



Quick Scan:
Key Actors in Gender and Mining
in the Netherlands and Internationally

Gender Resource Facility

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Acronyms

ASM	Artisanal and small-scale mining
CSO	Civil society organization
CMI!	Count Me In!
CSR	Corporate social responsibility
EPRM	European Partnership for Responsible Minerals
FGG	The Fair, Green and Global Alliance
GAGGA	Global Alliance for Green and Gender Action
GBV	Gender based violence
GfG	Going for Gold
GRF	Gender Resource Facility
LSM	Large-scale mining
L&A	Lobby & Advocacy
MFA	Dutch Ministry of Foreign Affairs
NGO	Non-governmental organization
OECD	Organization for Economic Co-operation and Development
SRHR	Sexual Reproductive Health Rights
ToCs	Theories of Change
UHR	Upholding human rights
WHRD	Women human right defender

1. Introduction

In recent years, there has been a growing interest in exploring and working on gender and mining issues in artisanal and small-scale mining (ASM) as well as in the formal larger-scale mining (LSM) sector. Many international stakeholders have become active in this field, such as the World Bank, and UN Women in particular via its East and Southern Africa Office in Kenya. Also Dutch and international civil society organizations are working on different projects and initiatives of which some are financed by the Dutch Ministry of Foreign Affairs (MFA). Furthermore, at the EU level, MFA is noticing increased attention from Dutch private sector actors to sustainability in the mining sector, and MFA has been one of the initiators of the European Partnership for Responsible Minerals (EPRM) agreement in line with the OECD Guidance for responsible sourcing.

From MFA's point of view there is now momentum building and new opportunities for gender integration in mining and it has requested the Gender Resource Facility (GRF) to provide assistance. This quick scan report thus forms part of a larger GRF assignment to support MFA to prepare the ground for strategic integration of gender equality issues in mining. Other activities include a Learning and Sharing meeting on gender and mining for key organizations identified through the quick scan (organized in November 2016), an action plan for creating a community of practice and partnership between MFA and other key stakeholders as well as support to MFA's integration of gender into the 2017 OECD Forum on Responsible Mineral Supply Chains.

An overview of key gender and mining actors has so far been lacking, which has made it difficult for like-minded organizations or actors committed to improve gender integration in mining and mineral supply chain work to learn from each other, access information and strengthen collaboration. This quick scan offers a general overview of the work of key actors engaged in gender and mining and falls in two parts: part one for the Netherlands and part two for international actors. The objectives of the quick scan are to:

- prepare an inventory of key actors working on gender and mining in the Netherlands and internationally;
- create an overview of the type of work done on gender and mining by key actors, where they are working, who they are partnering with, and what they have published in this area, if any;
- to identify the specific interests of the identified key actors on gender in mining; and
- for the Netherlands only, mobilize participants and identify themes to be addressed in the learning and sharing meeting that forms part of the larger GRF assignment.

For the purposes of the quick scan a distinction is made between gender strategic work and gender integrated work. In gender strategic work engaging with gender concerns is the primary focus of the interventions or activities, while in gender integrated work consideration to gender concerns are integrated into interventions which have another principal focus, for example, nature conservation or value chains. In this quick scan, key actors in gender and mining are defined as organizations engaged in gender strategic work.

1.1 Approach and Process of Quick Scan

In the Netherlands, the quick scan and preparing for the Learning and Sharing event on gender in mining overlapped. In the course of preparing the quick scan, GRF approached around 40 organizations in the Netherlands from civil society, and the public and private sector. A number of questions (Box 1) and a set of data collection methods guided the quick scan process. It began with contacting organizations known to MFA - many of whom in fact receive MFA funding for gender and mining work - as well as members of the Platform Water and Mining¹.

The first contact via e-mail was used to inquire about possible work and publications on gender and mining, and to gauge interest in participating in MFA's Learning and Sharing event. For organizations that responded positively, e-mail conversations followed to deepen the understanding of their work, and mainly for organizations identified as key actors, phone/Skype conversations or face-to-face meetings followed many of which were also used to prepare for the Learning and Sharing event. A

¹ The Platform Water and Mining is a multi-sector initiative that aims to facilitate information exchange and connect partners on Water and Mining in the Netherlands. Its secretariat is facilitated by the Netherlands Water Partnership (NWP).

snowball sampling approach was used to identify as many actors as possible, meaning that organizations contacted initially were asked to help identify, through their professional networks, other organizations who work on gender and mining. Online searches of internet sites and published material accessible in the public domain was also used to identify organizations and collect relevant information.

For key actors working strategically on gender and mining, a 1-2 page summary sheet was drafted on the basis of obtained information as well as deliberations of the Learning and Sharing event (section 2.6). As the majority of the identified key actors are involved in strategic gender and mining work as partners in Dutch led alliances and multi-partner projects, summary sheets were prepared at the level of these multi-partner initiatives. In the case of three key actors, gender and mining work was carried out separate to the multi-partner initiatives, in which case summary sheets were prepared at the level of the organization. Key actors (including lead partners of multi-partner activities) were requested to validate the summary sheets. In some cases, the key actor contributed more detailed information and the level of detail therefore differs to some extent between the final summary sheets. At the end of the quick scan process, a matrix summarizing information across key actors identified was finalized (section 2.7).

The international part of the quick scan followed a similar process but was obviously not overlapping with the organization of the Learning and Sharing event on gender and mining. This part was furthermore built on a stakeholder mapping recently presented in the MFA financed and GRF supported study “Advancing Gender Equality in the Scaling Up Minerals Traceability Project”.²

Box 1: Guiding Questions for the Quick Scan

- What organizations are engaged in gender and mining?
- What work are they doing (including type of work; mining scale; minerals covered; level of engagement; thematic orientation)?
- Where are they working?
- What partnerships have they established related to making mining more gender aware, if any?
- What are their interests vis-à-vis gender and mining?
- What key publications have they produced/published about gender in mining?

1.2 What is Included in the Quick Scan?

Following this introduction, the quick scan has three main chapters. Chapter 2 provides a summary of the broad findings across Dutch organizations or organizations based in the Netherlands with a focus on key actors engaged strategically in gender and mining work, and Chapter 3 interprets information across key international organizations also working actively with gender and mining concerns. Both sections include a summary matrix to allow a quick visual overview and comparisons between key alliances, multi-partner projects and organizations identified as key actors, as well as a more detailed summary sheet for each of them. Finally, Chapter 4 presents reflections on results of the quick scan for future strategic thinking.

1.3 Limitations

The quick scan has a number of limitations that should be appreciated by the reader.

- Firstly, it is as its title indicates a quick scan of key organizations engaged in gender and mining work in the Netherlands and at the international level. It is not a comprehensive gender assessment of the work and activities of organizations working across mineral supply chains.
- Secondly, it selectively covers organizations with existing programs and initiatives engaging strategically with gender and mining work. It does not include organizations that are about to or potentially interested in getting involved in gender and mining work.
- Thirdly, there might be relevant work and organizations that are not included in the quick scan. The quick scan depended on busy organizations and staff finding time to provide necessary information to GRF and on documentation in the public domain, which was not always sufficient. Throughout the course of conducting the quick scan, additional

² Hinton/GRF/MFA, report August 2016 (GRF project 25797-26)

organizations, initiatives and programs were identified for future consideration, as described in Annex 1 and 2.

The quick scan could be considered a 'living document' and the inventory could be updated with regular intervals and new summary sheets could be drafted as more information becomes accessible and new organizations become strategically engaged in gender and mining.

2. Key Actors in Gender and Mining - the Netherlands

This chapter presents the broad findings of the quick scan across actors identified in the Netherlands with a focus on those engaged in gender and mining work. It is structured along the lines of:

- A broad inventory of different actors, alliances and programs (Section 2.1)
- Characteristics, geographic and programmatic scope and strategic interests of organizations and initiatives selected for profiling via the quick scans based on their strategic interest and activity in gender and mining (Section 2.2 to 2.5).
- Summary sheets and matrix of key actors for profiled actors, alliances and projects (Section 2.6 and 2.7)

2.1 Inventory of Gender and Mining Actors in the Netherlands

Multiple organizations, institutions, projects and alliances were rapidly reviewed for potential inclusion in the quick scan.

Table 1 outlines actors and alliances that strategically address gender concerns in their work. These were profiled and analyzed via more comprehensive review, as presented in Sections 2.2 to 2.7.

Table 2 outlines a number of other actors who have begun to engage in gender and mining work or are interested to explore this nexus within their current activities. These have not been strategically active (and therefore are not profiled herein) but many have gender work in the pipeline and/or could emerge as more prominent players in the near future and/or are well positioned to contribute to the discourse and therefore should be integrated in future discussions and dialogue.

Table 1: Inventory of Strategic Gender and Mining Actors in the Netherlands

Name	Gender Strategic			Participated in Learning and Sharing Event (Nov 2016)	Gender Integrated	Strategic Gender and Mining Work in the Pipeline
	Alliance Member	Multi-partner project	Other Activities			
Key actors						
ActionAid	X	X	X	X		
Both ENDS	X	X		X		
Mama Cash	X			X		
Simavi		X	X	X		
Solidaridad	X	X	X	X		
SOMO			X	X		
Members of alliances and multi-partner projects but not independently engaging strategically with gender and mining						
Clean Clothes Campaign,	X					
Friends of the Earth Netherlands	X					
Healthy Entrepreneurs		X				
Transnational Institute	X					

Table 2: Inventory of Potentially Emerging Gender and Mining Actors in the Netherlands

Name	Gender Strategic			Participated in Learning and Sharing Event (Nov 2016)	Gender Integrated	Strategic Gender and Mining Work in the Pipeline
	Alliance Member	Multi-partner project	Other Activities			
Integrated gender approach and/or in process of engaging with gender and mining work						
IUCN ³					X	
GOMALIVE project ⁴					X	X
Leiden University ⁵				X	X	
Institute of Social Studies, Erasmus University ⁶						X
World Waternet					X	X
Actors interested in exploring gender and mining concerns and participants in Learning and Sharing event						
Fairphone				X		
Netherlands Enterprise Agency				X		
Partnering for Social Impact				X		
PAX				X		
Royal Haskoning DHV				X		
Wageningen University & Research Centre				X		

Subsequent sections focus primarily on the characteristics, scope and strategic gender interests of those organizations, alliances and projects prioritized for profiling.

³ IUCN NL supports local organizations in the South (including Bolivia, Burkina Faso, Ghana, Guinea, Madagascar, Mozambique, Philippines, Tanzania) in their good governance work in the mining sector, including lobbying and advocacy to bring about changes in mining legislation, and cooperate compliance <https://www.iucn.nl/en/themes/environmental-justice>. Recently, gender integration into this work is happening more systematically (personal communication).

⁴ The GOMALIVE is an interdisciplinary research project of Wageningen University that seeks to explore livelihood-improving technologies, education and capacity building strategies for abating and mitigating toxic contaminants from artisanal and small-scale gold mining (ASGM) in Tanzania.

<http://www.wur.nl/en/project/Gomalive-Artisanal-and-Small-scale-Gold-Mining-in-Tanzania.htm> The current project does not directly engage directly with gender and mining concerns but a proposal for a PhD under the project has been submitted with a strong gender focus (personal communication).

⁵ Institute of Cultural Anthropology and Development Sociology of the University of Leiden), carries out research on mining and corporate social responsibility, in particular economic anthropology research focusing on the booming business of goldmining in West Africa <https://www.universiteitleiden.nl/en/staffmembers/sabine-luning>

⁶ ISS post-doc research is starting on 'Mining reforms and the changing roles of women in mining communities in DRC' under the Secure Livelihoods Research Consortium led by the Overseas Development Institute (ODI) in London (personal communication).

2.2 Characteristics of Organizations Strategically Engaged in Gender and Mining

The quick scan identified six key actors in the Netherlands engaging strategically with gender and mining concerns, namely ActionAid, Both ENDS, Mama Cash, Simavi, Solidaridad and SOMO. They are all civil society organizations working with partners in the South, with each other and with other Dutch or Northern-based partners. Most are members and partners in one or several Dutch led alliances and multi-partner projects that involve a direct focus on gender and mining issues.

The quick scan identified three such alliances: Count me in! (CMI!), Fair, Green and Global (FGG) and the Global Alliance for Green and Gender Action (GAGGA), and two multi-partner projects: Going for Gold (GfG) and Upholding Human Rights (UHR). In the mentioned alliances and projects, there are members that are less directly involved in gender and mining activities given their purpose, interest or expertise. These actors are included in the inventory but are not characterized as key actors in the quick scan inventory.

Three organizations also carry out gender and mining focused work separate to these multi-partner initiatives, that is ActionAid, Solidaridad and Somo.

With the exception of GfG, mining is not the sole sectorial focus of the multi-partner initiative or organization. Often mining is combined with a focus on extractives or even broader with natural resources management. Most key actors can be characterized as human rights organizations; one is an environmental non-government organization (Both ENDS); one is focusing on value chains (Solidaridad - with a focus on the gold supply chain); one is specialized in sexual and reproductive health and rights (SRHR – Simavi); and one on Corporate Social Responsibility (CSR – SOMO).

A number of organizations working in the mining sector use a gender integrated approach to their work, such as for example IUCN and World Waternet. Under this category also falls a number of University based research initiatives (GOMALIVE project at Wageningen University and the Institute of Cultural Anthropology and Development Sociology of the University of Leiden). According to quick scan informants there is more gender strategic research work proposed at Wageningen University and starting up at the Institute of Social Studies (ISS) at the Erasmus University (see table 2 for more detail).

The quick scan did not identify private sector organizations engaged in strategic gender work but it did bring to the fore interest and curiosity in the topic on the part of private sector organizations in particular Fairphone and Royal Haskoning DHV, who participated in the Learning and Sharing meeting on gender and mining.

MFA is the only public organization strategically engaged in gender and mining work. Most significantly, MFA is funding a considerable amount of strategic gender work in the mining sector carried out by Dutch and international NGOs, e.g. a large majority of the work of Dutch or Netherlands-based NGOs covered in the quick scan is funded by MFA (see summary sheets).

2.3 Scope of Work

From the quick scan and the related Sharing and Learning event on gender and mining it is evident that multiple Dutch actors have expertise at the nexus of gender and mining in different geographies and in different thematic areas including: from artisanal to large scale mining; from grassroots level projects to international policy making; from health and environment to economic empowerment and enhanced participation in decision making, and; from mineral production and through supply chains to consumers. This section presents some overall findings in that regard.

Type of work: The gender work of the identified key actors includes **research and knowledge work** such as SOMO's research of the gender dimensions of multinational companies' operations, the MFA supported research on advancing gender equality in the scaling up minerals traceability project in the Great Lakes Region (GLR); case building work under UHR to generate evidence on the impact of large scale mining projects on women's rights; and ActionAid's support to the research efforts of the Women in Mining Network (WoMin) for example around unpaid care-work of women in extractive communities. Many key actors are involved in **program implementation** with Southern partners such as ActionAid, Both ENDS' and FGG's support to empower individuals and communities

affected by mining; CMI's work with women human right defenders (WHRD) and attention to gender based violence; and the work of GfG partners to improve women's working conditions and create alternative livelihoods, including the unique SRHR focus of Simavi. **Capacity strengthening** of Southern partners is also covered by most actors and a major focus of CMI! and GAGGA led by Mama Cash and Both ENDS.

All actors are involved in **lobby, advocacy, campaigning and policy influencing** and such work happens at different levels and towards different audiences:

- GAGGA advocates for policies and legal frameworks that fulfill women's rights and environmental justice.
- Improved corporate conduct in global mineral supply chains including compliance of companies and industries to international standards, women's rights, and due diligence requirements for minerals originating from conflict-affected areas, is at the core of the work of FGG, Solidaridad and SOMO.
- Influencing standard setting and policies on responsible mineral supply at European and international levels, amongst others to ensure that gender concerns are well integrated, is part of the work done by Solidaridad and ActionAid by the latter especially stressing the linkage to evidence emerging from community level engagement.
- And finally, lobby and advocacy towards the public in their role as consumers and citizens is part of the work done by FGG and Solidaridad.

Scale: All scales of mining are represented but more actors are involved in strategic gender work related to large-scale mining (CMI!, FGG, GAGGA, UHR, ActionAid, Solidaridad, SOMO) than to artisanal and small-scale mining (GfG, ActionAid and Solidaridad).

Minerals: Gold gets most attention in the gender and mining work of Dutch organizations, but many others minerals are covered too including, cobalt, coal, copper, diamonds, iron ore, platinum, and uranium, and gender and mining work is also done in connection to coal and salt mining. Some actors do not have specific focus but potentially work with all minerals subject to extraction, in particular CMI!, GAGGA, and ActionAid.

Level of engagement: All levels of engagement are represented including: from grass-roots level with individual men and women miners as workers to mining communities; from grass-root organizations organizing women to capacity strengthening of partners in the South (communities, CSOs, companies/mines, governments); and from lobby and advocacy at household and community level (such as concerning GBV), vis-à-vis companies and industries in mineral supply chains and to policy influencing at national, regional (Africa Mining Vision, WoMin) and international levels (European Union, OECD, bilateral donors, and multilateral organizations including the United Nations).

Thematic orientation:

Women rights are human rights:

- Women human rights defenders primarily in the context of large scale mining and its linkages to environmental justice
- Working conditions, including fair mine practices for women and the compliance of extractive industries to international labor standards and human rights
- Gender dimensions of the impact of large-scale development projects including of multinational companies' operations in fragile and conflict-affected areas
- Women's economic empowerment in mining communities
- Sexual and reproductive health and rights for women in mining communities
- Sexual and gender-based violence (women human rights' defenders)
- Women's voice, leadership and participation in decision-making processes

Capacity strengthening at the grassroots level to address gender concerns:

- Participatory monitoring by affected individuals and communities
- Grassroots organizations' ability to claim rights and make complaints vis-à-vis relevant local, national and international actors and institutions

- Networking and collective action in mining areas to engage in effective lobby and advocacy

Gender and mineral supply chain actors:

- Working with mines and companies to improve the supply chain
- Awareness raising of mineral buyers (such as European gold buyers) about upstream realities, including how mining impacts women
- Support to mineral supply chain actors (including mineral buyers) to adopt gender responsible practices
- Tapping into particular interests of down-stream companies to reach women consumers
- Awareness raising of the consumers

Corporate conduct and accountability with attention to gender equality:

- Compliance of mining and extractive industries to international standards of human, labor and community rights, and to due diligence in conflict affected areas
- Compliance to fair trade standards and certification

Engendering Dutch, European and international policy on responsible mining:

- Policy influencing and campaigning to secure gender responsive national and international policies (including trade and investment) built on research and local knowledge
- Includes gender integration into international standard setting, (fair trade) certification, covenant processes, strategies and guidelines etc.

2.4 Geographical Scope

GAGGA covers close to 30 countries but it is not clear if gender and mining work takes place in particular ones. In the case of CMI! the gender and mining work has so far been focused on 11 countries in Meso America and Africa. For other key actors, most work is done in Africa, followed by Latin America and with only India covered in Asia.

- **Africa:** Angola (ActionAid), Democratic Republic of Congo (ActionAid and SOMO) Ghana (GfG, Solidaridad), Kenya (ActionAid, FGG, UHR, Solidaridad), South Africa (ActionAid, UHR), Tanzania (GfG) and Uganda (FGG, Solidaridad), Zambia and Zimbabwe (ActionAid and FGG) and Liberia, Sierra Leone and South Sudan (SOMO)
- **Latin America:** Colombia (Solidaridad and SOMO) and in Argentina, Bolivia and Peru (Solidaridad)
- **Asia:** India (UHR)

2.5 Strategic Interests of Key Actors

The experiences and aspirations of key actors that came to the fore during the quick scan illustrate two different strategies for making the case of gender integration in the mining sector:

Making the 'right-based case' for gender integration in mining: The majority of key actors work from a right-based approach to development, and their core purposes relate to protecting, fulfilling and promoting women's rights as human rights and gender justice. Making a rights-based case for action in the mining sector includes building up evidence on how legal frameworks and human rights instruments (and other comparable frameworks or standards such as international labor standards, certification and standard related to fair trade, OECD's due diligence guidance etc.) effectively can be used to address gender concerns.

