the opportunities for women and young girls in the EI sector,
- ▶ **Local Content:** Oil, gas and mineral value chains have important opportunities for women's empowerment; Policies should underline this and emphasize job creation; Decent jobs, Equal pay for work of equal value in EI!!
- ▶ **Gender Roles:** Recognize women value addition and provide support along the chain of exploration, contracting and licensing, operations and extraction, value addition, tax and royalty collection, and revenue distribution and management,
- ▶ Education and Training for required skills and technical know-how
- ▶ **Formalization of ASM :**women make up between 40%-50% of the workforce in artisanal and small-scale mining (ASM) operations;

Possible policy and Operational actions to enhance opportunities for Women in EI

- ▶ Make **Financing** mechanisms inclusive and investment in gender responsive infrastructure;
- ▶ Promote **transparency and equity** in the sector to manage environmental degradation, economic disturbance, population displacement, income inequality, poverty and instability;
- ▶ Review existing **social norms** on gender relations and social issues emerging around EI;
- ▶ Address **discriminatory employment practices** and increase access to capacity building;
- ▶ Engaging women in community consultations and decision-making positions, With these women will be better equipped to actively participate in and exploit the economic potential within the various EI value chains
- ▶ Promote the Global Compact Women Empowerment Principles in EI

Efforts Towards Gender responsive EI in Africa

- ▶ Legislative reviews in most African Countries
- ▶ Aligning to The Africa Mining Vision (2009)
- ▶ The creation of women's advocacy bodies -AWIMA
- ▶ Private sector and non-governmental organizations have begun to develop tools and guidelines



Thank you, Asante Sana

