



Extractive Industries  
Transparency Initiative

# Towards inclusion in extractives governance

Advancing gender-responsive  
EITI implementation

REPORT





## Key messages

- **Steady progress:** Since gender-related provisions were introduced in the EITI Standard, EITI implementation has seen more diverse representation in EITI multi-stakeholder groups (MSGs) and increased disclosure of gender-disaggregated data, especially on employment. MSGs are increasingly integrating gender into work plans.
- **Multi-stakeholder groups:** Women's participation in MSGs has increased from 20% in 2020 to 30% in 2025, reflecting steady progress. However, performance varies widely across regions and constituencies, with Latin America and the Caribbean (LAC) and the civil society constituency showing the closest overall gender balance. Leadership positions on MSGs remain largely male-dominated.
- **Gender-related data:** Many implementing countries are beginning to operationalise the gender-related transparency requirements of the EITI Standard, with increased reporting on provisions such as gender-disaggregated employment data. However, progress is uneven across other disclosure requirements.
- **Company disclosures:** Fifty-five EITI supporting companies now publish a gender diversity policy, and 54 disclose gender-disaggregated employment data for their overall workforce, in line with the EITI Expectations for supporting companies.

## Priorities for further progress

Advancing gender-equitable governance in the extractive sector requires sustained action. MSGs and other EITI stakeholders could support further progress by:

1. Ensuring greater gender balance in MSG nomination processes.
2. Embedding clear and costed gender-related objectives in EITI work plans and communication strategies.
3. Strengthening transparency around gender-related expenditures and impacts related to extractive activities.
4. Supporting the systematic disclosure and use of gender-disaggregated data.
5. Ensuring more inclusive public engagements on extractive sector governance.

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This report was prepared by the EITI International Secretariat and informed by research undertaken by Gender.Consulting.

Published March 2026

# Executive summary

Advancing gender equality in the extractive industries is integral to accountable and sustainable resource governance. Gender-responsive approaches can strengthen decision-making, improve risk management and support more equitable distribution of extractive revenues and benefits.

The extractive sector has historically been male dominated. Despite growing policy attention and stronger environmental, social and governance (ESG) expectations, progress has been gradual. Women's participation in the workforce remains comparatively low, leadership gaps persist and gender-based pay disparities continue.<sup>1</sup> This vulnerability is compounded by the fact that in many mining regions, women bear the primary responsibility for subsistence farming and water collection, meaning environmental degradation directly threatens their livelihoods and household food security. Gains achieved in recent years remain uneven and, in some contexts, fragile.

Advancing gender-responsive implementation is a core aspect of the EITI's work on inclusive governance, which is one of EITI's six strategic priorities for 2024-2028. Strengthening gender integration can help ensure that transparency contributes to equitable development outcomes and reinforces the EITI's role in promoting inclusive and accountable resource governance.

In response to growing stakeholder demand for more inclusive governance, the EITI Board introduced gender-related provisions to the 2019 EITI Standard. These amendments aimed to enhance women's participation in decision-making and promote disclosure of gender-disaggregated data. The 2023 EITI Standard further strengthens this framework. It includes requirements related to consultations and community consent; disclosure of gender-specific benefits of extractive revenues to communities and social expenditures; more granular gender-disaggregated employment data; and disclosure of environmental, social and gender impact assessments.

The Expectations for EITI supporting companies also include commitments to publish company policies on gender diversity and employment data disaggregated by gender. To date, 55 EITI supporting companies have published a gender diversity policy and 54 have published gender-disaggregated employment data on their overall workforce.

In 2025, the International Secretariat commissioned an analysis of progress in advancing gender-responsive EITI implementation, focusing on gender balance in multi-stakeholder groups (MSGs) and implementation of selected disclosure provisions. This report presents the main findings of the assessment, highlights areas of progress and persistent gaps across requirements, and sets out practical recommendations to strengthen gender-responsive EITI implementation.

Women's participation in MSGs has steadily increased across regions, rising from 20% in 2020 to 30% globally in 2025. Latin America and the Caribbean shows the closest overall gender balance, with women accounting for 48% of MSG members.

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<sup>1</sup> See IEA (2025). Gender and energy data explorer. Retrieved from <https://www.iea.org/data-and-statistics/data-tools/gender-and-energy-data-explorer>.

However, progress remains uneven, with representation still low in several regions. Women's participation in MSG leadership positions also remains limited.

Countries are increasingly using the EITI to disclose gender-disaggregated data, particularly on employment. However, significant gaps persist, notably disclosures related to the gender-specific aspects of revenue management and gender impact assessments.