Making the 'business case' for gender integration in mining: A number of actors engage strategically with market mechanisms to improve attention to gender equality at different steps in the minerals supply chain. Action includes supporting downstream companies to purchase mineral supplies from certified chains, tapping into particular interests of companies to reach women consumers such as of jewelers, promoting women's employment in mines and mining sector companies, and advocating to the public as consumers. Making a business-case for gender integration in the mining sector involves clarifying what would make it attractive and credible to different audiences and stakeholders (civil society, public and private sector actors).

The diversity of the mining sector within different contexts, countries and in relation to different minerals and commodities present obvious challenges for strategic approaches to gender equality. Irrespective of difference in strategic direction of key actors in the Netherlands, there is a common concern to work out more practical strategies and tools to engage with this diversity and effectively increase commitments to gender equality within different stakeholders and organizations in the mining and extractives sector and mineral supply chains. There is acknowledgement amongst Dutch actors that some other sectors have been far more successful in integrating gender equality concerns (in particular agriculture, forestry) and there is interest to understand why and learn from successes in other sectors.

2.6 Summary Sheets of Key Actors

Summary sheets have been prepared for alliances, multi-partner projects and organizations in the Netherlands that address gender concerns strategically in their work.

The summary sheets present the following information:

- Description (purpose, objectives and thematic orientation)
- Mineral(s)
- Mining Scale
- Level(s) of engagement
- Activities
- Country coverage
- Partners and alliances
- Funding
- Links
- Relevant document
- Contact person(s)

Contact details are included to make it easy for anyone interested to ask for more information and to create more opportunity for sharing and learning.

These organizations are summarized in Section 2.7, below.

Alliance	
	Count Me In!
Description	<p>Count Me In! (CMI!) is a consortium made up of five feminist organizations led by Mama Cash (The Netherlands) with the Association for Women’s Rights in Development (AWID, Canada/Mexico), CREA (India), Just Associates (JASS, USA), and the Urgent Action Funds (Urgent Action Fund-Africa – Kenya, Urgent Action Fund-Latin America – Colombia, Urgent Action Fund - USA). The consortium runs from January 2016 until December 2020.</p> <p>CMI’s main goal is to contribute to a safe and inclusive, enabling environment for women’s rights defenders and organizations, by implementing two overarching strategies:</p> <ul style="list-style-type: none"> • Develop and strengthen the capacities of women’s rights defenders and organizations to lobby and advocate for their human rights (at local, national, regional and global levels) • In coordination with its local partners, to engage in direct lobby and advocacy to support critical initiatives and processes in a variety of policy-making spaces, focusing at the international and regional levels. <p>CMI! aims to build the capacities of women’s rights groups, especially the ones representing constituencies most affected by injustice and discrimination, so that they are able to engage effectively with key sectors and leaders to increase respect for women’s rights, with desired outcomes of changed social norms, changed laws and policies, and changed (increased) control over resources and decision-making.</p> <p>The Consortium works in the following three thematic areas: Gender-Based Violence, Economic Justice and Sustainable Resourcing. The Consortium priority constituencies are: indigenous women, women from groups targeted by racism, working-class women, lesbians and bisexual women, disabled women, sex workers, trans* people and HIV-positive women.</p>
Mineral	Not mineral specific – depends on local context.
Mining Scale	Large Scale Mining
Level of Engagement	<ul style="list-style-type: none"> • Local community (women’s CSOs and human rights defenders, marginalized women, girls and trans* people) • National & regional (labor rights and land and natural resource rights) • International (strategic lobbying & advocacy efforts within donor communities and bilateral agencies, and future work includes the plan to host a tribunal on the extractive industries in 2018).
Activities	<p>CMI! Partners and CMI! Members’ lobby and advocacy efforts in the mining sector are focusing on safety, freedom of expression, security and protection of Women Human Rights Defenders (WHRD’s) that oppose large scale mining projects that undermine and destroy the rights of (indigenous) people to access and control over land and natural resources, facing violence because of their resistance to projects that have not been designed on the principles of Free, Prior, Informed Consent. The specific focus of CMI! Is on the gendered aspects of safety, freedom of expression, security and protection of WHRD’s. More generally, CMI! Members:</p> <ul style="list-style-type: none"> ➤ develop and strengthen the capacity of marginalized women, girls and trans* people to effectively prevent and counter gender-based violence. ➤ combat gender-based violence through changing social norms that tolerate violence and by securing and demanding implementation of laws and policies that address violence. ➤ work in the specific areas of labor rights and land and natural resource rights. ➤ support marginalized women, girls and trans* people to organize to address immediate factors of poverty and inequality, secure labor rights and protect access to and control over land/property and natural resources. ➤ contribute to an improved enabling environment by advocating for sufficient funding in the donor community to advance the rights of marginalized women, girls and trans* people.

	<ul style="list-style-type: none"> ➤ conducts strategic lobbying and advocacy efforts within donor communities, including public, corporate and private donor networks and gatherings as well as donor spaces at the UN, OECD and bilateral agency meetings. ➤ engage in direct lobby and advocacy regarding Gender-Based Violence and Economic Justice with a focus on building enabling environments for activists, organizations and movements, in particular safety, freedom of expression, security and protection of WHRSs that work on GBV and Economic Justice. ➤ engage in direct lobby and advocacy regarding Sustainable Resourcing, and this work is most often conducted in what are commonly known as “donor countries” in Europe and in the US.
Country coverage	<p>Low and low-middle income countries in particular: Bangladesh, India, Indonesia, Pakistan, Philippines, Sri Lanka, Kenya, Malawi, Uganda, Zambia, Zimbabwe, Egypt, Nigeria, El Salvador, Guatemala, Honduras, Nicaragua and a secondary focus on: Cambodia, Kyrgyzstan, Myanmar, Nepal, Timor Leste, Uzbekistan, Cote d’Ivoire, Mali, Senegal, Sierra Leonine, Sudan, South Sudan, Tanzania, Bolivia, West Bank/Gaza.</p> <p>Focus of the work on gender and mining has been so far been on Meso America and Africa.</p>
Alliance partners	<p>Alliance partners in the Netherlands: Mama Cash is a global grassroots fund, funding both grassroots groups and women’s funds on environmental justice agendas, and providing capacity support to both groups and funds.</p> <p>Other alliance partners: Association for Women’s Rights in Development (AWID, Canada/Mexico) CREA (India) Just Associates (JASS, USA) Urgent Action Funds (Urgent Action Fund-Africa – Kenya, Urgent Action Fund-Latin America – Colombia, Urgent Action Fund - USA).</p>
Funding	Dutch Ministry of Foreign Affairs – Dialogue and Dissent
Links	<ul style="list-style-type: none"> • http://www.mamacash.org/news/mama-cash-led-consortium-selected-strategic-partner-dutch-ministry-foreign-affairs/ • http://www.mamacash.org/count-me-in-three-thematic-areas/
Contact Person	Daphne Zwaaneveld - d.zwaaneveld@mamacash.org Ireen Dubel - i.dubel@mamacash.org

Alliance	
	Fair Green and Global
Description	<p>The Fair, Green and Global (FGG) Alliance (January 2016 – December 2020) consists of six civil society organizations (CSOs) based in the Netherlands - Both ENDS, ActionAid, Clean Clothes Campaign, Milieudedefensie (Friends of the Earth Netherlands), SOMO and Transnational Institute and around 300 CSOs and networks around the world. The overall objective of the FGG Alliance, which is to contribute to a socially just, inclusive and environmentally sustainable world. FGG Alliance members and partner organizations contribute to each other's capacity to lobby and advocate. FGG is focused on three interlinked Theories of Change (ToCs):</p> <ul style="list-style-type: none"> • ToC1: Improved corporate conduct; • ToC2: Improved trade and investment; • ToC3: Improved financial and tax systems. <p>The mining / extractives sectors are specifically addressed in the first ToC around corporate conduct by address shortcomings in corporate regulation and accountability; in government interventions that regulate corporate conduct; and in corporate conduct in consumer goods such as electronics (also related to labor rights). In addition, protection of human rights defenders is addressed in the mining / extractives sectors incl. access to remedy for victims of human rights and environmental abuse. Impacts of and solutions to the above problems are often 'gendered': the FGG Alliance observes that the current injustices in global extractives value chains affect women and men in different ways. Given women's roles as caregivers and responsibility for securing water and food, women suffer disproportionately from the loss of land and access to resources. An often overlooked impact on women is their increasing unpaid care work when their family members fall ill due to mining activities. Other common issues that women face in and around the mines are health issues, sexual harassment, abuse, increasing engagement in sex work, and increasing levels of HIV. Despite gendered impacts of mining women are severely underrepresented in decision-making processes. FGG addresses gender injustice through lobby and advocacy with partner organizations for policies and practices that promote gender equality in the extractives sector; by promoting women's leadership in solutions; and by addressing gender-specific forms of violence against women (through training, network building, advocacy and protection).</p> <p>In the second ToC, attention is paid to policies related to amongst others mining and the extractives sectors that affect trade and investment and often contribute to unsustainable solutions that promote exclusion and increase people's vulnerabilities in particular of women (increased poverty, conflict, displacement and disease). At the same time, FGG recognizes that women play a leading role in addressing these problems. FGG is therefore aimed at measures that ensure that policies and related investments tackle barriers to gender justice and recognize the leading potential of women in solutions.</p>
Mineral	Copper, coal, diamonds, cobalt, oil, platinum
Mining Scale	Large-scale mining
Level of Engagement	<p>The FGG Alliance works at intersection of mining and gender at different levels:</p> <ul style="list-style-type: none"> • At the individual level with women and men as rights-holders; • Collaboration with communities affected by impacts of large-scale extractive, energy and infrastructure projects; by insufficiently regulated corporate activity, and unsustainable trade, investment, financial and tax policies and practices • Lobby and advocacy towards corporations, to improve corporate policies and practices, in close collaboration with communities and partner organizations; • Lobby and advocacy towards local and (inter)national governments, to improve government regulation and standards for corporate conduct and accountability, in close collaboration with communities and partner organizations (e.g. Africa Mining Vision and in the Netherlands covenant processes, where related to extractives) • Collaboration and/or lobby and advocacy towards multilateral institutions, financial institutions and the public in their role as citizens and consumers, to

	promote sustainable and inclusive policies and practices, and address corporate misconduct, in close collaboration with partner organizations.
Activities	<ul style="list-style-type: none"> ➤ Create space for women and men to become (increasingly) aware of the gender inequality within their society; support women's awareness of their rights and empower women to claim and defend them; mobilize women and support them to voice gendered impacts of mining to policy makers. ➤ Support individuals and groups in filing complaints in the mining/extractives sector. ➤ Capacity development of women's organizations/groups to monitor, advocate and participate in policy processes around mining/the extractives sector. ➤ Capacity development of partner organizations and communities to: support women and men most affected by corporate misconduct in mining/the extractives sector to engage in policy processes and civil society (CS) spaces to address the problems they face; and women's and men's leadership in multi-stakeholder processes and platforms. ➤ Training, network building and advocacy with communities and partner organizations to address gender-specific forms of violence against women. ➤ Create platforms where communities, government and mining corporations can discuss the impacts of mining and rights violations. ➤ Collaboration with CSOs to improve gender equality within CS structures and activities. ➤ Lobby and advocacy with partner organizations to address the increased gender injustice that results from multiregional agreements such as TTIP and TPP. ➤ Capacity development of partner organizations to ensure that gender specific issues are highlighted in analyses and discussions on the impact of trade agreements; and to carry out gender analyses, lobby and discuss trade policies and their impacts on men and women with their governments. ➤ Together with partner organizations, promote an international legal regime governing investments that contributes to democratic decision-making and inclusive development, including obligations for investors and rights for citizens and communities around amongst others gender justice. ➤ Lobby for policies that recognize women as leaders and agents of change in a transition towards more socially and environmentally just energy systems.
Country coverage	Zambia, Zimbabwe, Kenya, Uganda
Alliance partners	<p>Both ENDS (lead of alliance): monitoring, analyzing and lobbying for sustainable capital flows; supporting Southern networks in developing alternatives; strengthening capacity of Southern groups to influence decision-making processes nationally and internationally.</p> <p>Clean Clothes Campaign: promoting improved income, employment conditions and human rights of garment workers by sharing its experiences with corporate accountability instruments; connecting Alliance to global trade union movement and key human rights organizations and key practitioners in the CSR field, including focus on gender issues.</p> <p>Milieudefensie: documentation of impacts on poverty reduction and sustainable development; stimulating governments/corporations/banks to adopt policies contributing to sustainable development in the South, preventing operations that enhance poverty.</p> <p>ActionAid: supporting men and women to become knowledgeable of their rights and empowered to claim them, and to advocate policy-makers in local and national governments and mining corporations to change practices related to natural resources and gender inequality. European and international advocacy and campaigning efforts are based on the concerns of local communities and CSOs.</p> <p>SOMO: conducting action research; training Southern CSOs to perform own research and integrate this into lobbying, advocacy, dialogue, and campaigning strategies; contributing knowledge about corporate accountability, multinational corporations and linking to a large network of stakeholder organizations.</p> <p>Transnational Institute (TNI): promoting and upscaling alternative development proposals and initiatives and linking groups globally; monitoring the impacts of the current trade and investment policies.</p>
Funding	Dutch Ministry of Foreign Affairs
Links	http://www.fairgreenandglobal.org/
Contact Persons	Coordination: Karine Godthelp (FGG coordination team) - K.Godthelp@bothends.org Experts: Maria van der Heide (ActionAid) - Maria.vanderHeide@actionaid.org ; Fieke Jägers (ActionAid) - fieke.jagers@actionaid.org ; Eva Schmitz (Both ENDS) - E.Schmitz@bothends.org ; Ilona Hartlief (SOMO) - I.Hartlief@somo.nl

GAGGA	
Description	<p>Global Alliance for Green and Gender Action (GAGGA) is an alliance between Fondo Centroamericano de Mujeres or FCAM (the Central American Women’s Fund – the Nicaragua-based, lead coordinating organisation), Mama Cash (an international women’s fund headquartered in the Netherlands), and Both ENDS (an independent, Dutch environmental justice NGO). The Ministry of Foreign Affairs of the Netherlands supports GAGGA with a five-year grant. The alliance runs from January 2016 to December 2020.</p> <p>In recognition of existing expertise, GAGGA includes several strategic partners: the Global Greengrants Fund (GGF), Prospera (International Network of Women’s Funds), and the World Resources Institute (WRI). The alliance also works directly with, and provides funding support to national, regional and global funds and a wide range of grassroots women’s rights and environmental justice organisations in more than 30 countries across Latin America, Africa, Asia and Europe. As such, GAGGA brings together decades of grassroots knowledge and practice as well as a gender lens to decision-making processes related to water, food security, and climate change from local to international levels.</p> <p>GAGGA’s purpose is to unite and strengthen the environmental justice and women’s rights movements and support the capabilities of grassroots organisations to lobby and advocate for women’s rights to clean water, food security and a clean, healthy and safe environment.</p> <p>The focus of the alliance is in the area of Lobby & Advocacy (L&A) – specifically advocating for policies and legal frameworks that respect, protect and fulfil women’s rights. As part of this focus and throughout GAGGA’s work, the aim is to build capacities and strengthen the abilities of grassroots groups, women’s and environmental justice funds, NGOs and NGO networks to engage in effective L&A for women’s rights and environmental justice. GAGGA works with local grassroots funds to support women’s voices and leadership while also influencing funding flows to ensure they reach grassroots groups and movements.</p> <p>GAGGA’s five year goals are:</p> <ol style="list-style-type: none"> 1. Women’s rights to water, food security and a clean, healthy and safe environment are respected and sustained by communities, individuals and local and central governments; 2. Policies and legal frameworks respecting, protecting and fulfilling women’s rights are in place; 3. Policy implementation meets the needs and priorities of women to exercise their rights to water, food security and a clean, healthy and safe environment; 4. International, regional and national institutions, including donor institutions, actively promote women’s rights to water, food security and a clean, healthy and safe environment and allocate adequate financial resources accordingly.
Mineral	Currently cooperate with organizations that work on a number of mining areas, including any and all minerals that are subject to extraction across Latin America, Africa and Eurasia.
Mining Scale	All levels where women human rights defenders are working in their communities to advance their rights. Includes very local levels as well as large-scale projects.
Level of Engagement	<ul style="list-style-type: none"> • Local, community and grassroots level & women’s rights organizations • National and international policy-legal advocacy work
Activities	<ul style="list-style-type: none"> ➤ Conduct a participatory baseline study for the five year programme ➤ Assess current L&A capacities of participating grassroots funds, their grantees, and NGOs (if relevant) and their needs

	<ul style="list-style-type: none"> ➤ Country, regional and/or global problem identification and context analyses in relation to direct L&A for women's rights and environmental justice ➤ Advocating and lobbying ➤ Capacity building of local grassroots organisations
Country coverage	Bangladesh, Cambodia, India, Indonesia, Mongolia, Nepal, Philippines, Pakistan, Sri Lanka, Benin, Burkina Faso, DRC, Ghana, Kenya, Mali, Mozambique, Nigeria, Tanzania, Togo, Uganda, Zambia, Zimbabwe, Bolivia, El Salvador, Guatemala, Honduras, Nicaragua, Paraguay, Georgia
Partners	<p>Fondo Centroamericano de Mujeres (FCAM) is a regional women's fund based in Nicaragua with extensive experience in supporting women's rights groups. It funds both grassroots groups in Central America and women's funds in Latin America on environmental justice. FCAM is the lead alliance member of GAGGA.</p> <p>Alliance partners in the Netherlands:</p> <p>Mama Cash is a global women's fund, funding both grassroots groups and women's funds on environmental justice agendas, and providing capacity support to both groups and funds.</p> <p>Both ENDS brings an environmental angle to lobby & advocacy. They support environmental grassroots funds, NGOs and networks to build their capacities to engage in lobby and advocacy at the local and national as well as international level.</p>
Strategic partners	Prospera (the international network of women's funds), Global GreenGrants Fund, and the World Resource Institute (WRI)
Funding	Dutch Ministry of Foreign Affairs - Dialogue and Dissent
Links	<ul style="list-style-type: none"> • https://fcmujeres.org/en/alianza-e-iniciativas-conjuntas/global-alliance-for-green-and-gender-action/ • http://www.bothends.org/en/Themes/Projects/project/57/Global-Alliance-for-Green-and-Gender-Action-GAGGA-
Contact Person	Maite Smet - maite@fcmujeres.org

Multi-partner project	
	Going for Gold
Description	<p>'Going for Gold' (GfG) is a 5 year program that started 2016 in alliance between three international NGOs Simavi, Solidaridad and Healthy Entrepreneurs (with both Simavi and Solidaridad present in the Netherlands). The long-term aim is to economically empower women in and around artisanal and small-scale gold mining (ASM) communities in Ghana and Tanzania.</p> <p>GfG will work with carefully selected informal gold mining communities in Ghana's Western Region and in Tanzania's Mwanza Region to improve working conditions for women within gold mines. The program will also work with communities outside the gold mines to improve women's status and abilities to engage in economic activities, increase their SRHR knowledge and create an environment in which community's health workers and authorities recognize women's health rights.</p> <p>The objectives of the program are:</p> <ol style="list-style-type: none"> 1. Improved working conditions for women within gold mines. <ul style="list-style-type: none"> ○ Gold mines should operate according to fair mine practices in support of women's rights and needs 2. Increased abilities to engage in economic activities for women in mining communities. <ul style="list-style-type: none"> ○ Improved SRHR for women in mining communities ○ More time available for women to spend on economic activities
Mineral	Gold
Mining Scale	Artisanal and small-scale gold mining (ASM)
Level of Engagement	<ul style="list-style-type: none"> • Women in mining community • Health care provider • Intra-household as well as community level • Advocacy to the national governments for prioritization of SRHR
Activities	<ul style="list-style-type: none"> ➢ Training of health care providers on women-friendly services ➢ Capacity building of women miners through social accountability tools ➢ Engaging men and community through awareness building and support for gender equality ➢ Facilitating groups of women to organize childcare facilities
Country coverage	Ghana and Tanzania
Partners	<p>Simavi – in GfG Simavi brings health expertise and experience with a women centred approach to economically empower women living in and around small-scale gold mining communities in Ghana and Tanzania. They will empower women to improve their Sexual and Reproductive Health (SRH), build their capacity to claim their rights through social accountability tools as well as ensure they have access to quality SRH services. They will support this by engaging men and community members to create awareness of and support for women's health and rights.</p> <p>Solidaridad will focus on the mining environment and stakeholders to improve working conditions for women, create alternative livelihood opportunities, and will lobby within the supply chain (following Fairtrade standards) and towards governments.</p> <p>Healthy Entrepreneurs will train women as 'Healthy Entrepreneurs' to provide essential health information using an electronic tablet, and supply Sexual and Reproductive Health products. They will set-up a sustainable distribution network and develop targeted, context-specific information for the tablets, such as information about the dangers of working with mercury.</p>

