# Gender and the Extractive Industries Transparency Initiative

Welcome!

- Please <u>mute</u> your microphone and <u>ensure that your camera is switched off</u>

- Please note that the webinar will be recorded and shared online.

- Questions can be posed in the chat and will be answered by the speakers during the Q&A session

- We will be using the poll and whiteboard functions on Skype for Business during the webinar

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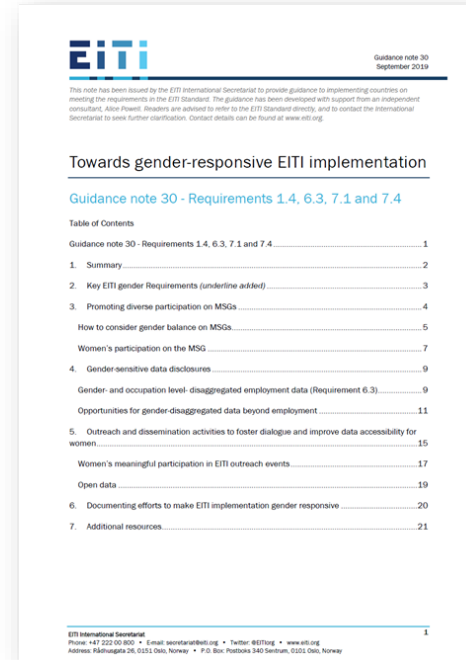
Agenda

Opening and Overview
Lisa Stellner, GIZ

Gender & EITI: issues, requirements and guidance
Sophie Rickard, Consultant

Experiences from West Africa: Findings from PWYP's Research on Gender and EITI
Stephanie Rochford, Publish What You Pay

From research to practice: group discussion and polling
All participants

Q&A
All participants

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Presentation:
Gender & EITI – issues, requirements and guidance

Why gender and the EITI?

The gender dimensions of the extractive industries are well documented

- Benefits generated through the sector are more likely to accrue to men, whilst women are more vulnerable to negative impacts.

- Women are less likely to have access to decision making forums around extractive project

- Gender blind development of extractive projects can risk exacerbating pre-existing gender inequalities.

- Women are not a homogenous group and factors like indigeneity, race, class, location, age, ability all affect a person's experience of the sector.

The EITI has a role to play in enhancing women's participation in the sector

- The EITI has been considering gender and collecting information on gender related issues for several years.

- The 2019 EITI standard has been revised to promote diverse participation on MSGs, gender-sensitive data disclosures, and outreach and dissemination activities to foster dialogue and improve data accessibility for women and men

- Guidance Note 30 has been produced to support implementing countries meet the new requirements

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"EITI implementation to date has often tended to insufficiently recognise the structural barriers that impede women, girls and other marginalized groups from equally contributing to and benefiting from improved extractive sector governance"

Guidance Note 30

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What are the requirements?

1.4

- Ensure that stakeholders are adequately represented

- Each stakeholder group must have the right to appoint its own representatives, bearing in mind the desirability of pluralistic and diverse representation.

- The multi-stakeholder group and each constituency should consider gender balance in their representation to progress towards gender parity.

6.3

- The information should be disaggregated by gender and, when available, further disaggregated by company and occupational level

7.1

- Ensure that the information is comprehensible…and consider access challenges and information needs of different genders and subgroups of citizens.

- Ensure that outreach events…are undertaken…in a socially inclusive manner

7.4

- the multi-stakeholder group is encouraged to document how it has taken gender considerations and inclusiveness into account.

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Promoting diverse participation on MSGs

Women are still significantly underrepresented on most MSGs compared to men. However considering gender balance and inclusive participating within MSGs brings with it a chance for women to play a key role in decision-making and bring the perspectives of women as well as men to resource decision making.