These implementation gaps reflect broader structural dynamics in the sector. Women remain underrepresented in decision-making spaces and extractive revenues do not consistently translate into equitable benefits for women and marginalised groups. As global demand for critical minerals expands – driven by renewable energy technologies and digital infrastructure – there is a risk that existing gender inequalities could be reinforced if not systematically addressed.

Adopting a gender-responsive framework in the extractive sector is not only a matter of equity, but of effectiveness. Where gendered impacts and structural barriers are systematically identified and addressed, risks to projects, communities and investors are better managed. Decision-making becomes more inclusive and evidence-based. Integrating gender considerations into policies, company practices and multi-stakeholder oversight strengthens accountability, supports fairer benefit sharing and contributes to more sustainable economic and social outcomes in resource-rich countries.

Advancing gender-responsive EITI implementation will require sustained and coordinated action by governments, companies, civil society and the International Secretariat. Priorities include strengthening gender balance in MSG governance and leadership, embedding measurable gender objectives in work plans, improving the systematic disclosure and use of gender-disaggregated data, ensuring more inclusive public engagement and strengthening transparency around gender-related fiscal and impact information. Detailed recommendations are presented in section 3.

# 1. Multi-stakeholder governance

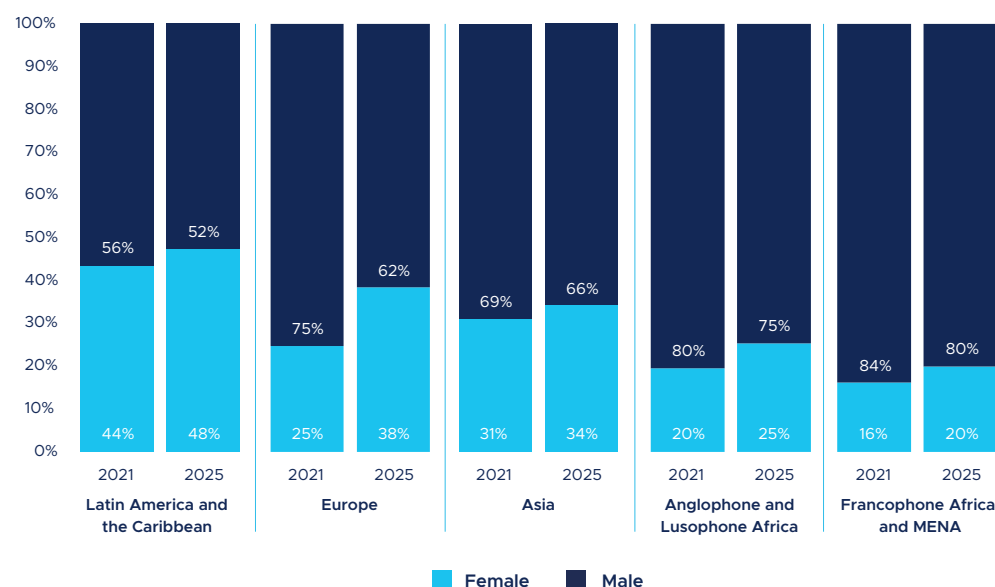
Requirement 1.4 of the EITI Standard calls for balanced stakeholder representation. EITI MSGs are leadership bodies and a gender-sensitive approach to EITI implementation requires that MSGs are representative and inclusive. As part of this, constituencies are expected to consider gender balance in nomination processes.

To assess progress, MSG membership lists from all implementing countries were collected, standardised and disaggregated by country, constituency and gender. Information on MSG chairs was also reviewed to assess gender balance in leadership positions.

## MSG representation

In 2025, women made up **30% of MSG members** globally. This reflects gradual progress from 20% in 2020, 25% in 2021 and 28% in 2023. Women's participation increased across all regions compared to previous stocktakes but is still low in some regions at only 20%.

Graph 1. Gender distribution of MSG membership by region (2021 vs 2025)



### Regional patterns

- **Latin America and the Caribbean (48%)** is closest to overall gender balance. Representation is relatively even across all constituencies, with 45% of civil society, 48% of industry and 49% of government MSG members being women.
- **Europe (38%)** shows the largest increase, rising from 25% in 2021 to 38% in 2025. Civil society leads with 54% female representation, followed by government (34%) and companies (31%).
- **Asia (34%)** records strong representation in civil society (54%) and moderate representation in companies (34%), but lower representation in the government constituency (21%).
- **Anglophone and Lusophone Africa (25%)** shows moderate participation overall, with the civil society (32%) and government (26%) ahead of companies (17%).