Funding	Dutch Ministry of Foreign Affairs - FLOW II
Links	<ul style="list-style-type: none">• http://simavi.org/what-we-do/programmes/going-for-gold/• http://simavi.org/long-read/new-programme-empower-women-gold-mines/
Contact Person	Jenni Sawyer – Jenni.sawyer@simavi.nl

Multi-partner projects	
Upholding Human Rights	
Description	<p>Upholding human rights: Bridging the gender-environment divide is a 4 year project (2014-2018) in which Both ENDS and ActionAid in the Netherlands and project partners in India, Kenya & South Africa, set out to explore how the Human Rights system could be used to support women whose rights are threatened or infringed upon, notably the Human Rights to Water, to Food and to a Healthy Environment.</p> <p>Both ENDS coordinates the project as well as the international networking and advocacy work within the program. The project focuses on three emerging economies that are rich in natural resources like minerals, oil or gas: India, Kenya and South Africa. The project enables specific case-building work to take place to generate evidence on how large-scale development projects impact the human rights of women. The evidence from the countries is presented at dialogues and events with decision-makers in the Netherlands and abroad.</p> <p>Objectives:</p> <ol style="list-style-type: none"> 1. A key part of the project aims to document specific cases of women's human rights violations in the three countries and to pursue remedy by bringing rights claims and complaints to relevant national and international actors and institutions. The first step is to make communities aware of their rights, and work with them to claim them way. 2. Context specific work in the three countries is the basis for all project partners to increase awareness and knowledge of gendered impacts of large-scale development projects among international donors, policy makers and the UN constituency.
Mineral	Coal (India and South Africa), iron ore, uranium and diamond (India), oil and salt (Kenya)
Mining Scale	Large-scale mining
Level of Engagement	<ul style="list-style-type: none"> • Community level • Networking and advocacy in the Netherlands and internationally
Activities	<ul style="list-style-type: none"> ➢ Baseline studies in India, Kenya & South Africa ➢ Document cases in each partner country of women's human rights violations ➢ Training on women's human rights and the gendered impacts of large-scale projects ➢ Awareness raising campaigns, leadership trainings and community mobilization ➢ Political empowerment of women leaders ➢ Bringing cases and local representatives to relevant international for a
Country coverage	India, Kenya and South Africa
Project partners	<p>Partners in the Netherlands:</p> <p>Both ENDS: project coordinator and international networking and advocacy work within the project.</p> <p>ActionAid: support to men and women and local communities to become knowledgeable of their rights and empowered to claim them.</p> <p>Other project partners:</p> <p>Dhaatri Resource Centre for Women and Keystone Foundation (India)</p> <p>ActionAid (Kenya & South Africa)</p> <p>Forest Peoples Programme (Kenya)</p> <p>Center for International Environmental Law (USA)</p>
Funding	Dutch Ministry of Foreign Affairs - Human Rights Fund
Links	<ul style="list-style-type: none"> • http://annualreport.bothends.org/index.php/2016/05/18/human-rights-and-gender/ • http://www.bothends.org/en/Themes/Projects/project/51/Human-Rights-and-Gender
Documentation	
Contact Person	<p>Annelieke Douma – ad@bothends.org</p> <p>Eva Schmitz – es@bothends.org</p>

Organization	
	ActionAid
Type of organization	Civil society organization
Description	<p>ActionAid is an international NGO working in 45 countries. ActionAid Netherlands focuses on land, natural resources and women's rights in Zambia, Zimbabwe, Kenya, South Africa (SA) and Uganda. ActionAid addresses poverty and inequality as human rights violations and work under four pillars:</p> <ol style="list-style-type: none"> 1) <i>Empowerment</i>: to make women aware of their rights and how to claim them 2) <i>Solidarity</i>: to support women to share their experiences, learn from each other and work towards joint campaigns and networking 3) <i>Campaigning</i>: to include women at the local, national and international levels and to support women define their position and achievements and bring their suggestions to decision-making fora 4) <i>Alternatives</i>: to help communities who say no to mining, including support to clarify what that means and how they can move forward. Focus is on fostering collective strength <p>ActionAid focuses on large-scale mining, specifically on what is happening around the mines, where gender impacts are underexposed. ActionAid has been active in gender and mining work in the following ways:</p> <ul style="list-style-type: none"> ➤ supporting the work of the Women and Mining network in Africa to conduct research in the effect of mining on women and to scale up their work. This included research around unpaid care-work of women in extractive environments. ➤ supporting work on the empowerment of communities affected by mining in Kenya, Zambia, Zimbabwe and SA where women are a main target group. The ActionAid Offices in these countries work together with local partners including research on women and mining. ActionAid in SA has facilitated the establishment of a community level network of women affected by mining. ➤ involved in a program with the International Alliance on Natural Resources in Africa and their network members in DRC, Angola, Zambia, Zimbabwe and Kenya on the development of a model law on community and mining, with a strong gender focus (currently seeking funding for second phase of this program). ➤ implementing a program on the right to food, water and clean environment for women in extractive environments with ActionAid SA and ActionAid Kenya with an international lobby component based on local evidence and case studies. ➤ In 2014, ActionAid Netherlands organized an expert meeting on women and mining in the Netherlands and a follow-up Platform on Extractives.
Mineral	Mostly but not solely: coal, gold, platinum, copper, sand, salt, diamond, natural stones, iron ore
Mining Scale	Large scale mining
Level of Engagement	<ul style="list-style-type: none"> • Individual level (men and women) • Community level • Regional and international networking • Dutch, European and international policy level
Activities	<ul style="list-style-type: none"> ➤ Women empowerment, training on rights, legal aid, community organization, women's network building ➤ Conducting research ➤ Organizing expert meetings and platform on extractives ➤ Developing a model law on community and mining ➤ Campaigning and advocacy at all levels of engagement
Country coverage	Directly Kenya, Zambia, Zimbabwe, South Africa and Uganda
Partners	ActionAid offices in 45 countries amongst which Kenya, Zambia, Zimbabwe, South Africa and Uganda are the offices mostly focussing in mining. Local partners from the

	International Alliance on Natural Resources in Africa (IANRA) network in Angola, Democratic Republic of Congo, Ghana, Kenya, Liberia, Malawi, Nigeria, Sierra Leone, South Africa, Tanzania, Uganda, Zambia and Zimbabwe WoMin
Funding	Dutch Ministry of Foreign Affairs
Links	http://actionaid.org/nl/nederland/2014/05/women-mining-interview-samantha-hargreaves http://womin.org.za/
Contact Person	Maria van der Heide - Maria.vanderHeide@actionaid.org Fieke Jägers - fieke.jagers@actionaid.org

Organization	
	Solidaridad
Type of organization	Civil society organization
Description	<p>Solidaridad is an organization for international cooperation focusing on producer support and sustainable supply chain and market development. Solidaridad is also an international network organization with partners all over the world working together to change business practices in order to ensure that markets work for the poor with companies as the key change makers.</p> <p>Solidaridad works with specific commodity programs one of which is the Gold program. This program promotes responsible gold supply chains among artisanal small-scale mines and medium-scale industrial mines. Working closely with all stakeholders, including the public and private sector, Solidaridad's engagement helps shift practices, increases the volume of responsibly produced gold and ultimately contributes to market transformation. Solidaridad is also actively engaged in international standard setting and certification initiatives as well as Dutch and European policy on responsible mining.</p> <p>Within the Gold Program there are a number of projects and initiatives that include a focus on gender and mining concerns:</p> <ul style="list-style-type: none"> • Solidaridad partners with Simavi and Healthy Entrepreneurs in the five-year Going for Gold (2016-2020) project that focuses on women's economic participation and self-reliance, women's participation in politics and on reducing violence against women in Ghana and Tanzania (see separate summary sheet). • Collaborating with the Alliance for Responsible Mining, Solidaridad promotes the compliance of ASM mining groups with the Fairtrade Fairmined standard. This scheme aims to improve the labor- and social conditions and less environmental impact of artisanal miners' organizations, certify their practices and support meaningful development in mining communities. This work includes among other a focus on more gender equity, democratic governance, respect of the ILO conventions, and a better price for the gold produce. • Solidaridad actively engages with European gold buyers to increase awareness about upstream realities, including how those most negatively impacted by mining (socially and environmentally) and least benefitting from mining are women, and on that basis supports the transition of gold buyer's from conventional to responsible practices.
Mineral	Gold
Mining Scale	Artisanal and small-scale mining as well as medium-sized industrial mines.
Level of engagement	<ul style="list-style-type: none"> • Miners • Communities situated close to mines • Market actors at various levels in the Gold value chain – with a focus on building partnerships between mines and certified gold buyers • Dutch and European policy level
Activities	<ul style="list-style-type: none"> ➤ Support to improve women's working conditions and create alternative livelihood opportunities ➤ Support to miners' organizations in gaining legal status under national laws ➤ Facilitate programs on land rights, environmental risk assessments, wage laws, input supplies, and labor rights that support miners in becoming part of the legal economy ➤ Engaging mining communities to take care of environment and preserve resources (eliminating mercury release, minimizing erosion, respecting water supplies, etc.) ➤ Engaging with industrial mines, brands, and gold buyers working across the supply chain from miner to retail to increase the supply of responsibly sourced, non-conflict gold ➤ Lobby activities within the gold supply chain (following various international standards) and towards governments ➤ Engaging with decision-makers and policy makers to improve certification and legal frameworks for responsible mining

Country coverage	South America: Colombia, Bolivia, Argentina and Peru; Africa: Ghana, Kenya, Tanzania and Uganda
Key partners	In the Netherlands: Simavi and Healthy Entrepreneurs (in Going for Gold – see separate summary sheet) Other key partners: Alliance for Responsible Mining Fairtrade International Responsible Jewellery Council
Funding	Dutch Ministry of Foreign Affairs
Links	<ul style="list-style-type: none"> • http://annualreport.solidaridadnetwork.org/2015/en/gold • https://www.solidaridadnetwork.org/supply-chains/gold • https://www.solidaridadnetwork.org/case-studies/solidaridad-introduces-fairtrade-fairmined-gold
Contact Person	Jennifer Horning - jennifer.horning@solidaridadnetwork.org

Organization	
	Centre for Research on Multinational Corporations (SOMO)
Type of organization	Independent not-for-profit knowledge center
Description	<p>SOMO investigates multinational corporations and the impact of their activities on people and the environment. The organization provides custom-made services (research, consulting and training) to non-profit organizations and the public sector and strengthen collaboration between civil society organizations through a worldwide network. In the extractives and mining sector</p> <p>SOMO researches corporate activities and impacts in the context of global supply chains, including electronics and energy sectors. SOMO also supports organizations that promote sustainable development, labor rights and the interests of local communities. Particular attention is paid to lobby extractive industries to abide by international standards of human, labor and community rights, and to conduct their operations in a conflict-sensitive way. This includes ensuring the right of communities to participate in decision-making processes about land and natural resource use. Minerals key to the Sustainable Supply Chains program are cobalt and mica.</p> <p>The program on 'Multinational Corporations in Conflict Affected Areas' (2013-2016) aims to empower local NGOs and communities to critically analyze the impact of the private sector in conflict-affected areas, and to ensure that companies are held to account for corporate misconduct. Within this program SOMO mainly focuses on gold. Nevertheless, the work includes a broader concept of extraction and as such the petroleum and gas sector. The MCAA program challenges the widespread belief that private sector development has a mostly positive influence on peace building and economic reconstruction. Within the program, SOMO works with a coalition of European NGOs to provide coordinated input on due diligence requirements for companies making use of minerals originating from conflict or high risk areas. Mining is not only central to SOMO's MCAA program, but also plays a significant role in the program on supply chains.</p> <p>In SOMO's work attention is paid to the contextual particularities of gender relations, to an analysis that is sensitive to different patterns of inequality and how these are gendered with specific attention to gendered impacts of violence. Simultaneously, SOMO pays attention to how approaches to mediating human rights abuses and environmental degradation are sensitive to gender and is in the process of integrating an intersectional approach to all her work. SOMO has prepared the paper ('Reality Check') to explore some of the gender dimensions of multinational companies' operations in fragile and conflict-affected areas by highlighting several issues across the extractive and agroindustry on a thematic level.</p>
Minerals	Gold, cobalt and mica
Mining Scale	Large-scale
Level of Engagement	Community, local and international NGOs, multinational companies, governments.
Activities	<ul style="list-style-type: none"> ➤ Research, ➤ Capacity development and training ➤ Advocacy and policy influencing
Country coverage	Columbia, Democratic Republic of Congo (DRC), Liberia, Sierra Leone and South Sudan
Strategic partners	<p>In the Netherlands: Member of the Fair, Green and Global Alliance (see separate summary sheet)</p> <p>Other strategic partners: International Alert (UK) partner in preparing gender publication 'Reality Check'</p>

Funding	Dutch Ministry of Foreign Affairs
Links	<ul style="list-style-type: none"> • https://www.somo.nl/topic/extractives/ • https://www.somo.nl/multinational-corporations-in-conflict-zones/ • Reality Check: The gender dimensions of the impact of multinational companies' operations in fragile and conflict-affected areas – Guidance for Research. https://www.somo.nl/reality-check-report/
Contact Person	Ilona Hartlief - I.Hartlief@somo.nl

2.7 Matrix of Key Actors in The Netherlands

	Overall objective	Thematic orientation related to gender and mining	Country Coverage	Mineral(s)	Mining Scale	Partners	Links to websites and key publications	Contact Person(s)
Alliances								
Count Me In - CMI!	To contribute to a safe and inclusive, enabling environment for women's rights defenders and organizations	The safety, freedom of expression, security and protection of Women Human Rights Defenders (WHRDs) who oppose large scale mining projects	Meso America and Africa, including Kenya, Malawi, Uganda, Zambia, Zimbabwe, Egypt, Nigeria, El Salvador, Guatemala, Honduras, Nicaragua	CMI! potentially works with all minerals subject to extraction	Large-scale mining	Alliance partner in the Netherlands: Mama Cash Other alliance partners: Association for Women's Rights in Development (Canada/Mexico) CREA (India) Just Associates (JASS, USA) Urgent Action Funds (UAF Africa – Kenya, UAF-Latin America – Colombia, UAF USA)	http://www.mamacash.org/news/mama-cash-led-consortium-selected-strategic-partner-dutch-ministry-foreign-affairs/ http://www.mamacash.org/count-me-in-three-thematic-areas/	Daphne Zwaaneveld - d.zwaaneveld@mamacash.org Ireen Dubel - i.dubel@mamacash.org
Fair, Green and Global - FGG	To contribute to a socially just, inclusive and environmentally sustainable world	(1) Improved corporate conduct in global extractives value chains with a focus on labour rights, human rights, and environmental abuse (2) Trade and investment in the extractive sectors aiming at tackling barriers to gender justice and recognising the potential of women in solutions	Global programme with attention to mining at international level (e.g. Africa Mining Vision), in the Netherlands (e.g. the covenant processes, where related to extractives), and at national level (Zambia,	Cobalt, coal, copper, coal, diamonds, platinum	Large-scale mining	Alliance partners in the Netherlands: Both ENDS ActionAid Clean Clothes Campaign Milieudefensie (Friends of the Earth Netherlands) SOMO, and Transnational Institute	http://www.fairgreenandglobal.org/	Karine Godthelp (FGG coordination team) - K.Godthelp@bothends.org
Global Alliance for Green and Gender Action - GAGGA	To promote women's rights to water, food, security and a clean, healthy and safe environment and to unite and strengthen the environmental justice and women's rights movements and	(1) Women's rights Lobby & Advocacy (L&A) specifically advocacy vis-a-vis policies and legal frameworks that respect, protect and fulfil women's rights and environmental justice (2) Capacity strengthening of grassroots organizations in mining areas to engage in effective L&A	Bangladesh, Cambodia, India, Indonesia, Mongolia, Nepal, Philippines, Pakistan, Sri Lanka, Benin, Burkina Faso, DRC, Ghana, Kenya, Mali, Mozambique, Nigeria, Tanzania, Togo, Uganda, Zambia, Zimbabwe, Bolivia, El Salvador, Guatemala, Honduras, Nicaragua, Paraguay, Georgia	GAGGA potentially works with all minerals subject to extraction	Artisanal and small-scale as well as large scale mining	Alliance partners in the Netherlands are: Both ENDS Mama Cash Other alliance partners: Fondo Centroamericano de Mujeres (FCAM) in Nicaragua Other strategic partners: Prospera (the international network of women's funds) Global Greengrants Fund the World Resource Institute (WRI)	http://www.bothends.org/en/Themes/Projects/project/57/Global-Alliance-for-Green-and-Gender-Action-GAGGA- http://fcmujeres.org/en/tor-program-baselinestudy-of-the-gaga-program/	Maite Smet - maite@fcmujeres.org

	Overall objective	Thematic orientation related to gender and mining	Country Coverage	Mineral(s)	Mining Scale	Partners	Links to websites and key publications	Contact Person(s)
Multi-partner projects								
Going for Gold	To economically empower women in and around artisanal and small-scale gold mining (ASM) communities in Ghana and Tanzania	(1) Working conditions for women within gold mines (mines to operate according to fair mine practices in support of women's rights and needs) (2) Women's economic empowerment in mining communities (3) Sexual and reproductive health and rights (SRHR) for women in mining communities	Ghana and Tanzania	Gold	Artisanal and small-scale mining	Project partners in the Netherlands: Simavi Solidaridad Healthy Entrepreneurs	http://simavi.org/what-we-do/programmes/going-for-gold/ http://simavi.org/long-read/new-programme-empower-women-gold-mines/	Jenni Sawyer - Jenni.sawyer@simavi.nl
Upholding Human Rights	To empower women and human rights defenders to improve sustainable resource management	(1) Women's human rights violations and the gendered impacts of large-scale development projects (2) Rights claiming and complaining vis-à-vis relevant national and international actors and institutions (3) The human rights system's potential to enhance the position and protect the rights of women	India, Kenya and South Africa	Iron ore, uranium, diamonds (India), salt (Kenya) and coal (India and South Africa)	Large-scale mining	Project partners in the Netherlands: Both ENDS ActionAid Other project partners: Dhaatri Resource Centre for Women and Keystone Foundation (India) ActionAid (Kenya & South Africa) Forest Peoples Programme (Kenya) Center for International Environmental Law (USA)	http://annualreport.bothends.org/index.php/2016/05/18/human-rights-and-gender/ http://www.bothends.org/en/Themes/Projects/project/51/Human-Rights-and-Gender	Annelieke Douma - ad@bothends.org Eva Schmitz - es@bothends.org

	Overall objective	Thematic orientation related to gender and mining	Country Coverage	Mineral(s)	Mining Scale	Partners	Links to websites and key publications	Contact Person(s)
Organizations								
ActionAid	To end poverty and injustice by promoting the fair and sustainable use of natural resources in Sub-Saharan Africa	(1) Rights and livelihoods of women (2) Participatory monitoring by affected communities and promotion of alternative approaches to natural resource governance (3) Policy influencing and campaigning built on research, local knowledge and people's pressure and support to secure fair national and international policies	Kenya, Zambia, Zimbabwe, South Africa, DRC, Angola	ActionAid potentially works with all minerals subject to extraction	Artisanal and small-scale as well as large-scale mining	Strategic partners in the Netherlands: Both ENDS, Mama Cash, Fairphone, SOMO Member of the Fair, Green and Global Alliance Other strategic partners: Action Aid in other countries WOMIN	http://actionaid.org/nl/nederland/2014/05/women-mining-interview-samantha-hargreaves	Maria van der Heide - Maria.vanderHeide@actionaid.org
Solidaridad	To ensure that markets work for the poor with companies as the key change makers. In the Gold sector to increase the volume of responsibly produced gold	(1) Compliance of ASM mining groups with the Fairtrade Fairmined standard among other with a focus on more gender equity (2) International standard setting and certification as well as Dutch and European policy on responsible mining (3) European gold buyers' awareness about upstream realities, including how mining impacts women, and supports gold buyer's to adapt responsible practices	Colombia, Bolivia, Argentina and Peru Ghana, Kenya, Tanzania and Uganda	Gold	Artisanal and small-scale as well as medium-sized industrial mines	Strategic partners in the Netherlands include: Simavi and Healthy Entrepreneurs (in Going for Gold) Other strategic partners include: Alliance for Responsible Mining Fairtrade International Responsible Jewellery Council	http://annualreport.solidaridadnetwork.org/2015/en/gold https://www.solidaridadnetwork.org/supply-chains/gold https://www.solidaridadnetwork.org/case-studies/solidaridad-introduces-fairtrade-fairmined-gold	Jennifer Horning - jennifer.horning@solidaridadnetwork.org
SOMO	To investigate multinational corporations and the impact of their activities on people and the environment.	(1) Gender, social and environmental impact of corporate activities in extractives and mining sectors in the context of global supply chains, including links to the electronics and energy sectors (2) Compliance of extractive industries to international standards of human, labour and community rights, and to due diligence in conflict affected areas (3) Accountability of companies for corporate misconduct	Columbia, Democratic Republic of Congo (DRC), Liberia, Sierra Leone and South Sudan	Gold, cobalt, mica	Large-scale mining	Member of the Fair, Green and Global Alliance International Alert (UK) (partner in preparing gender publication 'Reality Check' - see link)	https://www.somo.nl/topic/extractives/ https://www.somo.nl/multi-national-corporations-in-conflict-zones/ Reality Check: The gender dimensions of the impact of multinational companies' operations in fragile and conflict-affected areas https://www.somo.nl/reality-check-report/	Iiona Hartlief - I.Hartlief@somo.nl

3. Key Actors in Gender and Mining - International

This chapter presents the broad findings of the quick scan of global actors that are engaged strategically in gender and mining work. It is structured along the lines of:

- A broad inventory of different actors, initiatives, projects and programs (Section 3.1)
- Characteristics, geographic and programmatic scope and strategic interests of organizations and initiatives selected for profiling via the quick scans based on their strategic interest and activity in gender and mining (Section 3.2 to 3.5).
- Summary sheets and matrix of key actors for profiled organizations (Section 3.6 and 3.7).