REPRESENTATION

- How might the MSG's structure, nominations process and practices affect ability of women and men to participate?
- Do previous iterations of MSGs tell us anything?
- What kind of action plan on gender can we commit to?
- Can we set a formal requirement for women's representation for each consistency? Quotas, public pledges?
- What about alternates? Encouraging alternates from under-represented groups can to help develop their expertise and build a more balanced pipeline of future leaders

PARTICIPATION

- Are women fully able to participate once they are represented – or, is participation **meaningful?**
- Are women's contributions taken seriously?
- Could meeting location be alternated and leadership roles be rotated by gender?
- How can power monopolies be broken down? Could women be allowed to make the first interventions?
- How are tasks and actions allocated? Does this reflect gender stereotypes?
- What about logistics? Have we considered scheduling needs and childcare?

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Gender sensitive data disclosures

Gender-disaggregated employment data is useful in understanding the impact of the extractive sector on a country's economy.

- Gender-disaggregated data can be found from some national statistic offices and company websites and annual reports

- Many companies that are members of International Council on Mining and Metals and EITI supporters apply the reporting standards of the Global Reporting Initiative (GRI), which includes gender reporting on hiring, parental leave, training, remuneration and governance

- Examining gender and occupation level is one entry point for gender analysis – is there gender balance at all levels? Are women concentrated in more junior, lower paying roles?

Employees by employment type[a]

	Women	Men
Executive management	21	80
Senior management	94	312
Regular employees[b]	6,418	30,901
Students/interns	95	126
Total permanent employees	**6,628**	**31,419**
Temporary	335	1000
Total[c]	**6,963**	**32,419**

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Outreach, dissemination and data accessibility

Women tend to face different and additional challenges to men in accessing information and contributing to public debate, due in part to education levels, access to resources, social norms and more. Reaching women requires a deliberate, tailored approach.

- Communications plan: include a breakdown of targeted audiences, tools needed to reach them, understand how audiences access information, what their informational needs are, what barriers they may face

- Outreach events: targeted activities for women, including women's rights organisations and women's networks; events that seek to promote understanding about the role of women in the extractive sector and the link between gender issues and natural resource governance; capacity building sessions to help women use EI data.

- Understand barriers: assess the structural barriers to women's meaningful participation and develop methods to overcome these

- Practical steps: logistical and funding support required to participate, identifying and mobilising women leaders ahead of time; pre-sessions for women; different working groups for women and men.

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Documenting efforts on gender in annual reviews

The EITI has separate guidance for reporting and reviews, however the review process can offer a good point for MSGs to reflect on gender activities and progress.

- Has gender disaggregated tracking and monitoring of EITI activities and events taken place?

- What does reporting tell us for planning going forward?

- What are the budgeting implications?

- How have our activities measured up against our 'aspirations' for gender?

- What can be done differently in future?

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Where do we start?

There are already examples of several EITI implementing countries taking action on gender
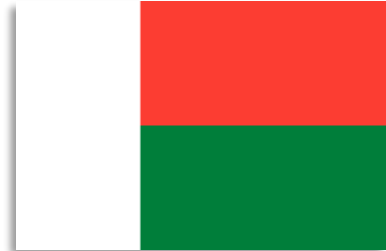
The Philippines:
Employment data
on gender and
indigeneity

Burkina Faso:
Association for women
miners on MSG,
outreach activities to
women

Zambia:
Employment data
disaggregated by
gender

Madagascar:
Data disaggregated
by occupational
level and gender

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"MSGs wishing to innovate beyond the participation and representation of women could also consider how to support the participation of gender experts, women's rights groups and women in mining associations. In many contexts, representatives of these groups…face significant obstacles in participating in EITI and need additional and purposeful support."

Guidance Note 30

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What more can we do?

1.4

- Practical actions to support the participation of gender experts, women's rights groups and women in mining associations – such groups can help bring gender expertise into the MSG

- Organise training sessions with experts and women's rights groups for MSGs

- Outreach activities to engage men and boys as allies in

See Page 8

6.3

- Consider other data disclosures within the standard that may not be gender disaggregated by may have links with gender *– see table pages 11-13*

- Work with constituencies to determine where EITI disclosure could provide important data linked to women's experience of the sector that helps increase the comprehensiveness of EITI reporting

- Use EITI to increase understanding of the gender dimensions of the extractive sector

See Page 13

7.1

- Use Open Data approach to reach different groups of women – EITI's Open Data policy specifies considering gendered needs and access challenges

- Use platforms that are free and do not require registration of personal information

- Training sessions on using data with interested stakeholders.