- **Francophone Africa and the Middle East and North Africa (MENA) (20%)** has the lowest overall representation. Civil society reaches 30%, while company (20%) and government (14%) lag on female representation.

These variations suggest that gender-responsive nomination practices are becoming more established in some regions, such as in LAC and Europe, but that targeted measures may be needed in others.

### Good practices

- In Iraq's newly constituted MSG, women account for 50% of civil society representatives and 20% of the overall MSG membership.
- Trinidad and Tobago (63%), Albania (60%), Mexico (60%) and Suriname (53%) stand out for having majority female representation on MSGs.
- Countries at or near parity include Colombia (50%), Argentina (48%), Madagascar (44%), Indonesia (44%), Burkina Faso (43%), Netherlands (43%), Timor Leste (42%), Germany (40%), and Mozambique (39%).

### Representation by constituency

Across constituencies, women's participation in MSGs increased slightly since 2021. Women are most represented in civil society (39%), followed by the company constituency (29%), while government remains the least gender-balanced at 24%.

Civil society consistently demonstrates the highest female representation across regions, particularly in Asia (54%) and Europe (54%). Government remains the most male-dominated constituency, particularly in Francophone Africa and MENA (86% male) and Asia (79% male).



Election of Iraq EITI's civil society members in May 2025.

CREDIT: IRAQ EITI

Graph 2. Gender distribution by EITI constituency (2021 vs 2025)

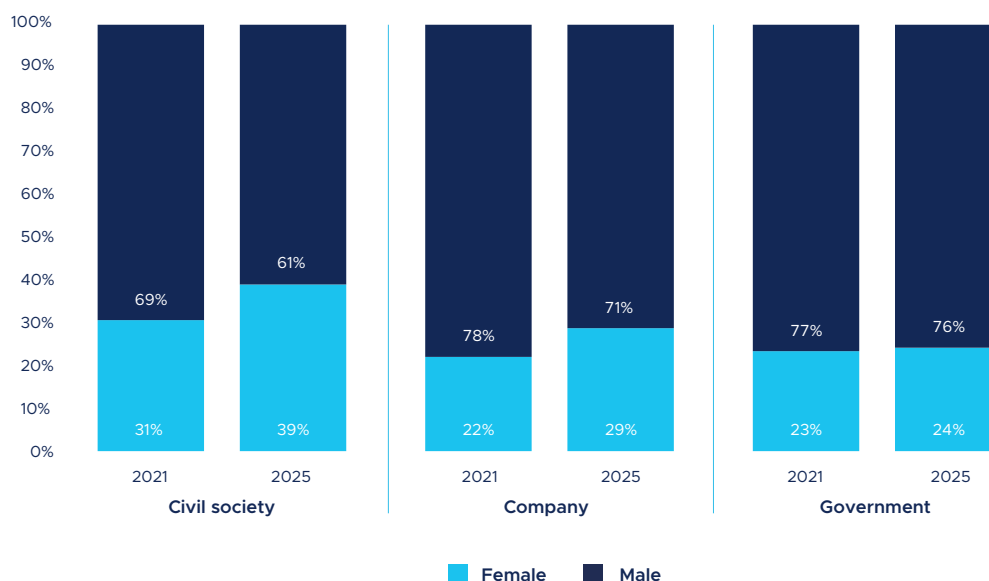


Table 1. Overview of gender representation in MSGs by region and constituency (2025)