3.1 Inventory of Global Gender and Mining Actors

The following outlines the main actors profiled in the quick scan and additional major initiatives and organizations warranting scrutiny in future work.

- Table 3 outlines actors and organizations that strategically address gender concerns in their current work. These were profiled and analyzed via more comprehensive review, as presented in Sections 3.2 to 3.7.
- Table 4 outlines key organizations and initiatives who have significant influence on the direction of the global mining sector and therefore have considerable potential to contribute to (or negatively impact) achievement of gender equality in the sector.

Table 3: Global Gender and Mining Actors Profiled

Organization	Organizational Focus				Gender Approach		Level of Gender Action and Engagement			
	Mining and other Sectors	Mining-focus	ASM	LSM	Integration of Gender	Explicit Gender Focus	Communities	Governments	Private Sector	International Initiatives
World Bank: Global Practice – Energy and Extractives										
IFC: Oil, Gas and Mining Department										
GiZ and BGR										
UN Women: ESARO and WCARO										
Partnership Africa Canada (PAC)										
Pact										
Alliance for Responsible Mining (ARM)										
Conservation International (CI)										
International Women in Mining (IWIM)										
CIRDI										

	Heavy emphasis
	Some emphasis
	Little or no (evident) emphasis

Many of the *initiatives* listed in Table 4 are (co-)funded and/or (co-)implemented by various organizations that have: (i) expressed high levels of interest in advancing gender through these initiatives; and/or (ii) taken some steps to do so or put related actions in the pipeline. These include

GAC, UNDP, UNEP and the Government of Australia's DFAT, among others. GAC and the Australia's DFAT seem to be tackling gender somewhat systematically via support for multiple projects and programs, although organizational strategies are not yet clear. Most organizations, however, do not yet seem to demonstrate a strategic imperative (either towards mining or gender or both), the exception seeming to be in relation to specific projects. A more comprehensive list of potential organizations and initiatives for future review is provided in Annex 2.

Table 4: Global Initiatives and Organizations with Potential to Impact Gender Equality

Organization or Initiative	Focus				Potential Impact		Current Level of Gender Inclusion			
	Mining and other Sectors	Mining-focus	ASM	LSM	Some gender implications	Major gender implications	Unknown or not evident	Some consideration	High levels of inclusion	Action in the pipeline
Organizations										
Global Affairs Canada (GAC)					-	-				
Govt. of Australia, DFAT					-	-				
OXFAM					-	-				
ICMM					-	-				
Artisanal Gold Council (AGC)					-	-				
African Minerals Development Center (AMDC)					-	-				
Initiatives & Programs										
Mining Policy Framework (IGF)										
OECD Secretariat										
Voluntary Principles on Security and Human Rights										
European Partnership for Responsible Mining (EPRM)										
Extractive Industries Transparency Initiative (EITI)										
Responsible Jewellery Council (RJC)										
ACP-EU Development Minerals Program										
GEF-GOLD Project										
APEC-ASGM Project										
Africa Mining Vision (AMV)										
Intl. Conference on the Great Lakes Region (ICGLR)										
Swiss Development and Cooperation Agency – ASM Knowledge Hub										
Academic Research Programs focusing on Gender and Mining										
Carleton University, Institute for African Studies										
Univ. of Queensland, Center for Social Responsibility in Mining										

3.2 Characteristics of Organizations Strategically Engaged in Gender and Mining

As outlined in Table 3, above, the international quick scan profiled 10 global actors who undertake extensive work in and have strategically prioritized gender and mining. The nature of the organizations profiled are categorized as:

- *Multi-lateral and bi-lateral organizations* (4): World Bank (Global Practice: Energy and Extractives), IFC (Oil, Gas and Mining Department), GiZ, UN Women.
- *Civil society and non-governmental organizations* (4): Partnership Africa Canada (PAC), Pact, Alliance for Responsible Mining (ARM) and Conservation International (CI).
- *Research and Development Institutes* (1): Canadian International Resources and Development Institute (CIRDI)
- *Private sector associations* (1): International Women in Mining (IWIM), which supports over 45 WiM groups over the world.

Organizational Mandates and Priorities:

Only PAC, ARM, CIRDI and IWIM are wholly focused on the minerals sector and – with the exception of IWIM – additionally prioritize mineral value chains and/or supply chains.

Conversely, the priorities of World Bank, IFC, UN Women, Pact and Conservation International broadly extend to other sectors, such as (depending on the organization) agriculture, forestry, manufacturing, health and environment. Among these organizations, **IFC seems to utilize high levels of coordination between internal departments and divisions concerning gender and mining programming**, wherein the Gender Secretariat and Sustainable Business Advisory Services closely coordinate with the Oil, Gas and Mining Department, with occasional supporting action by other internal actors (e.g. IFC Corporate Governance Unit). UN Women's gender and extractives team also brings together individuals from multiple relevant departments and with diverse skillsets as it progressively strengthens its internal institutional capacity in extractives.

Experience Working at the Nexus of Gender and Mining

Almost all organizations profiled have extensive experience tackling various aspects of gender within the mining sector, but most significant actions have been realized over the past 10-15 years and since 2010 in particular. The **most extensive explicit, programmatic focus on gender and mining** for ASM is by PAC (and to some extent ARM and Pact) and, for LSM, is by IFC and OXFAM, the latter of which is yet to be comprehensively profiled. The World Bank (often in conjunction with IFC) has undertaken global efforts in ASM and LSM since the early 2000's, but gender activities have waned over the past year. Among more recent entrants, CIRDI is a relatively new institute tackling a broad number of mining and sustainable development themes, among which gender is a growing priority; while UN Women, although extensively experienced in the field of gender, has only begun to substantively tackle extractives in the past few years.

Organizational Approach to Gender:

With the exception of IWIM (which explicitly targets women's employment, visibility and empowerment by and within private sector), all other organizations utilize both of *two* different approaches depending upon the nature of the project they are engaged in. These involve activities that: (i) are focused explicitly on gender and women's empowerment in the minerals sector; and (ii) integrate gender to varying degrees within other mining projects and programs.

Most commonly, **multi-pronged approaches are used to tackle different gender dimensions concurrently**, depending on the nature of the project. For instance, women's economic empowerment may be tackled via a combination of strengthening participation in organizations, improved access to financing and technical training. Projects addressing environmental management may combine training in environmental awareness to strengthening of women's environmental monitoring capacity and support for mining and non-mining livelihoods.

3.3 Scope of Work

Different actors profiled have considerable experience working in different thematic areas including: from artisanal to large-scale mining; from grassroots level projects to international policy making; from health and environment to economic empowerment and enhanced participation in decision-making, and; from mineral production and through supply chains to consumers. This section presents some overall findings in that regard, with an emphasis on most interesting examples.

Type of Work:

Almost all organizations profiled carry out work in gender and mining under *each* of four main categories: (i) research and knowledge development; (ii) program implementation (e.g. interventions); (iii) advocacy and engagement; and (iv) policy, law and governance. Just a few examples include:

- *Research and Knowledge Development:* For example, research by PAC on gender ASM and state building by PAC in Sierra Leone, Kenya and Mozambique, and research and dissemination of multiple guidance documents by UN Women that explicitly relate to gender and LSM and/or ASM on issues related to HIV/AIDS, women's participation in sector and equality across the value chain.
- *Program Implementation:* Ranging from IFC's "Banking on Women" program that works with ca. 40 financial institutions around the world to establish services for women at SME levels, to ARM's "Fundación Ayuda" Project in Colombia to build women's leadership and capacity to benefit from FairMined certification, to Pact's work in Cambodia to integrate gender within efforts to improve collaboration between communities and mining companies, to IWiM's *SpeakUp* project that aims to increase the number of women presenting at mining conferences.
- *Advocacy and Engagement:* With activities ranging from grassroots level (e.g. CI's partnership with and strengthening of women's indigenous organizations in conservation areas including those impacted by LSM), to national levels (e.g. PAC's GROW research and policy multi-stakeholder dialogues in DRC, Rwanda and Uganda), to international levels, such as CIRDI's support for an IGF Workshop on *Gender, Mining and Sustainable Development Agenda-Extracting Equality Across Global Production Scales*.
- *Policy, Law and Governance:* Almost all activities are to varying degrees linked to policy implications, with only a few examples highlighted. GiZ supports multiple country-level projects to improve minerals sector governance with varying degrees (and differing entry points) with respect to gender, such as in local content development (Mali, Mongolia) and strengthening the Gender Unit in the Ministry of Mines (Afghanistan). PAC is currently developing a Gender Impact Assessment (GIA) Tool for Mining Sector Policy, Law and Governance, with plans to pilot in Uganda prior to encouraging broader uptake. CIRDI has developed and integrated a Gender Equality Strategy (GES) within 5-year Support to the Ministry of Mining (SUMM) Project in Ethiopia. UN Women (ESARO) is providing guidance to AMDC to support integration of gender issues with the Africa Mining Vision. Work in governance also extends to "corporate governance". For instance, the IFC Corporate Governance Unit promotes women on boards (including of mining companies) through engagement and sensitization of the National Institute of Corporate Directorates and development of a database of potentially suitable female candidates for board appointments. PAC is developing a GIA Tool for the Voluntary Principles on Security and Human Rights that primarily target usage by mining companies. IWiM provides mentoring and networking services to its 45+ member WIM Groups around the world, including that related to establishing and registering functioning groups.

Some organizations have only marginal or no activities under certain categories of work. For instance, IWiM does not evidently work at policy or legal issues, emphasizing mainly work with private sector. Although CIRDI works within and likely draws from research undertaken by a coalition with three Canadian universities (University of British Columbia, Simon Fraser University and École Polytechnique de Montréal), as an institute they do not report undertaking research themselves on gender and mining.

Scale of Mining:

All of these organizations, to varying degrees, address gender issues in both ASM and LSM. For instance, PAC, ARM and Pact heavily emphasize ASM in their work yet tackle the ASM-MSM-LSM intersect via ASM-related programming and through engagement in international initiatives (e.g. OECD-DDG, IGF, etc.). IFC's Oil, Gas and Mining Department mainly focuses on LSM, but additionally addresses ASM including through work with MSMEs and the activities of CommDev. In work at country-levels, both World Bank and GiZ seek to support frameworks for good governance of the minerals sector, often with the intent of promoting responsible investment in LSM, but frequently expand projects to address issues related to ASM also. Even IWiM, who aims to redress gender imbalances in the mining sector and foster women's professional development, includes representatives of women small-scale miners among its members and member groups.

Minerals:

Most organizations do not have a **mineral specific focus**, however, the programs and initiatives that they implement often do. For instance, work in the Great Lakes Region by PAC and Pact necessarily target 3Ts and gold production and supply chains, although both organizations work in other commodities (e.g. PAC in diamonds and potentially “development” minerals, i.e. construction minerals). ARM and CIRDI work on gold in relation to the FairMined Certification and APEC-ASGM projects, respectively, but also work on other commodities for other projects. Indeed, most work in ASM is focused on gold and 3Ts other than the UNDP Development Minerals Project (which is seeking now to fully engender its activities) and some country-level governance projects by the World Bank and GiZ that also emphasize construction or industrial minerals.

For LSM, country-level projects and programs often focus on gold and base metals (e.g. copper, cobalt) as well as uranium, iron ore and others amenable to development of billion dollar mines that can transform national economies mainly via injection of revenues into state coffers but typically with (compared to ASM) limited contributions in terms of employment along production and value chains. Industrial minerals – in particular limestone used in cement and phosphates used in fertilizers – are deemed to be strategic with respect to national development priorities and are receiving increased attention, in particular given potential upstream, lateral and downstream economic and employment benefits coupled with capacity to reduce trade imbalances. In the case of the latter category of minerals, however, there seems too little consideration of gender dimensions.

Most global programming on gender and mining – for instance by IFC, World Bank and IWIM – seem less likely to have a mineral-specific focus, unless it is tied to a specific initiative.

Notably, a number of organizations (e.g. UN Women, IFC – Oil, Gas and Mining Department; World Bank: Global Practice, Energy and Extractives; Conservation International) are tackling both “solid minerals” (e.g. gold, copper, iron ore etc.) and petroleum products (e.g. oil, gas). Although in some cases resulting in distillation of mining (rather than petroleum) specific gender concerns, in others it enables useful learning exchanges, particularly with respect to LSM (e.g. related to community engagement, employment programs, distribution and use of revenues).

Level of Engagement:

All levels of engagement are represented including: from grass-roots level with individual men and women miners as workers to mining communities; from grass-root organizations organizing women to capacity strengthening of partners in the South (communities, CSOs, companies/mines, governments); and from lobby and advocacy at household and community level (such as concerning GBV), vis-à-vis companies and industries in mineral supply chains and to policy influencing at national, regional and international levels (European Union, OECD, bilateral donors, and multilateral organizations including the United Nations). As shown in Table 3, different stakeholders are engaged depending upon the nature of the organization (e.g. multi-lateral and bi-lateral versus development NGOs) and program and project priorities.

3.4 Geographical Scope

Almost all organizations profiled report a “global” focus, although gender programming is typically project and program dependent. For country-level projects, IFC, World Bank and GiZ work globally but the degree to which gender is integrated within broader minerals sector projects (or explicitly addressed) often seems to depend on the interests of partners (i.e. mainly governments or, in the case of IFC, companies).

Organizations such as PAC and ARM have extensive track records related to gender and mining activities in Africa and Latin America, respectively, but both also work in other countries and on other continents. **Often, the country or regional focus of NGOs is linked to geographic priorities of funders**, for example the linkages of CIRDI’s country-level focus with GAC and APEC priorities. Pact has extensive country coverage given its broader development activities related to health, livelihoods, governance and other themes and draws from its country offices and partners if and when efforts are focused on mining (e.g. child labor in mining in Cambodia). In addition to country-level projects, IFC, World Bank and GiZ adopt a global focus to programming while continental or regional programs by UN Women. These actors, in addition to most of the development organizations profiled, are additionally engaging internationally via specific initiatives (e.g. in conjunction with initiatives such as IGF, OECD DDG or Voluntary Principles).

3.5 Strategic Interests of Key Actors

Similar to actors from the Netherlands, two different strategies are employed to make the case for explicitly addressing or more subtly integrating gender in mining activities.

- *"Rights-based Case" for Gender Integration in Mining:* This is most pronounced for organizations tackling broader development goals with respect to gender (e.g. health, environment, empowerment), such as PAC, Pact, ARM, CI, UN Women and the World Bank. Some governments (e.g. Mongolia, Uganda) are affording attention to human rights, although the ways in which gender can be subsumed via human rights based approaches (HRBA) require additional attention.
- *"Business Case" for Gender Integration in Mining:* IFC has done particularly interesting work targeting private sector in this respect with multiple initiatives in action (e.g. SheWorks Partnership and a range of tools and handbooks and sensitization campaigns targeting companies). Despite overarching rights-centered priorities and commitments of governments concerning gender equality, Ministries of Mining in particular also seem to be most responsive to the business case. DFID-supported work by ARM and Pact in Kenya, Uganda and Rwanda to quantify the macro-economic contributions of ASM and gender dimensions therein provides useful insights.

Across mineral value and supply chains, increasing the appetite to increase gender responsiveness of actors across the production and supply chain (e.g. ICMM, governments, Rio Tinto, Apple, and FairPhone) seems to require attention to both approaches. Indeed, some organizations profiled utilize both approaches to varying degrees but the degree of emphasis seems determined by: (i) core organizational goals (e.g. IFC and IWIM focus on private sector; focus of many development NGOs on human rights); and/or (ii) in response to a combination of program objectives, funding priorities and the target beneficiaries and audience.

Among other examples, PAC's current efforts to develop a GIA Tool for Voluntary Principles on Security and Human Rights and CIRDI's gender work under the Ethiopia Support to the Ministry of Mining Project will provide interesting insight into how both the rights case and business case can be concurrently tackled and, ideally, taken up by private sector, governments and other key actors.

3.6 Summary Sheets of Key Actors

Summary sheets have been prepared for four global multi-lateral and bi-lateral organizations, four civil society and non-governmental organizations, one research and development institute and one private sector association that all address gender concerns strategically in their work.

The summary sheets present the following information:

- Description (purpose, objectives and thematic orientation)
- Mineral focus
- Mining Scale
- Level of engagement
- Activities (specific to gender and mining related work)
- Country coverage
- Partnerships and alliances
- Funding
- Links
- Contact person(s)

Contact details are included to make it easy for anyone interested to ask for more information and to create more opportunity for sharing and learning.

Links to key documents provided by these organizations are provided in Annex 4.