- Packaging data in ways that serve needs and interests of women
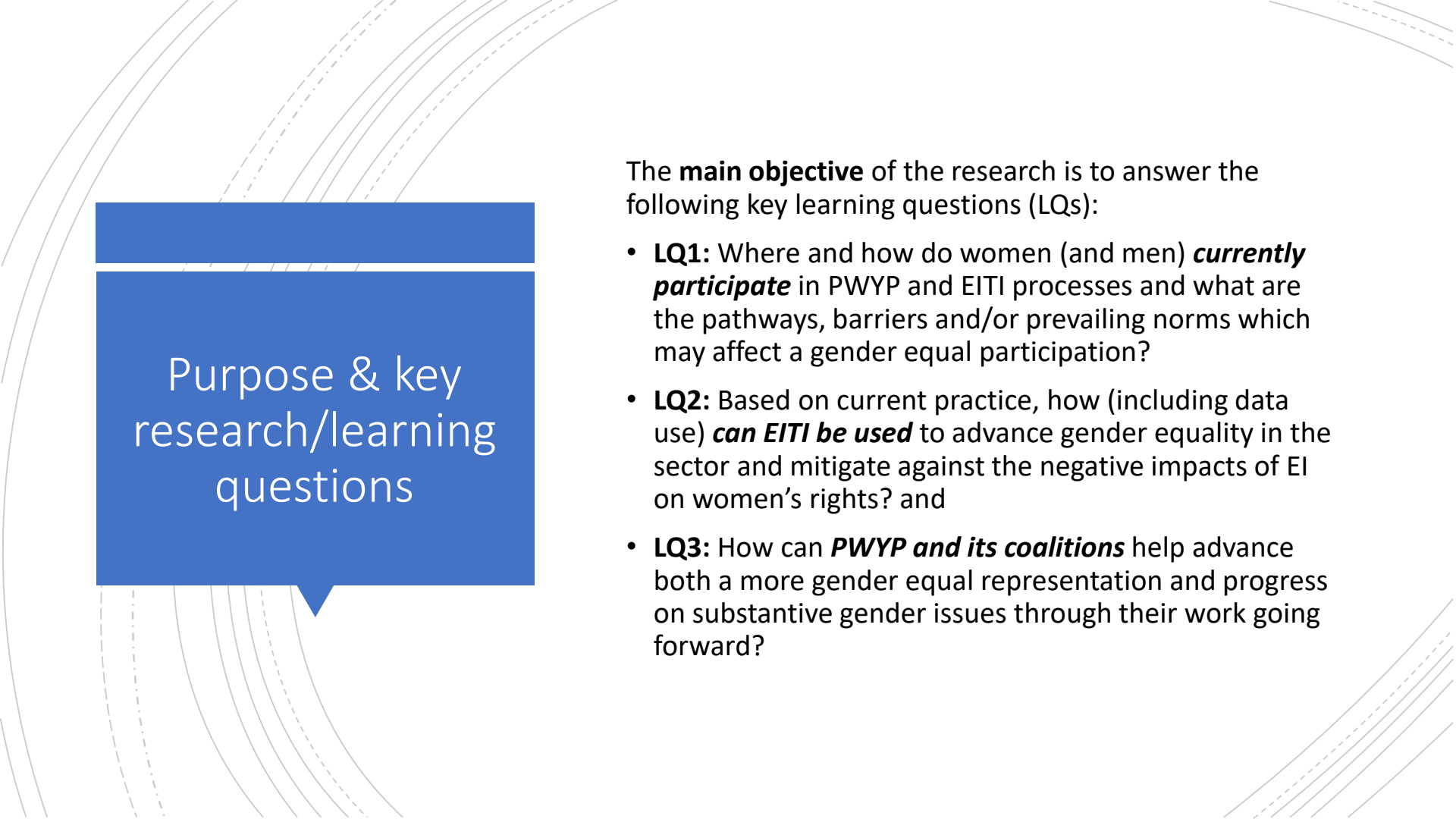
See Pages 19-20