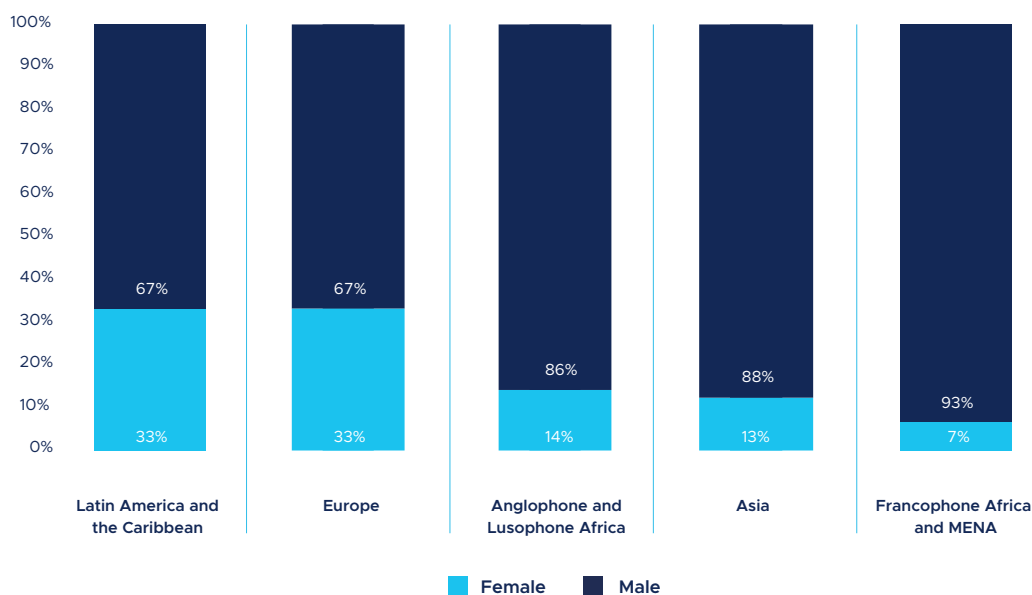
Region	Civil society		Companies		Government		Total	
	Female	Male	Female	Male	Female	Male	Female	Male
Latin America and the Caribbean	45%	55%	48%	52%	49%	51%	48%	52%
Europe	54%	46%	31%	69%	34%	66%	38%	62%
Asia	54%	46%	34%	66%	21%	79%	34%	66%
Anglophone and Lusophone Africa	32%	68%	17%	83%	26%	74%	25%	75%
Francophone Africa & MENA	30%	70%	20%	80%	14%	86%	20%	80%
<b>Total</b>	<b>39%</b>	<b>61%</b>	<b>29%</b>	<b>71%</b>	<b>24%</b>	<b>76%</b>	<b>30%</b>	<b>70%</b>

### MSG leadership

Across all regions, the share of women serving as the MSG chair remains low. Anglophone and Lusophone Africa, Asia, and Francophone Africa and MENA record the lowest proportions, at 13–14%. Europe and Latin America and the Caribbean show comparatively higher representation, with women holding 33% of MSG chair positions in each region, though still below parity.

The MSG chair plays a central leadership role in guiding implementation and resolving bottlenecks. The continued concentration of these roles among men indicates that gains in overall participation have not yet translated into gender balance in strategic leadership and agenda-setting functions.

**Graph 3. Gender distribution of MSG chairs by region (2025)**



## EITI Board

At the international level, women hold 47% (15 of 32) of EITI Board seats, while men hold 53% (17 of 32).<sup>2</sup> The EITI Board Chair is a woman, providing high-level leadership and influence in the Board's decision-making processes.

Representation varies by constituency:

- **Civil society** has a female majority with 60%.
- **Companies and investors** achieve parity with 54% female representation.
- **Supporting countries** achieve parity with 50% female representation.
- **Implementing countries** show the lowest representation, with women accounting for 22% of Board members.

While gender balance at EITI Board level is stronger than in many MSGs, there remains scope for improvement, particularly in the representation of females from implementing countries.

<sup>2</sup> As of February 2026.

## 2. Gender-related disclosures and engagement

The second part of the assessment examined progress under selected gender-related requirements of the 2023 EITI Standard (Requirements 1.5, 2.2, 5.3, 6.1, 6.3, 6.4 and 7.1). The review draws on Validation reports, EITI reporting, work plans and thematic reports.

The analysis is subject to timing constraints. At the time of the assessment, only six countries had reported data under the 2023 EITI Standard, and Validation against the revised requirements began in July 2025. Recent reforms and newly disclosed gender-disaggregated data may therefore not be fully reflected.

### Overall progress

Countries show the strongest progress where gender integration can be incorporated into existing planning and reporting systems. This is particularly evident under **Requirement 6.3**, which requires disclosure of employment data disaggregated by gender, and **Requirement 1.5**, which requires EITI work plans to reflect national priorities and be used as monitoring tools. In practice, many countries have been able to adapt existing employment reporting systems to include gender-disaggregated data, and an increasing number are embedding gender objectives and activities into their EITI work plans.

More mixed progress is observed under **Requirement 6.1** on social expenditures and environmental payments and Requirement 7.1 on public debate. Requirement 6.1 requires disclosure of mandated social expenditures and, where available, gender-disaggregated data on beneficiaries. While some countries disclose elements of social spending, systematic reporting on whether these expenditures benefit women and marginalised groups remains limited. Under **Requirement 7.1**, implementing countries are expected to ensure that EITI data contributes to inclusive public debate. Although several countries tailor outreach to women or partner with women-led organisations, gender-disaggregated tracking of participation is not yet consistent.