Multi/bi-lateral organization	
World Bank (IBRD, IDA) – Global Practice: Energy & Extractives	
Description	<p>The main objective of World Bank Group (WBG) in the extractive sector is to ensure that natural resources contribute positively to inclusive economic growth and sustainable development. The WBG seeks to achieve these objectives by engaging and directly supporting governments via IBRD and IDA and private sector, via IFC and MIGA (<i>see companion quick scan on IFC</i>). In the case of IBRD and IDA, this is mainly undertaken via the World Bank Global Practice in Energy and Extractives, previously known as the Oil, Gas and Mining Policy Division (GEEDR).</p> <p>Work concerning gender has been focused under a Gender and Extractives Program, which seeks to integrate gender within country level programs via targeted activities, inclusion in preparatory assessments and related project indicators as well as additional, selected activities to provide more broad based support to dialogue, policy and practice via international mechanisms. Emphasis on gender and mining has seen some decline with the departure of core Gender and EI team members although this may change in the near future.</p> <p>Additional gender entry points exist in many of the client country lending operations, including PNG, Tanzania, DRC or Trust Funds such as Nordic Trust Fund, the Japanese Social Development Trust Fund, or the Extractives Trust Fund.</p>
Minerals	Not mineral specific.
Mining Scale	Both large scale and artisanal and small scale mining (ASM).
Level of Engagement	Governments, international initiatives and organizations (e.g. UN Women, OECD) and (depending on the project, program or activity): companies, international NGOs and communities.
Activities	<p>Note: The World Bank has conducted multiple activities related to Gender and Mining over the past 10+ years, much of it in conjunction with IFC. <u>Some recent examples are highlighted below.</u></p> <p><u>Research/Knowledge Development:</u></p> <ul style="list-style-type: none"> • <i>DRC</i>: With the Harvard Humanitarian Initiative to explore the relationship between mining and sexual violence and other human rights violations in eastern DRC • <i>Global</i>: Developed a series of six short learning notes to share key issues around gender in the extractive industries (disseminated at 2015 Gender Sharefair in Nairobi). • <i>Global</i>: working with UN Women to develop an international roster of experts on gender • and the extractive industries, and to develop a gender and EI mailing list for sharing information, publications, and news. <p><u>Selected Examples of Programs, interventions and projects:</u></p> <ul style="list-style-type: none"> • <i>Papua New Guinea</i>: Bank's longest running program on gender and the extractive industries with multiple activities undertaken. In 2014, a new public-private collaboration was developed to bring government and industry together to examine and address the connections between extractives and gender-based violence. • <i>Ethiopia</i>: managing Japanese Social Development Trust Fund (JSDF) grant to support a project to that specially emphasizes women miners, including by providing technical training and enhancement of sustainability of ASM practices, improving basic services and access to health in 12 selected ASM communities. • <i>Tanzania</i>: integration in Sustainable Management of Mineral Resources Project (SMMRP) including via its small grants program (e.g. mandated min. of 30% of grants to women led or owned enterprises). • <i>DRC</i>: integration in Growth with Governance Mining Project including a small grants program for women, and establishment of a Women in Mining network <p><u>Advocacy:</u></p> <ul style="list-style-type: none"> • Support for international or regional multi-stakeholder dialogues on gender and mining (e.g. UN Women Gender Sharefair 2015; Sustainable development in mining related events at Indaba, among many others) • Support for national multi-stakeholder dialogues on gender and mining (e.g. 10+ years in Papua New Guinea, Tanzania Gender Action Plan 2011, DRC ongoing) • <i>DRC</i>: Establishing a national network of women's organizations (from grassroots level upwards) • (<i>Internal</i>) <i>World Bank</i>: World Bank Group Forum 2014: highlight best practice on gender and extractives.

	<ul style="list-style-type: none"> • <i>(Internal) World Bank: Guidance note for Task Team Leaders for Mainstreaming Gender into Extractives Industries Projects.</i> <p><i>Policy, Law and Governance:</i></p> <ul style="list-style-type: none"> • <i>DRC: Holistic, integrated, multi-stakeholder consultative processes (from local to national levels), related gender assessments culminating in development of a National Action Plan for Gender in DRC.</i>
Country coverage	Global.
Alliances and partners	Global Practice: Energy and Extractives works with a broad range of partners depending on the project and activities. For example, multiple gender activities have been undertaken with IFC. Recent research was undertaken with the Harvard Humanitarian Initiative while gender is currently being integrated in work with Pact to develop a global ASM database.
Funding	Most gender work is funded under World Bank lending operations to client countries. In addition, specific EI activities are supported under a Trust Fund with four thematic lines: (i) EITI; (ii) legal and regulatory; (iii) local content; and (iv) environmental, social, gender and related issues.
Links	http://www.worldbank.org/en/topic/extractiveindustries
Contact Person	Rachel Perks, World Bank Global Practice: Energy and Extractives, rperks@worldbank.org

Multi/bi-lateral organization

International Finance Corporation (IFC)

Description	<p>Within the World Bank Group, the International Finance Corporation (IFC), Oil Gas and Mining Department works to support the sustainable development of oil, gas and mining projects in a way that mitigates risk and promotes long-term benefits for local communities. Work is undertaken along lines of three thematic priorities: (i) oil; (ii) mining; and (iii) community development. With respect to mining, IFC works with companies, governments, and local people to maximize benefits and minimize risks throughout project life cycles and also coordinates closely with the World Bank policy team that works with governments on oil, gas, and mining regulations and revenue use.</p> <p>With respect to community development, IFC offers advisory services to help companies increase benefits to the communities in which they operate, including through supply chains, development of local content capacity and royalty payments. Crosscutting advisory services – including those related to gender – are provided to companies, governments and civil society using five main approaches: (i) Community Investment & Sustainability Strategies; (ii) Local Supplier & Value Chain Development, (iii) Revenue Management & Social Accountability; (iv) Water Stewardship & Cooperation; and (v) Capacity Building & Knowledge Creation. Furthermore, within IFC, CommDev provides a curated repository for information on community and sustainability issues related to extractive industries, wherein gender is one of 14 thematic topics.</p> <p>The World Bank Group Gender Strategy (FY 2016 - 2023) outlines the support that the entire Group, including IFC, will provide to client countries and companies toward gender inclusion. Although each IFC department decides the best mechanism to translate the strategy into action, integration of the strategy and related gender efforts are strongly supported by the IFC Gender Secretariat. The Secretariat dedicates ca. 80% of its efforts to private sector and 20% to policy work and seeks to support actions, strategies and interventions that exceed regulatory requirements. With heavy emphasis on women’s employment, entrepreneurship and access to assets (including land, services and financing) and in coordination with the Gender Secretariat, efforts of the Oil, Gas and Mining Department seek to create a business case for private sector while promoting gender responsiveness as a mechanism to manage social risks of mining and maintain a social license to operate.</p>
Minerals	Not mineral specific.
Mining Scale	Primarily large-scale mining. Some efforts target artisanal and small scale mining (ASM).
Level of Engagement	Companies, governments, multilateral and bilateral organizations, international initiatives (e. EITI).
Activities	<p>Note: IFC has conducted multiple gender-focused activities in the minerals sector over the past 10+ years. A few recent examples are highlighted below.</p> <p><u>Research/Knowledge Development:</u></p> <ul style="list-style-type: none"> • <i>IFC Gender Diagnostic Tool</i> guides to clients concerning when and how to introduce gender in projects, with related awareness building conducted in the OGM Department and planning pilot testing of the tool for (i) oil and gas; and (ii) mining. • <i>IFC Gender Toolkit for Companies</i> is under development and will collate 1-2 page tools to address issues including: women’s employment, SGBV, entrepreneurs, among other topics. • “<i>Gender Smart Solutions</i>” <i>E-Learning Program</i>: provides some introduction to gender within natural resources management. • <i>CommDev</i> houses a select group of public documents, tools, case studies, training materials, presentations and resources produced by IFC, the World Bank Group, partners and other organizations to guide both private and public institutions to share benefits from infrastructure and natural resource investments with local communities. Gender is one of 14 thematic lines along which resources are provided. • <i>Compilation and dissemination of research in women’s employment in emerging and developing markets</i> (with some emphasis on extractives), provides case studies and examples of how leading companies are investing and providing benefits from women’s employment. • <i>IFC Handbook for Medium Sized Companies</i> includes a chapter on gender. <p><u>Selected Programs, Projects and Interventions:</u></p> <ul style="list-style-type: none"> • “<i>Business Coalition for Women</i>”: In Papua New Guinea, in association with Australia’s DFAT efforts to establish coalition (currently ca. 50 companies including mining) to counter sexual harassment in the workplace.

	<ul style="list-style-type: none"> • <i>"She Works Partnership"</i>: Comprised of ca. 15 companies which are identifying best practice in business leadership, anti-harassment, employment and other factors. • <i>"Banking on Women"</i>: Regarded as an emerging priority, activities include work with financial institutions (currently ca. 40 banks around the world) to establish services for women at SME levels (loans to women entrepreneurs, training including of banking staff). • <i>Mining Companies in Guyana</i>. Work with companies to address challenges in (i) recruiting women through awareness raising and media campaigns (including those targeting men) in order to address stigmas (e.g. equating work in remote mines with sex work) and highlight women working in mines as role models (ii) local procurement capacity via a gender strategy to support women-led businesses and their capacity building and encouraging other businesses to hire women. <p><u>Advocacy:</u></p> <ul style="list-style-type: none"> • Support for dialogues and events (e.g. gender session at PDAC 2017 including with emphasis of women's appointment on boards, networking of women in mining globally) • Direct engagement of Chambers of Mines, Mining Associations and Companies in multiple projects, including to establish and promote best practice concerning gender. • <i>Example</i>: Promotion of employer supported childcare and its business case via a report profiling 10 case studies (e.g. mobile crèches in shipping containers, on-site crèches for longer term projects, childcare vouchers, tax deductions for companies adopting supportive actions). <p><u>Policy, Law and Governance:</u></p> <ul style="list-style-type: none"> • <i>Corporate Governance</i>: In conjunction with the IFC Corporate Governance Unit, efforts to promote women on boards have included engagement and sensitization of the National Institute of Corporate Directorates, development of a database of potentially suitable female candidates for board appointments. • <i>Assessment of regulatory frameworks</i> (e.g. via PPPs in India, assessing regulating to ensure zoning requirements enable on-site crèches, provide potential incentives and mitigate disincentives for employer supported childcare)
Country coverage	Global.
Alliances and partners	<ul style="list-style-type: none"> • Other World Bank Group organizations (IDA, EBRD, MIGA) • Private sector: mining companies, financial institutions, private sector bodies (e.g. Chambers of Mines) • ICMM, IIED, etc. • Multilateral and bilateral organizations (e.g. GAC, Australia DFAT)
Funding	World Bank Group, IFC and related trust funds. Some via PPP.
Links	http://www.ifc.org/wps/wcm/connect/Industry_EXT_Content/IFC_External_Corporate_Site/OGM+Home and www.commddev.org
Contact Person	Adriana Eftimie, Sr. Social Development Specialist, aefitimie@ifc.org Daniel Crabtree, Head, Cross-cutting advisory services, dcrabtree@ifc.org Carmen Niethammer, Employment Lead, Gender Secretariat, cniethammer@ifc.org Veronica Nyhan Jones, Sustainable Business Advisory Services, vnyhanjones@ifc.org

Multi/bi-lateral organization	
Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH and Bundesanstalt für Geowissenschaften und Rohstoffe (BGR)	
Description	<p>GIZ provides services worldwide in the field of international cooperation for sustainable development with the German Government, European Union institutions, the United Nations and governments of other countries all benefiting from their services. GIZ has over 50 years of experience in areas, including economic development and employment, energy and the environment, and peace and security. Main lines of mining sector related programming are jurisdiction-specific and in response to priorities of respective governments and countries, with efforts ranging from support to the International Conference on the Great Lakes Region (ICGLR) to country-level support to EITI to strengthening minerals sector governance.</p> <p>The Federal Institute for Geosciences and Natural Resources (BGR) is the central geoscientific authority providing advice to the German Government in all geo-relevant issues. Mining sector activities range from strengthening of geological surveys in conjunction with efforts to strengthen minerals sector governance to support for certification, due diligence and formalization of ASM in the Great Lakes Region (GLR), the latter of which includes activities related to development of the Analytical Fingerprint (AFP), Certification of Trading Chains (CTC), supporting ASM formalization (Rwanda, Burundi and Uganda), and broader support to the ICGLR, among others.</p> <p>GIZ and BGR coordinate programming and activities to mutually reinforce their shared objectives, particularly with respect to minerals due diligence and traceability efforts and ASM formalization in the GLR, but also via collaboration on various topics and in different jurisdictions (e.g. Mauritania, Chile and others).</p>
Minerals	Not mineral specific or dependent on project/program focus.
Mining Scale	Both large-scale mining and artisanal and small scale mining (ASM).
Level of Engagement	Primarily governments with other engagement determined by project scope, e.g. with international initiatives and organizations (e.g. OECD) and (for specific projects e.g. CTC), companies, communities, local NGOs/partners and international NGOs.
Activities	<p><u>Research/Knowledge Development:</u></p> <ul style="list-style-type: none"> Gender is addressed alongside other critical themes (e.g. human rights, environment) within baseline studies, project appraisals and other mining related studies undertaken for various purposes. <p><u>Selected Programs, Projects and Interventions:</u></p> <ul style="list-style-type: none"> Degree of gender integration varies and is largely determined by priorities of country-level partners, overarching requirements to support the SDGs and programmatic focus (e.g. macroeconomic development vs. ASM support programs). Examples include integration of gender indicators in: support for local content development in Mali and within the Integrated Mineral Resource initiative in Mongolia, as well as economic empowerment of women in Chile; integration of gender within ASM formalization efforts including technical assistance (i.e. via training women miners) and, under the CTC, development of Company Gender Policies targeting Rwandan 3T mines. <p><u>Advocacy:</u></p> <ul style="list-style-type: none"> GIZ/BGR have provided support for gender-themed session within ICGLR dialogues and forums, inclusive of participation of related civil society organizations. <p><u>Policy, Law and Governance:</u></p> <ul style="list-style-type: none"> Support for consultations and development of "Guidelines for Mainstreaming Gender in the Minerals Sector" Multiple programs provide country-level support to improve minerals sector governance and the degree of gender integration varies and is largely determined by priorities of country-level partners. Examples including support to the Gender Unit in the Ministry of Mines (Afghanistan).
Country coverage	Global.
Alliances and partners	Mainly governments.
Funding	GIZ and BGR: German Federal Ministry for Economic Cooperation and Development (BMZ) BGR: Federal Ministry of Economics and Energy (BMWi).
Links	http://www.giz.de and http://www.bgr.bund.de
Contact Person	Stefan Bauchowitz, Planning Expert Extractive Industries Governance, stefan.bauchowitz@giz.de

Multi/bi-lateral organization	
UN Women: Eastern and Southern Africa Office (ESARO) and West and Central Africa (WCARO)	
Description	<p>The main roles of UN Women are: (i) To support inter-governmental bodies, such as the Commission on the Status of Women, in their formulation of policies, global standards and norms; (ii) To help Member States to implement these standards, standing ready to provide suitable technical and financial support to those countries that request it, and to forge effective partnerships with civil society; and (iii) To lead and coordinate the UN system's work on gender equality as well as promote accountability, including through regular monitoring of system-wide progress.</p> <p>As outlined below, gender and extractive industries has become an area of increasing interest and activity for UN Women in Africa via its regional offices in Eastern and Southern Africa (ESARO) and West and Central Africa (WCARO) and country offices. Joint programs on gender and EI are sometimes pursued at country level (e.g. Mali) or with respect to south-south linkages and learning opportunities.</p>
Minerals	Not mineral specific or dependent on project/program focus.
Mining Scale	Both large-scale mining and artisanal and small scale mining (ASM).
Level of Engagement	International, continental and regional bodies (e.g. AU, UNDP); governments (including Ministries of Mining); civil society organizations, private sector and (mainly via country offices) communities.
Activities	<p><u>Research/Knowledge Development:</u></p> <ul style="list-style-type: none"> • Researched and developed multiple guidance documents explicitly related to gender and mining for example related to HIV/AIDS, women's participation in sector and equality across the value chain (see links below). • Research and analysis of gender and local content of EI activities in Kenya and Tanzania. <p><u>Selected Programs, Projects and Interventions:</u></p> <ul style="list-style-type: none"> • Program on 'Gender, Transformative Leadership and Extractive Industries'. Curriculum has been outlined but not fully developed and has been presented at an ACTIL TOT targeting key women leaders and champions across Africa. Opportunities to scale up the training and extend it to policy makers are being pursued. • ESARO is supporting country offices in strengthening their programs on gender and EI, with emphasis on mining in Kenya, Tanzania, Mozambique and Mali. • ESARO provided training to country offices on gender and ASM in Rwanda, Kenya and Uganda. • <i>Tanzania</i>: capacity building initiative specifically on encouraging young women to take up technical EI courses at university. <p><u>Advocacy:</u></p> <ul style="list-style-type: none"> • <i>Kenya</i>: Support to set-up a Women in Extractives association (WEX) and developing a strategy for the association Implementation. • <i>Kenya, Mozambique and Mali</i>: Developing multi-country program on enhancing the rights of women living in communities hosting natural resources (commence in 2017). • <i>Gender Sharefair (2015)</i>. Multi-stakeholder dialogue, discussions and events concerning gender and extractive industries. Are there any plans for a similar event in the future? <p><u>Policy, Law and Governance:</u></p> <ul style="list-style-type: none"> • <i>Kenya</i>: Support to Ministry of Mines in reviewing the mining policy and developing regulations that provide opportunities for women. • <i>Africa</i>: Engaging the Africa Union in developing strategies for the Africa Mining vision with the intention of engendering their documents.
Country coverage	ESARO: Burundi, Democratic Republic of Congo (DRC), Ethiopia, Kenya, Malawi, Mozambique, Rwanda, Somalia, South Africa, South Sudan, Sudan, Uganda, Zimbabwe WCARO: Cape Verde, Cameroon, Coit d'Ivoire; Ghana, Guinea Bissau, Liberia, Mali, Niger, Nigeria, Republic of Guinea, Senegal, Sierra Leone.
Alliances and partners	<ul style="list-style-type: none"> • African Union, UNECA, AMDC, Regional Economic Commissions (ECOWAS, SADC, EAC, COMESA) • Publish What You Pay (gender guide across 12 steps of the extractives value chain).
Funding	UN Women; external donors and partners.
Links	http://africa.unwomen.org/
Contact Person	Simone Briony Louise Ellis Oluoch-Olunya, Deputy Director, UN Women ESARO simone.oluoch-olunya@unwomen.org

Partnership Africa Canada (PAC)

<p>Description</p>	<p>Partnership Africa Canada (PAC) is a global leader in developing innovative approaches to strengthen natural resource governance in conflict and high-risk areas. For 30 years, PAC has collaborated with partners to promote policy dialogue and solutions for sustainable development. To support achievement of their primary goal for natural resources to benefit all populations, PAC steadfastly demonstrates and adheres to their core belief that lasting and transformative change will only come by providing the capacity for local actors—those who suffer the effects and injustice of weak governance systems—to mobilize and challenge how their resources are being managed.</p> <p>PAC investigates and report on the lack of accountability, poor governance, and human rights violations associated with conflict minerals; PAC develops and implements solutions in collaboration with local partners to improve natural resource governance, including the certification of conflict minerals and clean supply chains; PAC provides capacity-building and technical assistance to support transparency in the mining sector, including the development of industry guidelines; and PAC promotes policies and programs that support gender equality and women’s entrepreneurship in artisanal mining. This work is supported by an international team of experts in policy and regulatory reform, supply chain integrity, gender equality, as well as transparency and accountability across state actors to industry. Special attention is afforded to the role of civil society monitoring and engagement, and environmental peace building.</p> <p>PAC is demonstrably commitment to:</p> <ul style="list-style-type: none"> • <i>Holistic Approaches</i>: including through integration of gender equity and environmental protection across their work. • <i>Multi-stakeholder and Inclusive Processes</i>: PAC embraces constructive partnerships with state, industry and civil society. • <i>Evidence-based Solutions</i>: PAC values robust research and evaluation, which underpins the solutions we propose. • <i>Innovation</i>: PAC proposes new ideas and do not shy away from reporting on their progress. • <i>Sustainability</i>: PAC provides capacity for local change agents to mobilize and take ownership. • <i>Peace building</i>: PAC works in areas of conflict and insecurity promoting and practicing non-violence.
<p>Minerals</p>	<p>Gold, tin-tantalum-tungsten (3Ts) and diamonds. Currently, PAC is considering application of its research and Gender Impact Assessment (GIA) Tools to non-metal and low value minerals or so called ‘development minerals’.</p>
<p>Mining Scale</p>	<p>Primarily artisanal and small scale, but also large scale.</p>
<p>Level of Engagement</p>	<p>Communities, local NGOs/partners, international NGOs and CSOs, governments, regional and international organizations and initiatives, multi-stakeholder and governance initiatives.</p>
<p>Activities</p>	<p><u>Research/Knowledge Development:</u></p> <ul style="list-style-type: none"> • <i>ASM in the GLR (2014-2017)</i>: GrOW project - Gender and ASM research with Carleton University and DRASPAC in Rwanda, DRC and Uganda (3 yr project on women’s economic empowerment in ASM for 3TG; using a variety of quantitative and qualitative research tools: rapid participation observation; surveys; focus groups; life histories et validation of analyses with research participants and communities) – <i>funded by IDRC</i> • <i>Gender, ASM and Statebuilding</i>: comparative socio-anthropological research of women’s vulnerabilities and opportunities in ASM mining (Sierra Leone, Kenya & Mozambique) (2014-2019) - <i>funded by the Social Science and Humanities Research Council of Canada</i> • <i>Baseline studies – using quantitative and qualitative research tools – to map gender dynamics and women’s participation in ASGM</i> for 2 pilot Just Gold sites in DRC (2015-2016) – <i>funded by Global Affairs Canada</i> • <i>Archival research in Rwanda</i>: gender analysis of title holdings, licensing, and other state records (2017) - <i>funded by Global Affairs Canada</i> • <i>Field research on gender dynamics and women’s participation in ASGM</i> at first Just Gold pilot site in Mangi, Orientale province (2013) – <i>funded by Irish Aid</i> • <i>Providing gender guidance to Artisanal Gold Council (AGC) for their ASGM projects in Indonesia and Peru</i>: PAC is revising AGC’s gender strategy and working with staff in Indonesia and Peru to advise on the implementation of the strategy, beginning with the carrying out of gender baseline studies in each country context. • <i>Field research underway on the workings of the gold economy in DRC</i> (one section to focus on women traders in supply chain).