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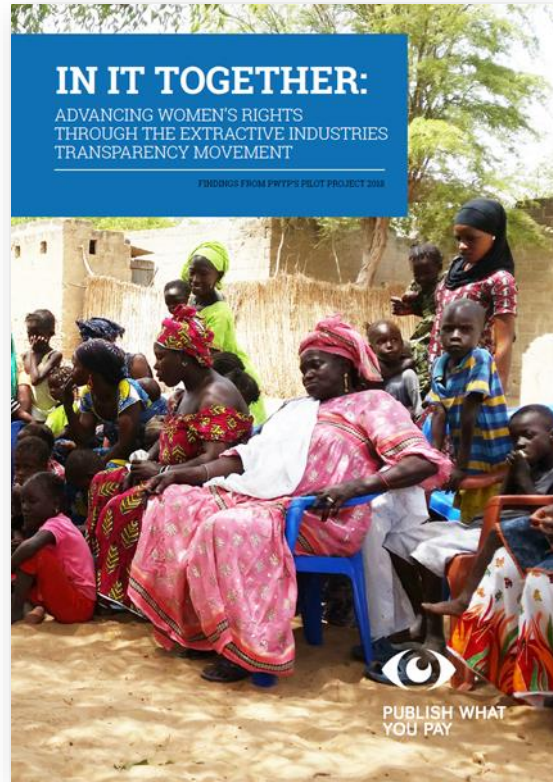
Presentation:
Experiences from West Africa – Findings from PWYP's Research on Gender and EITI

PWYP Gender Pilot – Research Synthesis

Purpose & key research/learning questions

The **main objective** of the research is to answer the following key learning questions (LQs):

- **LQ1:** Where and how do women (and men) *currently participate* in PWYP and EITI processes and what are the pathways, barriers and/or prevailing norms which may affect a gender equal participation?

- **LQ2:** Based on current practice, how (including data use) *can EITI be used* to advance gender equality in the sector and mitigate against the negative impacts of EI on women's rights? and

- **LQ3:** How can *PWYP and its coalitions* help advance both a more gender equal representation and progress on substantive gender issues through their work going forward?
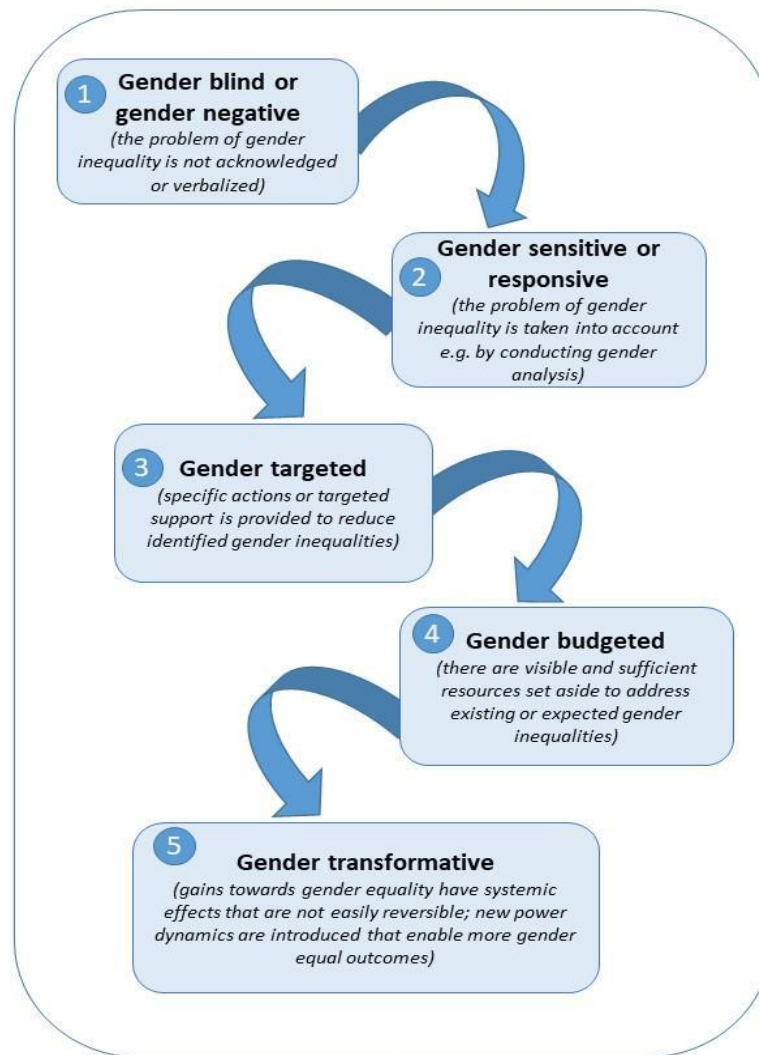
Research process