Implementation is weakest in areas requiring structural reform or more complex areas of regulatory oversight. Under **Requirement 5.3**, which requires disclosure of revenue management and subnational transfers, information on gender-related allocations or gender-responsive budgeting is rarely provided. Under **Requirement 6.4** on environmental and social impacts, gender-disaggregated impact data is limited. Similarly, under **Requirement 2.2** on license allocations, documentation of women's participation in consultation and decision-making processes remains limited.

Across the seven requirements assessed, a clear pattern emerges: gender integration is more advanced where it aligns with established planning and reporting practices, and slower where it depends on changes to public financial management systems, regulatory enforcement or systematic documentation of differentiated impacts and participation.

## Requirement 1.5: Work plan, monitoring and review

Gender-responsive implementation under Requirement 1.5 involves integrating gender considerations throughout the work planning, monitoring and review cycle. Where effectively embedded, the work plan becomes a practical accountability tool for advancing gender equality in the extractive sector.

An increasing number of countries include explicit and costed gender objectives in EITI work plans, reflecting a shift from general commitments to structured activities and monitoring.

### Good practices

- **Explicit gender objectives:** The Dominican Republic and Liberia integrate gender-related activities and roadmaps for inclusion into their planning documents. Armenia's 2023-2024 work plan includes a dedicated objective on targeted policies for vulnerable groups and women.
- **Consultative processes:** Ecuador, Guinea and the Philippines commission research and engage related civil society groups and women's organisations (such as "Women in Mining" chapters) to ensure gender priorities are reflected in planning.
- **Alignment with national frameworks:** Madagascar, the Philippines and Sierra Leone have integrated gender-mainstreaming frameworks into their mining laws and are linking them to EITI planning.

## Requirement 2.2: Contract and license allocations

Under Requirement 2.2, countries must disclose the criteria for license awards and transfers and describe any mandated community consultations. This includes reporting the number of people consulted, disaggregated by gender, and summarising how views on the project's impacts — including those raised by women — were collected and considered in decision-making.

In practice, disclosure of women's participation in licensing consultations and decision-making remains limited. Countries that demonstrate stronger performance on this requirement employ practical mechanisms such as legal and regulatory provisions to include women in consultation processes. An example of stronger alignment is **Sierra Leone's** 2023 Mines and Minerals Development Act, which requires at least 30% female representation in community land management committees prior to license awards.

International frameworks can provide important entry points for strengthening implementation. The **Escazú Agreement** requires public access to information, participation and justice in environmental decision-making for projects with significant impacts. The **ILO Convention 169 on Indigenous and Tribal Peoples** requires consultation with Indigenous peoples prior to resource projects affecting their lands.

Where countries have adopted these instruments, they provide a legal basis for more systematic documentation of who participates in consultations – including the number of participants disaggregated by gender – and how community views, including those of women and vulnerable groups, are considered in license awards.

### Requirement 5.3: Revenue management and expenditures

Requirement 5.3 encourages implementing countries to disclose additional information on revenue management and expenditures, including whether extractive revenues are earmarked for specific programmes, including those related to gender. It also encourages disclosure of budget and audit processes and information that strengthens public understanding of revenue sustainability. These provisions provide a clear entry point for assessing whether extractive revenues support gender-related programmes and how accountability in their use is ensured.

This remains the least advanced area. Country reporting rarely indicates whether revenues are allocated to gender-related initiatives or how spending decisions affect women and marginalised groups.

#### Good practices

- **Local development funds:** Senegal, Sierra Leone and Togo channel extractive revenues through funds that incorporate gender-specific outcomes.
- **Monitoring mechanisms:** In Senegal and Sierra Leone, the Women in Mining Index informs analysis of equitable revenue policies.
- **Community participation:** Guinea involves women in managing subnational funds, potentially strengthening oversight of spending decisions.



In La Guajira, Colombia, a local official explains the royalty system and municipal spending on local infrastructure and development projects.

CREDIT: LA ROTATIVA

## Requirement 6.1: Social expenditures and environmental payments

Requirement 6.1 requires the disclosure of companies' mandated social and environmental expenditures, including the identity of beneficiaries disaggregated by gender, where available. This creates an entry point for assessing whether social investments benefit women and marginalised groups. However, reporting rarely provides consistent gender-disaggregated information on beneficiaries.