	<p><u>Program Implementation (i.e. interventions, projects, initiatives):</u></p> <ul style="list-style-type: none"> • <i>ASM in the DRC:</i> “Just Gold Project” efforts to establish a responsible supply chain of ASGM. Currently developing and applying a Gender Impact Assessment (GIA) Tool for ASM technical and supply chain interventions at the Just Gold project level – <i>funded by Global Affairs Canada</i> • <i>Gender equality sensitization</i> (1200 people to date around Just Gold pilot in Ituri, DRC) • <i>PAC DRC staff training</i> on gender mainstreaming • <i>Support for creation of women’s associations</i> where these don’t exist in and around Just Gold project site; capacity building as relates to resource management with related leadership and fiscal literacy training • <i>Credit and savings scheme</i> operated by women’s association in Just Gold sites: credit provided to gold producers on favorable terms to break illicit financing linkages and to women operating in the sector’s auxiliary services and secondary economy. <p><u>Advocacy:</u></p> <ul style="list-style-type: none"> • <i>Illicit trade of Diamonds and Gold in West Africa:</i> Research in Mano River Region, Cote d’Ivoire, Mali, Cameroon and CAR. (no gender integration yet; unfunded) • <i>GROW gender and ASM Project</i> research results and policy implications to be shared with: (i) regional civil society coalition on the illegal exploitation of natural resources (COSOC), who are monitoring and reporting on supply chain integrity (compliance; ICGLR and OECD-DDG related training and dialogue); (ii) Advocacy NGOs; and (iii) the international community. <p><u>Policy, Law and Governance:</u></p> <ul style="list-style-type: none"> • <i>ASM in the GLR:</i> On-going technical support, training and guidance to the ICGLR Secretariat and Member States (ICGLR and OECD DD implementation). <ul style="list-style-type: none"> ○ Gender policy workshops to be held in DRC, Rwanda and Uganda to discuss gender analysis based on country-specific research results and to inform policy. ○ Gender analysis based on research to be shared to ICGLR Steering Committee members (including policy implications) ○ OECD side meeting with participating ICGLR Member States to share research results and policy implications. • <i>Gender Research validation workshops</i> with an emphasis on policy makers planned in DRC, Rwanda & Uganda (mid-2017). • <i>Currently developing a Gender Impact Assessment (GIA) Tool for Mining Sector Policy, Law and Governance.</i> Planning to pilot in Uganda (April 2017), with the intent of encouraging its uptake in ICGLR Member States and other jurisdictions. A related GIA tool for Voluntary Principles on Security and Human Rights is also under development. • <i>Diamond and Gold Regulatory and Policy Work in West Africa:</i> Mano River Region, Cote d’Ivoire, Mali, Cameroon, CAR (seeking to integrate gender in medium term; unfunded).
Country coverage	Gender: DRC, Rwanda, Uganda, Sierra Leone, Kenya, Mozambique, Indonesia & Peru (West Africa especially CIV in medium term)
Alliances and partners	PAC collaborates closely with regional and international initiatives, including the Organization for Economic Cooperation and Development (MSG member), as well as the International Conference on the Great Lakes Region. PAC is the institutional host and a Steering Committee Member of Publish What You Pay-Canada, a coalition that promotes accountability and transparency in the natural resource sector. PAC is a member of the PPA Governance Committee and a member of the Responsible Artisanal Gold Sourcing forum.
Funding	Main sources. (see above)
Links	www.pacweb.org
Contact Person	Joanne Lebert, jlebert@pacweb.org

Description	<p>A nonprofit international development organization founded in 1971, Pact works on the ground in more than 30 countries in Europe, Africa, Asia and the Americas to improve the lives of those who are poor and marginalized. Pact uses integrated development approaches to address projects along thematic lines of: health, livelihoods, capacity development, natural resources management, governance and markets.</p> <p>Under programmatic streams related to natural resources, Pact's approach links conservation to livelihoods, governance, knowledge management, conflict resolution, equity and the strengthening of local, regional and national institutions. With respect to the minerals sector, projects range from increasing collaborations between communities and mining companies in Madagascar to supporting traceability of tin, tantalum and tungsten (3Ts) in the Great Lakes Region to working to end child labour in artisanal mining in Colombia, among many others.</p>
Activities	<p><u>Research/Knowledge Development:</u></p> <ul style="list-style-type: none"> • Provided input and support to desk study on Gender Dimensions of Tin, Tantalum and Tungsten Mining in the Great Lakes Region. • Includes gender analysis in all ASM baseline studies including in Ethiopia, Tanzania, Zimbabwe, DRC, Colombia and other countries • Analysis of gender dimensions of ASM in desk and field study on Understanding the Economic Contribution of ASM in East Africa. • Inclusion of gender reporting in the upcoming ASM Global Database, Delve, which is in development with the World Bank (www.delve.pactworld.org) <p><u>Program Implementation (i.e. interventions, projects, initiatives):</u></p> <ul style="list-style-type: none"> • <i>ASM in the GLR:</i> Since 2010, Pact has implemented the ITRI Tin Supply Chain Initiative (iTSCi) in DRC, Rwanda, Burundi and Uganda which was expanded through the Conflict Free Tin Initiative (CFTI). Since 2015, the Scaling Up Minerals Traceability Project, has included explicit efforts to integrate gender in all aspects of the work including: mine security and human rights; OHS; and economic development. • <i>Ethiopia:</i> Support to Women's Economic Empowerment Groups (WEEGs) in ASM areas, including by organizational formation and strengthening, improvement of business skills and training in environmental protection. • <i>Tanzania:</i> Support to women gemstone miners in ASM areas through training on the Gemological Institute of America (GIA) ASM gemstone handbook. • <i>Zimbabwe:</i> Facilitate training on gender for ASGM miners with modules including gender equality, the legal and policy position with respect to women's rights in Zimbabwe, the challenges women face in participating in a male-dominated ASM environment, practical solutions to surmountable problems which currently face women in relation to the physical work environment, and the role of women in ASGM in Zimbabwe. • <i>DRC, Indonesia, Colombia:</i> Inclusion of gender issues in training on Occupational Safety and Health for artisanal miners • <i>DRC:</i> Inclusion of gender issues in literacy and savings training for ASMs <p><u>Advocacy:</u></p> <ul style="list-style-type: none"> • <i>Zimbabwe:</i> Profiling and supporting the Ntandazo Women's Mill as an advocacy tool to raise awareness on the potential role of women in the sector and to push for gender inclusive legal, policy and practice reforms. • <i>DRC:</i> Facilitating the inclusion of women miners representatives at forums such as the World Bank Conference on Women in Mining to ensure their voice and perspective is heard at national and international levels
Level(s) of Engagement	Families; communities; local NGOs/partners; international NGOs and CSOs; national, provincial and local governments; regional and international organizations and initiatives; multinational and indigenous mining companies; local consultative/advocacy forums; women's mining associations and networks.
Country coverage	Burundi, Colombia, DRC, Ethiopia, Indonesia, Kenya, Madagascar, Rwanda, Tanzania, Uganda, Zimbabwe
Minerals	Gold; tin-tantalum-tungsten (3Ts) opals and other gemstones; copper; cobalt; coal; salt
Mining Scale	Artisanal and small scale mining (ASM), large scale mining.
Gender approach	Targeted gender programs or projects as well as integration/mainstreaming within other mining- or mineral-supply chain work. Strong emphasis on women as economic actors and their rights to work. Gender approach that is inclusive of men to address the environment in which women work and live and to influence perceptions, support and acceptance.

Alliances and partners related to gender in mining work	<ul style="list-style-type: none"> Regional and international initiatives: Organization for Economic Cooperation and Development (OECD); International Conference on the Great Lakes Region (ICGLR); World Economic Forum (WEF); Intergovernmental Forum on Mining and Metals (IGF); Members of: Voluntary Principles on Security and Human Rights Project partnerships with: Alliance for Responsible Mining; Cardno; Projekt Consult; University of British Columbia; local NGOs; Estelle Levin Ltd.; IPIS
Funding	Main sources. World Bank; UK Department for International Development; US Department of Labor; US Agency for International Development; Dutch Ministry of Foreign Affairs; private sector including industry bodies/associations and companies
Links	www.pactworld.org
Relevant documents or tools produced by your organization <i>(if possible with url links)</i>	<ul style="list-style-type: none"> Photoessay on Women in Mining in Ethiopia: https://pactworld.exposure.co/women-in-mining Scoping study on ASM in Zimbabwe including gender data: http://www.pactworld.org/a%20golden%20opportunity PACT presentation - 9th OECD Multi-stakeholder Forum for Responsible Mineral Supply Chains: Women as Economic Actors in Responsible Supply Chains of Minerals http://www.slideshare.net/OECD-DAF/9th-3-tqforumcompact Women in the artisanal and small-scale mining sector of the Democratic Republic of the Congo; chapter in High-Value Natural Resources and Peacebuilding, edited by P. Lujala and S.A. Rustad http://elr.info/sites/default/files/529-544_hayes_and_perks.pdf Report on addressing child labor in mining including the role of women: http://www.pactworld.org/children-out-mining Summary on: Empowering Women in Mining in the Great Lakes Region https://www.itri.co.uk/index.php?option=com_mtree&task=att_download&link_id=55414&cf_id=24 PROMINES Study on ASM in DRC including gender analysis http://www.congomines.org/system/attachments/assets/000/000/349/original/PACT-2010-ProminesStudyArtisanalMiningDRC.pdf?1430928581 Common Fund for Commodities Regional Workshop on Small-scale Mining in Africa - A Case for Sustainable Livelihood with gender analysis http://common-fund.org/fileadmin/user_upload/Repository_docs/CFC_Report_Mining_2008_final_2_.pdf
Contact Person	Karen Hayes, khayes@pactworld.org

CSO/NGO	
Alliance for Responsible Mining (ARM)	
Description	<p>The Alliance for Responsible Mining is a global leading expert on artisanal and small-scale mining established in 2004. ARM works to transform the sector through a holistic strategy and a wide range of services for miners, the gold industry, public entities and anyone else working with the sector.</p> <p>ARM provides: technical assistance to miners in their work to implement best practices, improve mining performance, formalize or obtain Fairmined Certification; development of standards and certification systems for responsible mineral extraction and sourcing; establishment of responsible supply chains; advisory services on legal and voluntary frameworks for ASM; and capacity building and training of trainers working with miners.</p>
Minerals	Gold and associated metals, tin-tantalum-tungsten (3Ts), coal
Mining Scale	Artisanal and small scale mining (ASM).
Level of Engagement	Communities and community based organization, miner's organizations, local NGOs/partners, international NGOs and CSOs, governments, regional and international organizations and initiatives, private sector (across supply chains).
Activities	<p><u>Research/Knowledge Development:</u></p> <ul style="list-style-type: none"> ARM interventions are essentially turned towards practical interventions, in the framework of either support of communities to formalization (legal, organizational, technical, social), or support to Fairmined certification. As such, the research and knowledge is mainly based on integration dialogue methodologies and For ARM, gender is a quite important aspect of the Fairmined standard, including within aspects related to labor, organizations (i.e. women's participation) and working conditions. ARM has completed ASM baseline assessments in multiple countries and contexts, wherein gender is typically considered. For instance, in recent national assessments of macro-economic contributions of ASM in Rwanda, Kenya and Uganda, gender was strongly integrated. <p><u>Program Implementation (i.e. interventions, projects, initiatives):</u></p> <ul style="list-style-type: none"> The "Fundación Ayuda" Project specifically focused on Women in mining in Colombia. It targeted a group of 56 women as direct beneficiaries and 168 indirect beneficiaries. Its main objective was to empower the women and improve their capacities on the gender integration issues and leadership. It has been implemented via a series of trainings and roundtables. The main results lead to the alphabetization of the women and the capacity building through online-adapted courses and in person training sessions in five different mining locations. It has been performed via a training of trainer mechanism. Subsequently, this led to the capacity building of the ASM INAJOYA association of women. A final workshop allowed to evaluate the global quality and to foster replication to other groups of women, which is currently being done by 10 trained women in the surrounding communities. The "Somos Tesoro" project that focuses on formalization and support of alluvial mining groups in conflict and post-conflict areas, with a strong focus on dialogue (the "gold dialogues"), has mainstreamed the gender aspect in its approach through several activities, amongst which the support to legalization, the support to mining organization capacitation, etc. This resulted in various concrete activities through more general activities such as the miner's self-care actions, via the kit of didactic material that was produced, and through air awareness raising messages with local radios. In the project, the support was given mainly to women miners, as they are dominant in the alluvial mining in the target area of the project. In Western Africa, ARM has been implementing a 3-year project in Burkina Faso and Senegal on fostering artisanal gold certified supply chains. Through this project, one specific issue, directly related to the Fairmined standard, was to improve the situation of mining women within the mining organizations. For this, a specific technical support has been designed to improve women's income, and further to improve the influence of women's groups within the organizations. Specific technology such as a trommel and a high-performance sluice have been tested and are currently used by 40 women in Senegal. In Burkina Faso, 130 women integrated the mining organization in the framework of the creation of a kitchen garden run by the mining cooperative. As a result, women members are now fully integrated and are more influential in the decision-making process of the organization.

	<p><u>Advocacy:</u></p> <ul style="list-style-type: none"> The West Africa project also allowed the organization of a regional workshop of miners, including miners, men and women, from Mali, Senegal and Burkina Faso. Two sessions were specifically organized on the role of women in the mine, a topic directly related to the position of women within the family. During this event, an interchange of stories was organized: the stories of mining women from Latin America were showed via video interviews to African mining women, and reversely, the reactions and stories of the African mining women were filmed and sent to Latin America. This type of intervention helped in creating a feeling of empowerment and opened new horizons for local miners. <p><u>Policy, Law and Governance:</u></p> <ul style="list-style-type: none"> ARM is strongly engaged in providing policy-focused recommendations for its work, both nationally and internationally.
Country coverage	Colombia, Peru, Ecuador, Bolivia, Senegal, Burkina Faso, Rwanda, Kenya, Uganda.
Alliances and partners	Fundacion Ayuda (mainstreaming gender equality in Colombian artisanal mining organizations seeking Fairmined Certification).
Funding	Project dependent.
Links	www.responsiblemines.org www.fairmined.org www.lorequitable.org
Contact Person	Yves Bertran, yvesbertran@responsiblemines.org

CSO/NGO

Conservation International (CI)

Note: Feedback not yet received from stakeholder

<p>Description</p>	<p>For nearly 30 years, Conservation International (CI) has been protecting nature for the benefit of all through science, policy, and partnerships with countries, communities and companies. CI employs more than 1,000 people and work with more than 2,000 partners in 30 countries. Over the years, CI has helped support 1,200 protected areas and interventions across 77 countries, safeguarding more than 601 million hectares of land, marine and coastal areas. CI employs an approach based on the integration of three fundamental elements: (i) protecting our natural wealth; (ii) fostering effective governance; and (iii) promoting sustainable production.</p> <p>In the minerals sector, CI develops tools, practices and guidance to address key challenges, with particularly emphasis on issues related to climate change, habitat destruction, pollution (including mercury pollution from ASGM) and excessive water use. Projects include strategic partnerships (including with private sector) to protect biodiversity, development of standardized methods (e.g. rapid biological assessment; integrated biodiversity assessment) and promotion of sustainable business practices, among others.</p>
<p>Minerals</p>	<p>Not minerals specific (Project or initiative specific).</p>
<p>Mining Scale</p>	<p>Both artisanal and small scale mining (ASM) and large-scale mining.</p>
<p>Level of Engagement</p>	<p>Communities, local NGOs/partners, international NGOs and CSOs, private sector, governments, regional and international organizations and initiatives, multi-stakeholder and governance initiatives.</p>
<p>Activities</p>	<p><i>Program Implementation (i.e. interventions, projects, initiatives):</i></p> <ul style="list-style-type: none"> • Fellowships for indigenous women in conservation initiatives <p><i>Advocacy:</i></p> <ul style="list-style-type: none"> • Partnerships with and strengthening of indigenous women’s organizations <p><i>Policy, Law and Governance:</i></p> <ul style="list-style-type: none"> • CI convenes a Gender-Environment Working Group (in conjunction with IUCN Global Gender Office)
<p>Country coverage</p>	<p><i>Global:</i> CI employs staff in 30 countries and has worked in 77 countries.</p>
<p>Alliances and partners</p>	<ul style="list-style-type: none"> • CI Centers: Center for Environmental Leadership in Business. Moore Center for Science, Policy Center for Environment and Peace. • Private sector (e.g. BHP Billiton, Chevron) • IUCN
<p>Funding</p>	<p>Project dependent.</p>
<p>Links</p>	<p>www.conservation.org www.conservation.org/what/Pages/responsible-mining-and-energy.aspx</p>
<p>Contact Person</p>	<p>Marielle Canter Weikel, Senior Director, Responsible Mining + Energy. mweikel@conservation.org</p>

Research and Development Institute

Canadian International Resources and Development Institute (CIRDI)

Description	<p>CIRDI is an independent, expert resource for governments of developing countries that seek to strengthen their capacity to manage and benefit from their natural resources. With projects that range from mineral auditing to water stewardship to training centers for artisanal miners, CIRDI's work focuses on three thematic areas: (i) Integrated resource management; (ii) improving public sector capacity and governance (iii) Transforming artisanal and small scale mining (iv) engaging communities and sharing benefits and (v) building capacity through learning programs.</p> <p>CIRDI works with all levels of governments to: develop training, tools and approaches that address their unique circumstances and needs. Guided by their local partners, CIRDI accesses expertise from our coalition of three leading Canadian universities (University of British Columbia (UBC), Simon Fraser University (SFU) and École Polytechnique de Montréal (EPM)) and from international knowledge networks to: Deliver advisory services; Apply research; Educate and train and Convene multi-stakeholder collaboration.</p>
Minerals	Not minerals specific
Mining Scale	Artisanal and small scale mining (ASM) and large-scale mining.
Level of Engagement	<i>Project specific:</i> Communities, local NGOs/partners, international NGOs and CSOs, governments, regional and international organizations and initiatives, multinational and indigenous mining companies, academia.
Activities	<p><u>Research/Knowledge Development:</u></p> <ul style="list-style-type: none"> No specific research programs (although some contributions via alliances and partners). <p><u>Program Implementation (i.e. interventions, projects, initiatives):</u></p> <ul style="list-style-type: none"> Developing and piloting Gender and Mining training curriculum targeting local and central government, communities, miners and companies in Indonesia, PNG, Peru and Philippines (APEC ASGM Program). Development and integration of gender within a one-year IDB-funded technical training in the extractives program in Guyana. <p><u>Advocacy:</u></p> <ul style="list-style-type: none"> Workshop at the Inter-governmental Forum (IGF) on Gender, Mining and Sustainable Development Agenda-Extracting Equality Across Global Production Scales Presentation on Gender responsible formalization and gender equality policies to support ASGM for the Global Environment Facility (GEF). Designed and developed a two-day dialogue program on gender, mining and water resources: interconnection challenges and path forward, Peru. <p><u>Policy, Law and Governance:</u></p> <ul style="list-style-type: none"> Development and integration of Gender Equality Strategy (GES) within 5-year Support to the Ministry of Mining (SUMM) Project in Ethiopia. Development and integration of gender issues within a needs assessment for a mineral audit unit for the Ministry of Mines, Kenya.
Country coverage	<i>Active projects (includes past and present) in:</i> Argentina, Burkina Faso, Ecuador, Ethiopia, Guyana, Ghana, Indonesia, Kenya, Mexico, Mongolia, Namibia, Peru, South Africa, Tanzania. Multi-country: Bolivia, Peru, Madagascar, Tanzania.
Alliances and partners	<ul style="list-style-type: none"> <i>Coalition of:</i> University of British Columbia (UBC), Simon Fraser University (SFU) and École Polytechnique de Montréal (EPM) <i>International initiatives:</i> GEF-GOLD Program. Intergovernmental Forum (IGF); <i>Other alliances:</i> School of Government and Public Policies, Pontifical Catholic University of Peru (PUCP), ECLAC,
Funding	Global Affairs Canada (GAC), and other strategic partners.
Links	www.cirdi.ca
Contact Person	Mairi Murchison, Director Program Development mairi.Murchison@cirdi.ca