- **Initial orientation & methods development workshop** (in Senegal) with national research owners/drivers: PWYP Coalitions in Guinée, Burkina Faso, Senegal

- **Mapping** of spheres of influence & key actors

- **Gender scans** conducted including secondary information gathering & document review (Guinée, Burkina Faso, Senegal + Ghana, Togo, Nigeria)

- **Consultations** with key stakeholders (PWYP members, media, MSG members, government/EITI)

- **Focus group discussions** with community members in extractive zones

- **Synthesis** of findings across participating country coalitions

- **_Additionally:_** Initial research findings discussed at regional gender training workshop of PWYP Coalitions in West Africa.
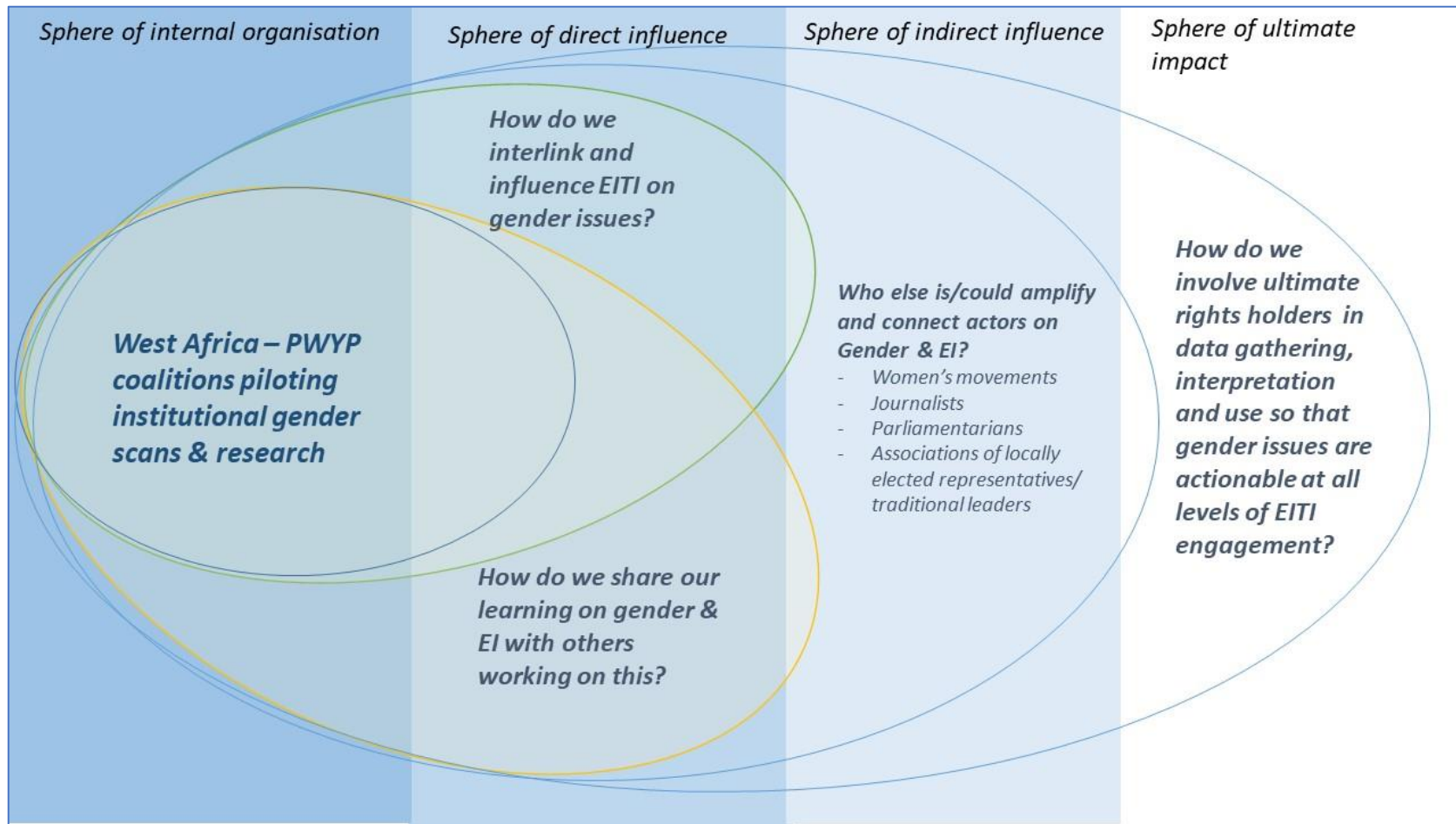
Methodology