### Good practices

- **Gender-linked social spending:** Peru tracks social investments and identifies gender-sensitive priorities in education and infrastructure spending. The Philippines reports on companies' social development and management programmes and community spending targeting women and Indigenous peoples, including gender-related programmes. Tanzania links company social payments to gender impacts.
- **Gender provisions in local funds:** Senegal and Togo embed gender requirements in legal frameworks for local development funds.

## Requirement 6.3: Contribution of the extractive sector to the economy

Requirement 6.3 requires implementing countries to disclose the contribution of the extractive sector to the economy, including employment data disaggregated by gender. This provision creates a clear basis for assessing women's participation in the sector and identifying disparities in employment patterns.

This requirement shows the strongest overall progress. Many countries routinely disclose gender-disaggregated employment data, as existing reporting systems can often be adapted to include this information. However, the level of detail and coverage varies significantly.

### Good practices

- **Systematic disclosure:** In Colombia, the oil and gas state-owned enterprise publishes detailed breakdowns by position, leadership level and employment type in its routine sustainability reporting. Guyana combines labour force surveys with company disclosures to broaden coverage, while Madagascar integrates gender-disaggregated employment data into routine reporting.
- **Greater granularity:** The Dominican Republic and Ecuador go beyond basic male/female totals, providing breakdowns by occupational level and analysing gender pay gaps.
- **Artisanal and small-scale mining (ASM):** Mozambique reports gender-disaggregated data on ASM operators, further broken down by age, province and education level.

## Requirement 6.4: Environmental and social impact of extractive industries

Requirement 6.4 requires implementing countries to disclose information on the environmental and social impacts of extractive activities, including social, gender and environmental impact assessments. This provides a basis for stakeholders to assess whether gender-differentiated impacts are identified and addressed in practice.

Implementation remains at an early stage. While some countries disclose environmental and social impact studies, limited gender-disaggregated data is available, and documentation of how gender considerations inform monitoring, enforcement or mitigation measures remains uneven.

### Good practices

- **Gender impact assessment tools:** In the Philippines, the EITI, in collaboration with the Mines and Geosciences Bureau, is finalising a Gender Impact Assessment (GIA) tool to assess the differentiated impacts of mining activities on women, men, Indigenous Peoples and other vulnerable groups across the entire mining life cycle.
- **Public accessibility of impact assessments:** Madagascar and the Philippines publish environmental and social impact studies, which support public oversight of gender-specific impacts of extractive projects. However, in many other countries, a lack of public access to such documents remains a major barrier to gender impact analysis and community monitoring.
- **Emerging regional frameworks:** Argentina, Chile, Colombia, Ecuador, Guyana and Mexico are implementing instruments such as the Escazú Agreement, which may strengthen inclusive environmental governance and public participation.
- **Civil society monitoring:** In Mongolia and Nigeria, civil society organisations advocate for gender-responsive enforcement and monitoring of environmental and social impacts, though these concerns are not consistently reflected in formal disclosures.

## Requirement 7.1: Public debate

Requirement 7.1 requires implementing countries to ensure that EITI disclosures contribute to evidence-based public debate on extractive industry governance, including on issues such as gender. Disclosures must consider access challenges and information needs of different genders and subgroups of citizens. From a gender perspective, this creates an obligation to ensure that communication materials are accessible to women and marginalised groups and that outreach efforts facilitate inclusive dialogue.

Progress varies across countries. While several initiatives demonstrate efforts to tailor communication and outreach through tailored workshops and partnerships with women-led organisations, systematic integration of gender considerations into communication strategies and consistent tracking of participation disaggregated by gender remain limited.

### Good practices

- **Strategic communications:** The Philippine Extractive Industries Transparency Initiative (PH-EITI), together with the Chamber of Mines of the Philippines and the Mines and Geosciences Bureau, hosted a “Women in Extractives” forum to elevate women’s voices in natural resource governance. The event convened over 100 participants from government, industry, civil society and academia.
- **Targeted engagement:** Colombia combines inclusive dialogue, data platforms and thematic webinars with a focus on gender and subnational engagement. Burkina Faso uses targeted outreach, such as specific workshops for women, and systematically tracks gender-disaggregated participation figures for all dissemination activities.
- **Civil society leadership:** Nigeria has partnered with women-led organisations for outreach and developed a gender and environmental reporting framework.



Women engage in artisanal gold mining activities in Uganda.

CREDIT: MEHMET ALI POYRAZ / SHUTTERSTOCK

# 3. Recommendations

Advancing gender-responsive EITI implementation requires coordinated action by implementing countries, companies, civil society and the EITI International Secretariat. The following recommendations build directly on the findings of this assessment and aim to strengthen both representation and disclosure under the 2023 EITI Standard.