Description	<p>International Women in Mining (IWIM) aims to implement initiatives that improve worldwide gender balance in the mining industry, and foster the professional development of women in mining. IWIM currently has 9,600+ members from over 100 countries. We connect with and support 45+ WIM groups around the world. IWIM seeks to be “the leading global platform that fosters the development and participation of women in the mining sector: more women entering the sector, in executive management and more women on boards.”</p> <p>IWIM supports national level WiM branches by mentioning their respective events and activities in the global WiM calendar and monthly newsletters, publishing group information and linking them with other groups and potential members and providing advice where needed.</p>
Activities	<p><u>Research/Knowledge Development:</u></p> <ul style="list-style-type: none"> • Photo Campaign to increase visibility of women and improve representation of women in the industry. <p><u>Program Implementation (i.e. interventions, projects, initiatives):</u></p> <ul style="list-style-type: none"> • Aiming to increase the number of women presenting at mining conferences via IWIMSpeakUp project. • Aiming to increase the number of women serving on boards via the Women on Boards webinar programme. <p><u>Advocacy:</u></p> <ul style="list-style-type: none"> • Via the projects above, as well as through planned events, including special interest panels, at major mining sector conferences (e.g. Indaba, Mining Investment Asia) <p><u>Policy, Law and Governance:</u></p> <ul style="list-style-type: none"> • Current partnership with Adam Smith International regarding the impact of mining law and policy on women’s participation in the mining industry in Malawi and Sierra Leone.
Level(s) of Engagement	National WIM groups, private sector mining associations, mining companies.
Country coverage	Global. Over 45 country-level WIM groups
Minerals	Not mineral specific
Mining Scale	In high income countries: large scale mining. In low income countries: large scale mining, small scale mining and artisanal mining.
Gender approach	Projects and activities target women’s engagement, employment and empowerment in the minerals sector
Alliances and partners related to gender in mining work	Funding partners have included mining companies and suppliers to the mining industry. There has also been interest from development agencies and related consultants, to fund projects that will impact “womens economic development” in low income countries.
Funding	International Women in Mining is a community interest company (non-profit), registered in the UK. It funds its activities via donations; specific projects are directly funded by interested parties. The organization is dependent on a wide network of 40+ dedicated volunteers to keep operations going.
Links	www.internationalWIM.org
Relevant documents or tools produced by your organization	<ul style="list-style-type: none"> • Active social media engagement via LinkedIn, Facebook and Twitter • Monthly newsletters to registered members • Online calendar of events indicating iWIM and national WIM groups engagement • Bi-monthly report of the Africa Group (for internal use)
Contact Person	info@internationalwim.org

3.7 Matrix of Key Actors International

	Overall objective	Thematic orientation related to gender and mining	Country Coverage	Mineral(s)	Mining Scale	Partners	Links to websites and key publications	Contact Person(s)
Multi/bi-lateral organization								
World Bank: Global Practice - Energy and Extractives	To ensure that natural resources contribute positively to inclusive economic growth and sustainable development	Improved integration of gender concerns within country level programs via targeted activities, inclusion in preparatory assessments and related project indicators as well as additional, selected activities to provide more broad based support to dialogue, policy and practice via international mechanisms	Global	Not mineral specific	Artisanal and small-scale as well as large scale mining	A broad range of partners depending on the project and activities. For example, multiple gender activities have been undertaken with IFC. Recent research was undertaken with the Harvard Humanitarian Initiative while gender is currently being integrated in work with Pact to develop a global ASM database	http://www.worldbank.org/en/topic/extractiveindustries	Rachel Perks - rperks@worldbank.org
IFC: Oil, Gas and Mining Department	To support the sustainable development of oil, gas and mining projects in a way that mitigates risk and promotes long-term benefits for local communities	Emphasis on women's employment, entrepreneurship and access to assets (including land, services and financing) Creating a business case for private sector while promoting gender responsiveness as a mechanism to manage social risks of mining and maintain a social license to operate	Global	Not mineral specific	Primarily large-scale mining. Some efforts target artisanal and small scale mining	Other World Bank Group organizations (IDA, EBRD, MIGA) Private sector: mining companies, financial institutions, private sector bodies (e.g. Chambers of Mines) ICMM, IIED, etc Multilateral and bilateral organizations (e.g. GAC, Australia DFAT)	http://www.ifc.org/wps/wcm/connect/Industry_EXT_Content/IFC_External_Corporate_Site/OGM+Home_and_www.commddev.org	Adriana Eftimie, Sr. Social Development Specialist, aefitimie@ifc.org Carmen Niethammer, Employment Lead, Gender Secretariat, cniethammer@ifc.org Veronica Nyhan Jones, Sustainable Business Advisory Services, vnyhanjones@ifc.org

	Overall objective	Thematic orientation related to gender and mining	Country Coverage	Mineral(s)	Mining Scale	Partners	Links to websites and key publications	Contact Person(s)
Multi/bi-lateral organization								
GiZ and BGR	GIZ and BGR coordinate to mutually reinforce shared objectives, particularly with respect to minerals due diligence and traceability efforts and ASM formalization in the GLR	<p>Integration of gender indicators; integration of gender within ASM formalization efforts including technical assistance</p> <p>Support for gender-themed session within ICGLR dialogues and forums, inclusive participation of related civil society organizations</p> <p>Support for consultations and development of “Guidelines for Mainstreaming Gender in the Minerals Sector”</p> <p>Country-level support to improve minerals sector governance including gender integration</p>	Global	Not mineral specific	Artisanal and small-scale as well as large-scale mining	Mainly governments	http://www.giz.de and http://www.bgr.bund.de	Stefan Bauchowitz, Planning Expert Extractive Industries Governance, stefan.bauchowitz@giz.de
UN Women: ESARO & WCARO	<p>To support inter-governmental bodies in their formulation of policies, global standards and norms</p> <p>To help Member States to implement these standards</p> <p>To lead UN system gender equality work and promote accountability, including through regular monitoring of system-wide progress</p>	<p>Multiple guidance documents explicitly related to gender and mining</p> <p>Program on ‘Gender, Transformative Leadership and Extractive Industries’; country office support to strengthen gender integration in EI programs and capacity strengthening on gender and ASM; support to set-up a Women in Extractives association (WEX) in Kenya</p> <p>Multi-stakeholder dialogue, discussions and events concerning gender and extractive industries (incl. Gender Sharefair, 2015)</p>	<p>ESARO: Burundi, Democratic Republic of Congo (DRC), Ethiopia, Kenya, Malawi, Mozambique, Rwanda, Somalia, South Africa, South Sudan, Sudan, Uganda, Zimbabwe</p> <p>WCARO: Cape Verde, Cameroon, Coit d’Ivoire; Ghana, Guinea Bissau, Liberia, Mali, Niger, Nigeria, Republic of Guinea, Senegal, Sierra Leone</p>	Not mineral specific	Artisanal and small-scale as well as large scale mining	<p>African Union, UNECA, AMDC, Regional Economic Commissions (ECOWAS, SADC, EAC, COMESA)</p> <p>Publish What You Pay (gender guide across 12 steps of the extractives value chain)</p>	http://africa.unwomen.org/	Simone Briony Louise Ellis Oluoch-Olunya, Deputy Director, UN Women ESARO simone.oluoch-olunya@unwomen.org

	Overall objective	Thematic orientation related to gender and mining	Country Coverage	Mineral(s)	Mining Scale	Partners	Links to websites and key publications	Contact Person(s)
CSO/NGO								
PAC	For natural resources to benefit all populations by providing the capacity for local actors—those who suffer the effects and injustice of weak governance systems—to mobilize and challenge how their resources are being managed	Promotes policies and programs that support gender equality and women’s entrepreneurship in artisanal mining -Investigates lack of accountability, poor governance, and human rights violations associated with conflict minerals -Develops and implements solutions in collaboration with local partners to improve natural resource governance, including the certification of conflict minerals and clean supply chains -Provides capacity-building and technical assistance to support transparency in the mining sector, including the development of industry guidelines	Gender: DRC, Rwanda, Uganda, Sierra Leone, Kenya, Mozambique, Indonesia & Peru (West Africa especially CIV in medium term	Gold, tin-tantalum-tungsten (3Ts) and diamonds. Currently, PAC is considering application of its research and Gender Impact Assessment (GIA) Tools to non-metal and low value minerals or so called ‘development minerals’	Primarily artisanal and small scale mining - but also large-scale mining	PAC collaborates closely with regional and international initiatives, including the Organization for Economic Cooperation and Development (MSG member), as well as the International Conference on the Great Lakes Region. PAC is the institutional host and a Steering Committee Member of Publish What You Pay-Canada, a coalition that promotes accountability and transparency in the natural resource sector. PAC is a member of the PPA Governance Committee and a member of the Responsible Artisanal Gold Sourcing forum	www.pacweb.org	Joanne Lebert - jlebert@pacweb.org
Pact	To improve the lives of those who are poor and marginalized	Supports gender integration in programs incl. ITRI Tin Supply Chain Initiative in DRC, Rwanda, Burundi and Uganda; and through gender analysis in ASM baseline studies -Supports organizing and collective action (incl. to Women’s Economic Empowerment Groups) -Capacity development of women miners in ASM areas; gender training for ASM miners; inclusion of gender issues in OSH training and literacy and savings training for ASM miners -Supports gender inclusive legal, policy and practice reforms -Facilitates inclusion of women miners at forums such as WB Conference on Women in Mining to ensure their voice is heard at national and international levels	Burundi, Colombia, DRC, Ethiopia, Indonesia, Kenya, Madagascar, Rwanda, Tanzania, Uganda, Zimbabwe	Gold; tin-tantalum-tungsten (3Ts) opals and other gemstones; copper; cobalt; coal; salt	Artisanal and small-scale as well as large scale mining	Regional and international initiatives: Organization for Economic Cooperation and Development (OECD); International Conference on the Great Lakes Region (ICGLR); World Economic Forum (WEF); Intergovernmental Forum on Mining and Metals (IGF); Members of: Voluntary Principles on Security and Human Rights Project partnerships with: Alliance for Responsible Mining; Cardno; Project Consult; University of British Columbia; local NGOs; Estelle Levin Ltd.; IPIS	www.pactworld.org	Karen Hayes - khayes@pactworld.org

	Overall objective	Thematic orientation related to gender and mining	Country Coverage	Mineral(s)	Mining Scale	Partners	Links to websites and key publications	Contact Person(s)
CSO/NGO								
ARM	To transform the ASM sector through a holistic strategy and a wide range of services for miners, the gold industry, public entities and anyone else working with the sector	<p>Gender integration into work on the FairMined standard, including within aspects related to labor, organizations (i.e. women's participation) and working conditions</p> <p>Gender integration into programs with projects focusing specifically on Women in mining (such as in "Fundación Ayuda Project" in Colombia) and gender mainstreaming in projects incl. on formalization of alluvial mining groups (such as the "Somos Tesoro" Project)</p> <p>Advocacy on the role of women in mining, incl. regional workshops and inter-regional exchange of experiences to empower local miners</p>	Colombia, Peru, Ecuador, Bolivia, Senegal, Burkina Faso, Rwanda, Kenya, Uganda	Gold and associated metals, tantalum-tungsten (3Ts), coal	Artisanal and small scale mining (ASM)	Fundacion Ayuda (mainstreaming gender equality in Colombian artisanal mining organizations seeking Fairmined Certification)	www.responsiblemines.org www.fairmined.org www.lorequitable.org	Yves Bertran - yvesbertran@responsiblemines.org
CI	To protect nature based on the integration of three fundamental elements: (i) protecting our natural wealth; (ii) fostering effective governance; and (iii) promoting sustainable production	<p>Provides fellowships for indigenous women in conservation initiatives</p> <p>Partners with and strengthens of indigenous women's organizations</p> <p>Convenes a Gender-Environment Working Group (in conjunction with IUCN Global Gender Office)</p>	Global	Not minerals specific (project or initiative specific)	Artisanal and small-scale as well as large scale mining	<p>CI Centers: Center for Environmental Leadership in Business. Moore Center for Science, Policy Center for Environment and Peace</p> <p>Private sector (e.g. BHP Billiton, Chevron)</p> <p>IUCN</p>	www.conservation.org www.conservation.org/what/Pages/responsible-mining-and-energy.aspx	Marielle Canter Weikel, Senior Director, Responsible Mining + Energy - mweikel@conservation.org

	Overall objective	Thematic orientation related to gender and mining	Country Coverage	Mineral(s)	Mining Scale	Partners	Links to websites and key publications	Contact Person(s)
Research and Development Institute								
CIRDI	To strengthen the capacity of governments of developing countries to manage and benefit from their natural resources	<p>Develops and pilots Gender and Mining training curriculum targeting local and central government, communities, miners and companies (APEC ASGM Program) and integrates gender into technical training (in extractives project in Guyana)</p> <p>Advocates on gender and mining incl. workshops and presentations at intergovernmental fora international levels as well as gender dialogue programs at national level (such as in Peru)</p> <p>Gender strategy support to national government institutions (such as Ministry of Mining in Ethiopia and Ministry of Mines in Kenya)</p>	Argentina, Burkina Faso, Ecuador, Ethiopia, Guyana, Ghana, Indonesia, Kenya, Mexico, Mongolia, Namibia, Peru, South Africa, Tanzania. Multi-country: Bolivia, Peru, Madagascar, Tanzania	Not minerals specific	Artisanal and small-scale as well as large scale mining	<p>Coalition of: University of British Columbia (UBC), Simon Fraser University (SFU) and École Polytechnique de Montréal (EPM)</p> <p>International initiatives: GEF-GOLD Program. Intergovernmental Forum (IGF)</p> <p>Other alliances: School of Government and Public Policies, Pontifical Catholic University of Peru (PUCP), ECLAC</p>	www.cirdi.ca	Mairi Murchison, Director Program Development - mairi.Murchison@cirdi.ca

	Overall objective	Thematic orientation related to gender and mining	Country Coverage	Mineral(s)	Mining Scale	Partners	Links to websites and key publications	Contact Person(s)
Private Sector Association								
International Women in Mining (IWIM)	To implement initiatives that improve worldwide gender balance in the mining industry, and foster the professional development of women in mining	Promotes the development, participation and visibility of women in the mining sector: more women entering the sector, in executive management and more women on boards (incl. IWIMSpeakUp project, and Women on Boards webinar programme)	Global	Not minerals specific	In high income countries: large scale mining. In low income countries: large scale mining, small scale mining and artisanal mining.	Funding partners have included mining companies and suppliers to the mining industry. There has also been interest from development agencies and related consultants, to fund projects that will impact "womens economic development" in low income countries.	info@internationalwim.org	info@internationalwim.org

4. Reflections

Building upon an initial, rapid inventory, this work involved a quick scan of eight (8) actors and alliances in the Netherlands and ten (10) actors globally, who were selected based on their strategic engagement in gender and mining. Profiled actors, organizations and alliances are involved in gender work around the world, although considerable emphasis is placed on the global south with respect to upstream in mineral supply and value chains, and on the global north, with respect to the downstream of supply chains.

The quick scan has yielded the following insights:

- **Accounting for gender concerns and optimizing gender equality returns in the minerals sector is clearly becoming a priority** for multiple institutions and initiatives in mining and across minerals supply chains. A significant number of organizations have expressed interest in and/or have taken some steps towards tackling gender equality in mining, both in the Netherlands (e.g. IUCN, World WaterNet, Fairphone) and internationally (e.g. UNDP, UNEP, GAC). Although these are likely to emerge as key actors in the future, few have yet to take substantive action in this area.
- **Thematic priorities are different *and* similar for gender work in ASM and LSM**
Among the eight (8) actors and alliances profiled in the Netherlands and ten (10) actors profiled globally, gender and mining work addressed many similar issues regardless of whether work was focused on ASM or LSM. Although the nature of actions, interventions and approaches used may differ, gender and mining work spans a spectrum of similar priorities. These include:
 - (i) *Rights-focused work* addressing human health and environmental issues, sexual and gender based violence, reproductive health and related issues;
 - (ii) *Women's economic empowerment* via financing efforts, developing mining or non-mining livelihoods and related education and training efforts;
 - (iii) *Increasing women's voice, participation and influence* through organizational strengthening and network and coalition building, and building women's capacity therein to participate, engage and claim their rights;
 - (iv) *Gender across LSM and ASM minerals supply and value chains*. The majority of these efforts, however, seem to be focused on engaging downstream actors to tap into interests of consumers by supporting action at an upstream level. In this respect, work in the Netherlands to additionally raise awareness of downstream actors of potential impacts on and entry points for women's empowerment in the downstream can provide useful models for the global sector.

Gender work in LSM differs from ASM in that additional emphasis in LSM on: (i) environmental justice and building local capacity to engage with and inform decisions of large companies; (ii) promotion of women's employment, including to lucrative work and at decision-making levels (e.g. on boards); and (iii) gender and CSR, in general. In addition, growing attention to gender in local content policies and strategies also seems to exclusively pertain to LSM, despite the upstream, lateral and downstream gender opportunities associated with ASM⁷.

- **Multi-pronged approaches and strategies are the norm**
 - *Most organizations profiled use one or both of two approaches to gender:* (i) explicitly focus on gender and women's empowerment via targeted activities (e.g. training of women miners, promotion of women on boards); and (ii) integration gender to varying degrees within other mining projects and programs (e.g. country-level governance projects of World Bank, GiZ; interventions such as Pact's Scaling Up Minerals Traceability Project).
 - *Most tackle multiple causes and consequences of gender inequalities concurrently* e.g. addressing gender dimensions of human health alongside work in environmental management; addressing women's economic empowerment may be tackled via a combination of strengthening participation in organizations, improved access to financing and technical training. The integrated approach used by Simavi, Solidaridad and Health Entrepreneurs through the *Going for Gold* Project provides a particularly strong example.

⁷ The exception to this seems to be multiple projects with varying success rates targeting women's employment through gemstone value addition (cutting and polishing) and jewellery fabrication (gold and gemstones). Work under the UNDP's Development Minerals Program will, in the near future, reportedly tackle women's employment farther down ASM value chains for selected construction and industrial minerals.