- **Learning-by-doing**: Strategic choice to have participating PWYP national coalitions lead and 'own' the research process as part of internal capacity building, with support on methodology and substantive issues as needed.

- **Numeric scan** of 'who participates where' (PWYP Coalition secretariat, decision-making bodies, members, MSG) in terms of gender and position of influence

- **Classification of gender references** (as possible) in key documents (statutes, planning documents, reporting, including EITI reports)
  - Aspirational
  - Normative
  - Representative (# of women/men's participation)
  - Gender disaggregated
  - Community-generated

- **Power analysis** based on qualitative feedback in semi-structured interviews and focus group discussions with affected communities, including discussion on root causes and systemic barriers/pathways to women's participation

Analytical framework

1 **Gender blind or gender negative**
(the problem of gender inequality is not acknowledged or verbalized)

2 **Gender sensitive or responsive**
(the problem of gender inequality is taken into account e.g. by conducting gender analysis)

3 **Gender targeted**
(specific actions or targeted support is provided to reduce identified gender inequalities)

4 **Gender budgeted**
(there are visible and sufficient resources set aside to address existing or expected gender inequalities)

5 **Gender transformative**
(gains towards gender equality have systemic effects that are not easily reversible; new power dynamics are introduced that enable more gender equal outcomes)

Mapping of Spheres of Influence & Key Questions

Sphere of internal organisation

Sphere of direct influence

Sphere of indirect influence

Sphere of ultimate impact

How do we interlink and influence EITI on gender issues?

West Africa – PWYP coalitions piloting institutional gender scans & research

Who else is/could amplify and connect actors on Gender & EI?
- *Women's movements*
- *Journalists*
- *Parliamentarians*
- *Associations of locally elected representatives/ traditional leaders*

How do we involve ultimate rights holders in data gathering, interpretation and use so that gender issues are actionable at all levels of EITI engagement?

How do we share our learning on gender & EI with others working on this?

Mapping of key actors/sphere of influence

How do we organize ourselves?

Who do we have direct contact with?

Who else is/could amplify and connect actors on Gender & EI?

Who are the ultimate rights holders?

Research component

Transparency & extractives community

Int'l EITI Secr.

National EITI Secretariats

MSG Members

PWYP Guinea

PWYP Nigeia

PWYP Int'l. Secr.