These are separated into four categories: Governance and leadership; planning, monitoring and disclosure; inclusive participation and capacity building; and gender-responsive public debate and outreach.



## Governance and leadership

### EITI countries:

- Integrate clear gender criteria into MSG nomination procedures, including in terms of reference and constituency guidelines.
- Monitor and publicly disclose gender composition of MSGs on a regular basis.
- Increase women's representation in leadership positions, including MSG chair and co-chair roles, working group leads and committee leads.
- Consider setting constituency-level targets or minimum thresholds for women's participation to address persistent imbalances, particularly in government and company constituencies.

### International Secretariat:

- Develop and share practical tools and templates to support gender-responsive MSG nomination procedures and monitoring.
- Facilitate peer learning among countries to showcase good practices in improving gender balance in MSGs.



## Planning, monitoring and disclosure

### EITI countries:

- Embed clear, time bound and costed gender objectives in EITI work plans and national strategies.
- Include measurable indicators to track progress on gender integration across relevant requirements.
- Systematically disclose gender-disaggregated data where required or encouraged under the EITI Standard, including on employment, social expenditures and consultation processes.
- Ensure that environmental, social and gender impact assessments mandated by law or contract are publicly accessible, in line with Requirement 6.4.
- Where extractive revenues are earmarked for specific programmes, including those related to gender, disclose information on their size, purpose and oversight mechanisms.

**International Secretariat:**

- Promote greater consistency in reporting gender-disaggregated data across countries.
- Compile and disseminate examples of good practice in gender-responsive disclosure, including under Requirements 5.3, 6.1, 6.3 and 6.4.

**Inclusive participation and capacity building****EITI countries:**

- Systematically involve women's organisations and gender-focused civil society actors in MSG processes or consultations.
- Establish mechanisms (e.g. advisory groups, working groups) to ensure women's perspectives inform decision-making under relevant requirements.
- Address practical barriers to participation, including access to information, capacity constraints, language, travel and care responsibilities.

**International Secretariat:**

- Provide gender-sensitive training for MSG members and national secretariats.
- Offer technical assistance and examples of good practice to countries with low female representation or limited gender integration.

**Gender-responsive public debate and outreach****EITI countries:**

- Integrate gender considerations into communication and outreach strategies in line with Requirement 7.1 on public debate.
- Ensure that information is accessible, comprehensible and responsive to the needs of different genders and subgroups.
- Track participation in outreach events using gender-disaggregated data and use this information to adjust engagement strategies.

**International Secretariat:**

- Support countries in developing inclusive communication approaches and share tools for monitoring outreach participation.



At the 2023 EITI Global Conference, stakeholders discuss how the EITI can enable inclusive participation in debates on extractive revenue management.

CREDIT: EITI

TRANSPARENCY  
IN TRANSITION  
TRANSPARENCE  
EN TRANSITION

2023 EITI Global Conference  
Conférence mondiale de l'EITI 2023

## 4. Case studies

The following case studies illustrate different pathways through which implementing countries and stakeholders are advancing gender-responsive EITI implementation. They highlight practical mechanisms that strengthen governance, disclosure and participation under the 2023 EITI Standard.

### Senegal

#### Civil society leadership

Women in Mining Senegal (WIM Senegal) has played a central role in strengthening the integration of the gender dimension into the EITI processes and the broader extractive sector.

The [Women in Mining \(WIM\) Gender Index](#) systematically collects gender-disaggregated data across governance, employment, local content and community impacts. It extends beyond large EITI-reporting companies to include 315 smaller enterprises and the artisanal and semi-artisanal mining sector, where women are often absent from official statistics. By informing EITI reporting, corporate audits and policy discussions, the index strengthens the evidence base for gender-responsive reform.

WIM Senegal has also contributed to revisions of national mining and hydrocarbon codes and advocated for gender-sensitive provisions within the Local Development Support Fund (FADL), engaging inter-municipal, ministerial and parliamentary working groups to integrate gender considerations into legislative frameworks.

At community level, the organisation has trained more than 10,000 women and youth in negotiation, citizen monitoring of legal and contractual obligations, transformational leadership and evidenced-based advocacy, strengthening their meaningful participation and engagement in consultation and benefit-sharing processes.



Stakeholders from mining-affected municipalities in Thiès, Sénégal gather to discuss findings from the gender index and obligations of mining companies.