- *Most organizations undertake gender work under four main categories: (i) research (for evidence based programming or knowledge sharing purposes); (ii) projects and interventions (from community to national and international levels); (iii) advocacy and engagement; and (iv) with some exceptions, in policy, law and governance.*
- **Most development organizations prioritize the “rights-based case” for gender integration although the “business case” is also becoming a priority**
 Across mineral value and supply chains, increasing the appetite to increase gender responsiveness of actors across the mineral supply chains (e.g. ICMM, governments, Rio Tinto, Apple, FairPhone) seems to require attention to both approaches. Similarly, despite overarching rights-centered priorities and commitments of governments concerning gender equality, Ministries of Mining in particular also seem to be most responsive to the business case. Conversely, specific attention to human rights based approaches (HRBA) by some (e.g. Government of Mongolia) provide a step in the right direction but – in the absence of a gender lens – run the risk of rendering gender invisible.
- **The disconnect between these strategic interests may account for limited systemic progress towards gender equality across the mining sector**
 Activities bridging the “rights case” - “business case” gap have been undertaken but seem limited in scope (e.g. towards LSM) or jurisdiction. Widespread translation into action continues to be elusive, which is most evident with respect to policy, legal and institutional frameworks at national levels, uptake by private sector at all scales, and the multitude of international initiatives influencing the directions of both governments and private sector.
 Some actors profiled are nevertheless seeking to bridge the gap between the “rights-case” and “business case”. Among many examples, this includes: extensive work by IFC targeting larger corporate actors and related regulatory frameworks (e.g. providing incentives for mobile crèches), efforts by PAC to develop gender impact assessment tools for mining policy, law and governance and the Voluntary Principles; and recent DFID-support research by Pact and ARM that integrated gender dimensions of macro-economic contributions of ASM; among a growing number of others.
- **A growing body of research, tools and methods is emerging without any clear vehicle for dissemination, dialogue and knowledge sharing**
 Remarkable lessons learned can be learned through gender work with communities, private sector, governments and, ideally in the near future, international initiatives. Worth mention, experiences on IFC, in particular, illustrate the need to also draw in best practice lessons from other sectors, including construction, garment industry and MSME financing, among others.
 Despite this, even the most active of the actors profiled had limited awareness of what other actors were doing with respect to gender and mining. Most actors profiled requested a reporting back of results (which could comprise a portion of a related policy brief). Furthermore, almost all stakeholders profiled in the quick scans and other actors approached (e.g. UNDP, UNEP) expressed high levels of interest in mechanisms or a platform to share lessons learned, establish related networks and highlight good practice. Without prompting, GiZ, for example, declared the need for a “Community of Practice” on this issue, reaffirming recommendations received from stakeholders in the Netherlands.
 Existing and emerging on-line platforms that address gender and mining provide a foundation but are not necessarily conducive to broader dialogue that is so critical to genuine internalization of knowledge and are limited with respect to: (i) provision of a limited number of online documents and tools (e.g. IFC’s CommDev); (ii) disconnected to most actors working in or interested in this nexus (e.g. IWIM events and networking database for members); (iii) or are still under development (e.g. SDC’s ASM Knowledge Hub).
- **Numerous minerals sector initiatives and key actors driving them have potential to substantively address or exacerbate gender inequalities**
 In particular, those initiatives influencing minerals sector reform processes, supply chain transparency and corporate governance (e.g. MPF by IGF; Africa Mining Vision; EPRM; OECD DDG; Voluntary Principles; etc.) pose the greatest risks and opportunities for gender equality. ASM-focused initiatives, such as the APEC-ASGM, GEF-GOLD and UNDP Development Minerals Program, seem to be putting gender actions in the pipeline, but the current status of this (and approaches to be used) are unclear.

In this respect, near term efforts to elaborate a basket of strategies, interventions and entry points for action by MFA in gender and mining would benefit from a rapid gender diagnostic to identify entry points and gaps within selected, high priority initiatives and programs. The analysis would be further strengthened by profiling of a few additional actors that are: (i) already taking on (e.g. Oxfam); (ii) may be (based on the nature and scope of projects supported) on the precipice of strategic gender action in the near future (e.g. GAC, Australia's DFAT); or (iii) have taken some strategic gender actions and are positioned to be substantive drivers of change (e.g. Rio Tinto, BHP Billiton).

Annexes

Annex 1: List of organizations - the Netherlands

The following organizations were invited for the Dutch part of the quick scan and/or to attend the Learning and Sharing meeting, November 2016:

Civil society organizations

ActionAid
Both ENDS
Clean Clothes Campaign (through FGG)
Friends of the Earth Netherlands (through FGG)
Healthy Entrepreneurs (through Simavi as Going for Gold lead partner)
Hivos
International Water Association (IWA)
IUCN
Mama Cash
Netherlands Water Partnership
Oxfam Novib
PAX
Partnering for Social Impact
Simavi
Solidaridad
SOMO
Transnational Institute (through FGG)
World Waternet

Knowledge Institutes and Universities

Wageningen University (GOMALIVE project)
Institute of Cultural Anthropology and Development Sociology of Leiden University
Institute of Social Studies, Erasmus University
Centre for Latin American Research and Documentation

Private sector

ACTIAM ESG Research
Bakker Exploration
Bliss Impact
ECORYS
Fairphone
IHC Mining B.V
ING Bank
INREF Programme
Mining Paques B.V
Royal Haskoning DHV
Soil Remediation and Sustainable Land Management
Water Footprint Network

Public sector

MFA
Netherlands Enterprise Agency
NICHE/Nuffic

Annex 2: List of organizations - International

A large number of organizations and initiatives were rapidly assessed for potential inclusion in the quick scan via online reviews of organizational activities, one-on-one discussions and email communications. Some of those not yet profiled seem to have extensive gender and mining programming *and/or* significant potential to have meaningful impact on gender equality in the sector.

Organizations profiled in the quick scan:

- *Multi-lateral and bi-lateral organizations:* World Bank (Global Practice: Energy and Extractives); IFC (Oil, Gas and Mining Department); GiZ and BGR; UN Women (ESARO and WCARO)
- *Civil society and non-governmental organizations:* Partnership Africa Canada (PAC), Pact; Alliance for Responsible Mining (ARM); Conservation International (CI).
- *Research and Development Institutes:* Canadian International Resources and Development Institute (CIRDI)
- *Private sector associations:* International Women in Mining (IWIM), which supports over 45 WiM groups over the world.

Organizations for Future Consideration:

The following organizations were excluded from the current work is due to a number of factors:

- (i) Stated intentions to prioritize and comprehensively integrate gender but lack of clarity in strategy or limited action taken to date (e.g. UNDP Development Minerals Program; UNEP GEF-GOLD Project; Mineral Development Frameworks under the IGP; Voluntary Principles of Security and Human Rights);
- (ii) Difficulty obtaining feedback in a timely manner and inadequate online information as needed to capture the breadth of their work on the issue despite the perceived significance of their work in this area (e.g. Oxfam, GAC).
- (iii) Late phase identification of the actor or initiative as a key actor in this area (e.g. Australia's DFAT).

Suggested organizations to consider for in future outreach and activities:

- *Multi-lateral and bi-lateral organizations:* GAC, Australia DFAT; DFID, UN Women (beyond Africa); OECD Secretariat.
- *Civil society, non-governmental organizations:* Oxfam.
- *Research and Development Institutes; Academia:* African Minerals Development Center (AMDC); Carleton University (GROW ASM and Gender Research Hub); University of Queensland (Center for Social Responsibility in Mining).
- *Private sector and private sector organizations:* ICMM, Artisanal Gold Council (AGC), Rio Tinto, BHP Billiton, Apple.

Critical initiatives and programs that possess significant potential to meaningfully impact gender equality in the minerals sector should be subjected to analysis in order to better ascertain the state of current or proposed actions with respect to gender and mining and gender gaps therein.

These include:

- Mining Policy Framework (IGF)
- Voluntary Principles on Security and Human Rights
- European Partnership for Responsible Mining (EPRM)
- Extractive Industries Transparency Initiative (EITI)
- Responsible Jewellery Council (RJC)
- ACP-EU Development Minerals Program
- GEF-GOLD Project
- APEC-ASGM Project
- Intl. Conference on the Great Lakes Region (ICGLR)
- Swiss Development and Cooperation Agency – ASM Knowledge Hub

Additional organizations and initiatives that could also be considered in subsequent work include the following. At present, these have been afforded much lower priority than those highlighted above and are listed for information purposes.

- Health in the Extractive Industries
- Global Reporting Initiative (GRI)
- Publish What You Pay (PWYP)
- Tin Supply Chain Initiative (ITRI)
- Kimberley Process
- Diamond Development Initiative
- Initiative for Responsible Mining Assurance (IRMA)
- United Nations Global Compact
- Commonwealth Mining Network (CMN)
- Mining For Development
- Resource Endowment Initiative
- Partnerships for Development
- Technical Assistance Mining Sector
- Responsible Mineral Development Initiative
- Conflict-Free Tin Initiative
- Public-Private Alliance for Responsible Minerals Trade (PPA)
- Harnessing Extractive Industries for Human Development in Africa
- African Mineral Skills Initiative
- Extracting Transparency

Annex 3a: Highlights of Learning and Sharing Meeting, November 2016

On the 14th of November 2016, the Dutch Ministry of Foreign Affairs (MFA) in cooperation with the Gender Resource Facility (GRF), hosted a range of government, private sector and civil society actors from the Netherlands for a "Learning and Sharing Event on Gender and Mining". Under the direction and insight of the event's Chair, Dirk Jan Koch, MFA Special Envoy Natural Resources, the event successfully fostered common understanding of this critical topic, enlightened participants on the growing number of forces and drivers prompting action, and provided a basis to identify building blocks for future joint collaboration and coordination.

As highlighted by Special Envoy Koch, minerals sector stakeholders are facing a growing impetus to adequately account for gender equality within their activities and MFA is well positioned to collaborate with other actors to support much needed progress in this direction. Building upon this, visiting Gender and Mining Expert, Jennifer Hinton, provided an overview presentation profiling gender issues across mineral supply chains and main entry points to address gender equality at international, regional and national levels.

During an interactive marketplace, it became evident that multiple Dutch actors have impressive expertise working at the nexus of gender and mining in different geographies and in a range of thematic areas. Marketplace discussions centered around the work of:

- Solidaridad (Jennifer Horning) highlighted efforts in responsible sourcing in the gold sector, from artisanal mine sites in the developing world through to market players in the Netherlands and Europe.
- ActionAid (Maria van der Heide) presented insights into local work to support empowerment of communities affected by large scale mines and, in particular, women therein.
- Both ENDS (Eva Schmitz) shared experiences in spanning the gender-environment divide whilst engaging with women whose lives are impacted by mining.
- Simavi (Jennifer Sawyer) focused on the Going for Gold Project (with Solidaridad and Healthy Entrepreneurs) and its multi-pronged approach to economically empower and improve health status of men and, in particular, women involved or affected by artisanal gold mining in Ghana and Tanzania.

In the final session of the event, participants called upon MFA to advance key actions in areas considered to be the "building blocks" for strategic action on gender and mining:

1. Adequate integration of gender within existing projects and processes, such as:

- OECD Due Diligence Guidance, in particular, by spearheading the inclusion of gender within the Mining Risk Handbook
- Free Prior and Informed Consent (FPIC) in banking covenant.
- Standards review and development processes, including within those applied by the Responsible Jewellery Council, Fair Trade Gold and Fair Mined Gold.
- The Responsible Mining Index (RMI), including with a view towards assessing its potential application to artisanal and small scale mining (ASM).
- Support for related covenants on cobalt, gold and electronics.
- European Partnership on Responsible Mining (EPRM), including with emphasis on mobilizing European and Dutch companies.

2. Support for a continuous learning process:

- Create a platform for ongoing dialogue and knowledge sharing, including with and from stakeholders tackling gender in other sectors (e.g. green economy, other value chains).
- Identify and share best practices by donors, governments, regional and inter-regional bodies, companies, CSOs, NGOs, communities and other stakeholders and highlight front-runners and champions.
- Map resources and tools to assess and address gender aspects of mining, including via specific instruments (e.g. ILO Violence in the Workplace; human rights), analytical tools and approaches, including those that support the involvement of men and effectively tackle gender relations.

- Support development of frameworks and tools to understand and address gender, social and power relations more deeply, including through funding of research on key issues and sharing in international fora.

3. Establishment of a “Community of Practice and Partnership” on Gender and Mining:

- Establish a working group and facilitate collaboration between committed actors to identify additional strategic actions, provide direction and support other activities (e.g. compilation of best practice examples).
- Map different actors working at the nexus of gender and mining within the Netherlands and at regional, intra-regional and international levels.
- Support improved coordination between these actors, including with a view towards expanding the Community.

Encouragingly, a number of actors committed to be willing to participate in a working group led by MFA to develop an action plan and, through dialogue and collaboration, sustain the momentum generated from this exciting and highly productive event.

Annex 3b: Participants Learning and Sharing meeting, November 2016

Name	Function	Organization
Civil society		
Liesbeth van Brink	Head Partnership Development and Programs	ActionAid
Maria van der Heide	Policy Advisor Corporate Accountability & Natural Resources	ActionAid
Fieke Jägers	Programme Officer	Action Aid
Cariene Joosten	Communications Officer	Action Aid
Rosemarie Wuite	Sr. Programme Officer	Action Aid
Eva Schmitz	Connecting People for Change	Both ENDS
Elly Rijniere	Senior Advisor Extractives	Cordaid
Hilde Passier	Head Subsurface and Groundwater Quality	Deltares
Anna Lentink	Consultant Inclusive Value Chain Development	Fair and Sustainable
Jennifer Hinton	Expert Gender and Mining	Gender Resource Facility
Joke Manders	Coordinator	Gender Resource Facility - Femconsult
Katrine Danielsen	Senior Advisor	Gender Resource Facility – KIT
Saskia Ivens	Gender Equality and Women's Rights	Gender Resource Facility – Consultant
Chloe Vaast	Gender Advisor	KIT
Ireen Dubel	Advocacy Advisor	Mama Cash
Machteld Ooijens	Founder	Partnering for Social Impact
Anke Kluppels	Senior Programme Officer & Gender, Peace and Security	PAX
Aika van der Kleij	Programme Manager SRHR	SIMAVI
Jenni Sawyer	Programme Officer SRHR	SIMAVI
Jennifer Horning	International Gold Program Coordinator & Senior Program Manager Europe	Solidaridad
Yrene Coli Rivera	Programme Manager Gold & Gender Focal Point Netherlands	Solidaridad
Rhodante Ahlers	Research & Education	SOMO
Ilona Hartlief	Communications Officer	SOMO
Sabine Luning	Water and Mining	Leiden University
Dieuwke Klaver	Senior Expert Governance and Rural Livelihoods	Wageningen University & Research Centre
Company		
Laura Gerritsen	Value Chain	Fairphone
Robert Jan Smeets	Global Market Segment Coordinator Industry - Water Technology	Royal HaskoningDHV
Government		
Jeroen van den Brink	Coordinator & Programme Manager	Netherlands Enterprise Agency
Susi Huisman	Junior Officer	Netherlands Enterprise Agency
Susan Blankhart	Special Advisor Women's Rights	Ministry of Foreign Affairs
Jennifer Meerding	Policy Advisor International CSR	Ministry of Foreign Affairs
Micaela Passamani	Social Development Department	Ministry of Foreign Affairs
Jan Pieter Barendse	Focal Point Raw Materials	Ministry of Foreign Affairs
Esther van de Camp	Intern Energy and Raw Materials	Ministry of Foreign Affairs
Dirk Jan Koch	Special Envoy Natural Resources	Ministry of Foreign Affairs
Marietta Shimizu-Larenas	Gender Task Force	Ministry of Foreign Affairs
Ardi Stoiosbraken	Deputy Director Inclusive Green Growth Dep.	Ministry of Foreign Affairs

Annex 4 Some Key Publications on Gender and Mining

This list of key publications is not comprehensive, but was derived from organizations profiled.

Selected World Bank Publications:

World Bank Resources: Accessible via: www.siteresources.worldbank.org and
"Resources and Resourcefulness: Gender, Human Rights and Resilience in Selected Artisanal Mining Towns of Eastern Congo" (2015).
"Gender Dimensions of the Extractives Industries" (2009).
"Gender Dimensions of Artisanal and Small Scale Mining: A Rapid Assessment Toolkit" (2012)
"Mining for Equity: The Gender Dimensions of the Extractive Industries" (2009)
"Mainstreaming Gender into Extractives Industries Projects: Guidance Note for Task Team Leaders" (2009).

Via WBG Open Learning Campus: <https://olc.worldbank.org/content/gender-and-extractive-industries>

"Gender and Extractives Industries" (2015)

Related docs via Nordic Trust Fund: (<http://www.worldbank.org/en/programs/nordic-trust-fund>)

"Integrating Human Rights into Development (3rd Edition)"
"Report of Gender and Human Rights-Based Approaches in Development"

Selected IFC Publications:

"Investing in Women's Employment: Good for Business, Good for Development" (2013).
<https://www.commdev.org/investing-in-womens-employment/>
"Striking Gold: Women in Mining Initiative in Papua New Guinea" (2011).
<https://www.commdev.org/striking-gold-women-in-mining-initiative-in-papua-new-guinea/>
"Women in Mining: A Guide to Integrating Women into the Workforce" (2010)
http://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/ifc+sustainability/learning+and+adapting/knowledge+products/publications/publications_report_womeninmining
"SheWorks: Putting Gender Smart Considerations into Practice at the Workplace" (2016)
http://www.ifc.org/wps/wcm/connect/ifc_ext_design/ifc+search/search/Search+Results+2015UI?cx=009183910618791464029%3Aik2jtgcdpms&cof=FORID%3A11&ie=&q=gender+diagnostic+tool
"Gender Smart Business Solutions: Case Study – NCS in Papua New Guinea"
https://www.google.com/url?q=http://www.ifc.org/wps/wcm/connect/7794c731-79cf-4e9b-88af-70f890613c4b/4141_Gender_Case_Study_NCS.pdf%3FMOD%3DAJPERES&sa=U&ved=0ahUKEwjt-KPluoLSAhXNyRoKHaOtCtAQFggGMAE&client=internal-uds-cse&usq=AFQjCNHH5g-MOmLr77Q4q2uMxcafItz41A
"Working with Smallholders: A Handbook for Firms Building Sustainable Supply Chains"
http://www.ifc.org/wps/wcm/connect/ifc_ext_design/ifc+search/search/Search+Results+2015UI?cx=009183910618791464029%3Aik2jtgcdpms&cof=FORID%3A11&ie=&q=gender+diagnostic+tool

CommDev – Gender Resources provides a range of useful resources and reports prepared by IFC/World Bank and many others (e.g. UNDP, etc): <https://www.commdev.org/topics/gender/>

Selected GIZ Publications:

"ICGLR Guidelines for Mainstreaming Gender in the Minerals Sector", ICGLR/GIZ publ. (2011)
"Policy and Guidelines on Gender Equality for Rwandan Mining Enterprises", Report to the CTC Project, Federal Institute for Geosciences and Natural Resources (BGR), 33p. Carstens, J. (2010)

Selected UN Women Publications

Promoting Women's Participation in the Extractive Industries: Examples of Emerging Good Practice.
<http://www2.unwomen.org/-/media/field%20office%20africa/attachments/publications/2016/10/promoting%20womens%20par>

[ticipation%20in%20the%20extractive%20industries%20sector-%20examples%20of%20emerging%20good%20practices-web-spreads.pdf?vs=5811](#)

Extracting Equality: A Guide (for natural resources management).

<http://www.unwomen.org/en/news/stories/2014/11/gender-guide-for-natural-resource-management>

Mainstreaming Gender in HIV and AIDS Responses in the Extractives Sector.

<http://africa.unwomen.org/en/digital-library/publications/2015/06/mainstreaming-gender-in-hiv>

ARM:

- Module on gender equality in ASM in Spanish, <http://www.responsiblemines.org/armmoodle/mod/page/view.php?id=19>
- Virtual course on gender equality and human rights, <http://responsiblemines.org/lms/>

Conservation International:

- Guidelines for Integrating Gender into Conservation Planning <http://www.conservation.org/How/Pages/gender-and-conservation.aspx>
- Lessons Learned from Gender + Conservation Field Projects <http://www.conservation.org/How/Pages/gender-and-conservation.aspx>

CIRDI:

- A 3-module training curriculum focusing on gender in artisanal and small-scale gold mining. The 15-hour course delivered online and /or short course delivery covers the following topics: artisanal and small-scale gold mining 101; role of women and children in ASGM, gender and ASGM formalization-government module, gender and formalization-- miners' module and operationalizing gender and community engagement –industry module.
- A Gender Equality Strategy for the Ministry of Mines, Petroleum and Natural Gas Ethiopia within a five year Supporting the Ministry of Mines project.