PWYP Burkina Faso

PWYP Ghana

PWYP Senegal

PWYP Togo

PWYP member orgs / movement

National/int'l. women's groups or movements (previously not or marginally involved)

Women in communities directly affected by EI

Journalists/ media (nat/local)

Citizens (women and men) disaggregated by gender in resource rich countries in West Africa

Institutional gender scans

INGOs working on EI & Gender (e.g.Oxfam)

OGP (secr + gov's interested in gender)

Funders in EI & gender space

Parliamen-tarians/ parliamentary committees

Associations of locally elected representatives and/or traditional leaders

Sub-groups of women previously excluded from influence and decision-making at different levels due to other intersectional factors (access to info, ethnicity, marginalization etc.)

Stakeholders already working on/ interested in gender & EI

Sphere of internal organisation & mastery

Sphere of direct influence

Sphere of indirect influence

Sphere of ultimate impact

Overall observations

- *Long way to go – leveling of expectations is needed*
- *Ownership by PWYP National Coalitions and their in-country allies*
- *Incentives unclear for women's groups*
- *Conceptual clarity needed, drawing different 'boundaries' for gender analysis:*
  - *Women benefitting equally <u>within</u> the sector*
  - *Women benefitting equally from resources <u>generated</u> by the sector*
  - *Women not being <u>disproportionally adversely affected</u> by the social/societal effects of the sector*

Key findings – Participation & representation

*Learning Question 1: Where and how do women (and men) **currently participate** in PWYP and EITI processes and what are the pathways, barriers and/or prevailing norms which may affect a gender equal participation?*

- large disparity between the number of men/women participating in PWYP governance structures, programmes and as coalition members

- MSG participation strictly assigned by function - underrepresentation of women is symptomatic of broader gender bias in EI sector overall

- There is valuable gender expertise available yet few make linkages with EI sector currently

- At community-level, sociocultural barriers prevent women's more active participation - multi-pronged approach needed to break some of the systemic patterns preventing women from participating in local governance decision-making

Key findings – EITI as a mechanism

*Learning Question 2: Based on current practice, how (including in regards to data use) **can EITI be used** to advance gender equality in the sector and mitigate against the negative impacts of EI on women's rights?*

- Significant gap between legal & policy frameworks regulating the EI sector and those applicable nationally

- Gender analysis not done or systematically used

- Gender perceived somewhat instrumentally

- Actions to mainstream gender (if any) are largely aspirational

- Lack of concerted effort from civil society to share experiences, evidence and strategies

- At time of report publication, no mention of gender in EITI Standard

Recommendations

*Learning Question 3: How can **PWYP and its coalitions** help advance both a more gender equal representation and progress on substantive gender issues through their work going forward?*

- More awareness rising needed

- Conduct orientation sessions with women's groups

- Actively encourage a more gender-equal participation in MSGs and other EITI engagement and decision-making

- Targeted gender projects can be uses as 'triggers' for feeding lessons into broader mainstreaming efforts within

- Facilitate access and use of disaggregated data and gender statistics

- Form partnerships with other stakeholders working on advancing gender and women's rights

From theory to practice: discussion and polling

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Do you feel confident that you understand broadly what the gender issues are in the extractive industry in your country?

Antworten gesamt: 17

- Yes   6
- No   0
- Somewhat   11
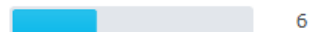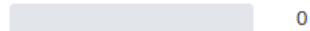
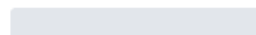Do you feel that you know where you can find additional resources to learn more?

Antworten gesamt: 14

- Yes 12
- No 0
- Somewhat 2

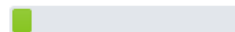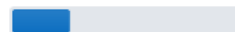Have you taken any steps on gender already?
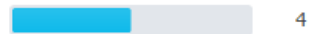
Antworten gesamt: 12

- Yes   8
- No   1
- Partially   3

Do you have any active plans to begin implementing the new gender provisions?

Antworten gesamt: 8

• Yes   4

• No   4

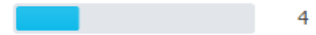Which requirement area do you plan to begin with?
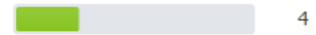
Antworten gesamt: 11

- Gender & MSGs   4

- Gender-sensitive data disclosures   2

- Outreach, dissemination and data accessibility   5

Which requirement area do you think may take the most effort?
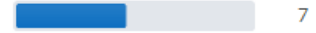
Antworten gesamt: 15

- Gender & MSGs — 4

- Gender-sensitive data disclosures — 4

- Outreach, dissemination and data accessibility — 7

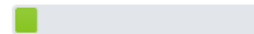Do you have ideas on where you can go beyond the standard?

Antworten gesamt: 11

• Yes — 7

• No — 1

• Somewhat — 3

What are some of your next steps on Gender and EITI?

Do you foresee any challenges?

The inclusion of the ministry of education on the future Lebanese EITI MSG to ensure that curricula for TVET education are gender inclusive to enhance economic benefit

Ukraine: working on amendments to the national EITI Law to oblige companies to include gender segreggated data in reporting

support EITI in gender-sensitive data dissemination
budget

Lebanon: surveying the CSOs gender mainstreaming policies

GIZ project budget restrictions and mandate (Ukraine)

Myanmar :
can include when we have corrective action discussion

using in-kind facilities from our uni, NDu

Is there additional support you will

Invite women's rights organizations and women femenist networks to the EITI Boar Meeting

Traning for EITI Board members on gender responsive EITI

Lebanon: More support in better understanding how women are more prone to being affected by the risks of the extractive industry.

More information on gender and mining (in general) can be found on: www.womenandmining.org

Ukraine: analysis, expert/training support on gender for MSG, civil society

Lebanon: what is the history of Gender and Mining? What can we learn from the past?
Overlapping issue, the dichtomy between artisan mining and industrial mining, knowing that 'family mining' includes women.
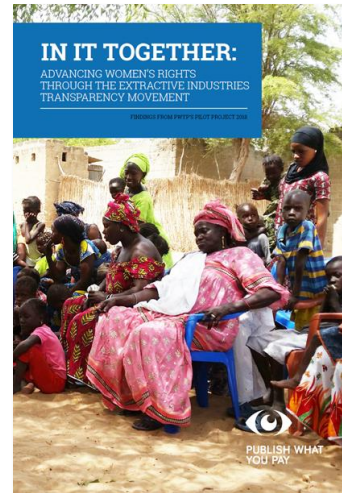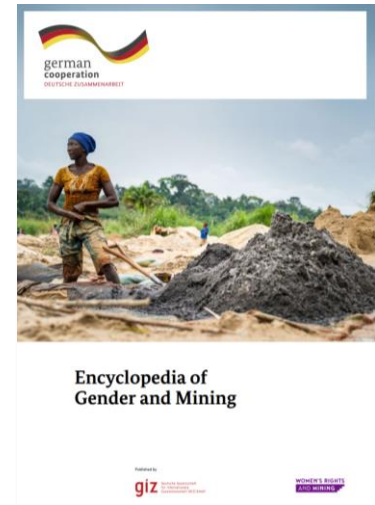
Q&A

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Key documents

Towards gender responsive implementation of the EITI
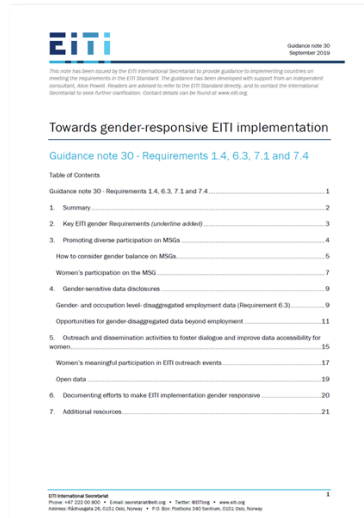
In it together: Advancing Women's Rights through the Extractive Industries Transparency Movement

Encyclopedia of Gender and Mining

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