CREDIT: WOMEN IN MINING SÉNÉGAL

## Private sector engagement

Kosmos Energy demonstrates how corporate actors can complement EITI processes through governance participation and economic inclusion initiatives. The company includes a female representative in Ghana's EITI MSG, and strongly encourages female representation across its engagement in Senegal and Mauritania, contributing to more balanced stakeholder participation.

Through the Kosmos Innovation Center (KIC), launched in 2016 and active in Ghana, Senegal and Mauritania, the company supports youth entrepreneurship with a focus on women's economic inclusion. KIC offers specialised women-focused programmes to maximise participation and address structural barriers such as access to finance, business training and professional networks.

## The Philippines

### Legal and policy foundation

National gender policies, including the Philippine Plan for Gender-Responsive Development and the Harmonized Gender and Development Guidelines (HGDG), require government agencies to prepare annual Gender and Development (GAD) plans and budgets. This framework supports the systematic integration of gender considerations into extractive sector governance.

### MSG governance and representation

PH-EITI has established clear rules for MSG selection that emphasise gender and regional representation. The civil society constituency has introduced an alternating "zip" mechanism, whereby regular and alternate representatives are of different genders, supporting more balanced participation in the MSG.

### Integrating gender data into development plans

The Social Development Management Program (SDMP) requires mining companies to submit five-year development plans that include gender and development allocations. In addition, an administrative order issued by the Department of Environment and Natural Resources (DENR Administrative Order 2025-10) mandates the integration of UN Sustainable Development Goal 5 (gender equality) into the design and implementation of the SDMP.

### Gender-responsive outreach

PH-EITI has incorporated gender discussions into national and subnational roadshows since 2017. Engagement with government, companies, civil society, academia and local communities informed a dedicated study establishing baseline data on gender dynamics in the extractive sector.



## Armenia

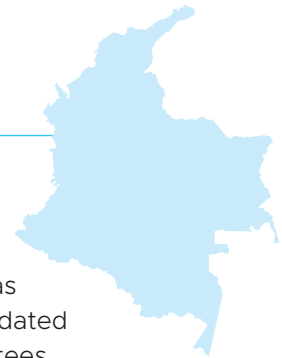


### Revenue allocation mechanism

Under the 2022 amendment to the law "On Targeted Use of Environmental Payments Made by Companies" environmental taxes paid by mining companies are allocated directly to affected municipalities. Funds are earmarked for environmental programmes and community health measures, with projects designed at the local level.

Although not explicitly framed as a gender policy, this mechanism creates opportunities to address differentiated environmental and health impacts, including those that disproportionately affect women. Transparent allocation and municipal oversight strengthen accountability and equitable benefit sharing.

## Colombia



### Civil society constituency leadership

The wider civil society constituency coordinating participation in the MSG has institutionalised gender as a core priority. In June 2024, the constituency updated its internal protocol to incorporate a gender approach across all subcommittees, including those addressing the royalty system, environmental governance and EITI implementation. This embeds gender analysis within technical policy discussions.

The constituency also promotes inclusive language and has initiated internal capacity-building on issues affecting women and LGBTIQ+ populations in the extractive sector, strengthening its ability to advocate for inclusive governance outcomes.



A PH-EITI "Women in Extractives" forum in Manila, Philippines in March 2025.

CREDIT: PH-EITI

# Methodology

This assessment comprised three components: a stocktake of gender representation in multi-stakeholder groups (MSGs), a review of selected gender-related provisions of the 2023 EITI Standard, and targeted case studies.

MSG membership lists from all implementing countries were collected, standardised and disaggregated by country, constituency and gender. Information on MSG chairs was compiled to assess gender balance in leadership positions.

The analysis examined overall representation, leadership and regional patterns. Data limitations included inconsistent data formats, incomplete or outdated membership lists and limited public disclosure of gender composition, which affected comparability.

Progress under Requirements 1.5, 2.2, 5.3, 6.1, 6.3, 6.4 and 7.1 was assessed through review of Validation reports, EITI reporting, work plans and thematic studies.

Gender-related provisions were translated into analytical criteria to evaluate implementation in practice, including disclosure of gender-disaggregated employment data, integration of gender objectives in work plans, documentation of beneficiaries of social expenditures and consultation processes, and disclosure of gender-related revenue allocations and impact assessments. The review sought to distinguish formal compliance from substantive implementation. Time lags between reporting and Validation mean that recent reforms may not yet be fully reflected.

Case studies were developed through documentary review and stakeholder input to illustrate practical approaches to advancing gender-responsive implementation and to provide qualitative insights into how gender provisions are applied in practice.







Extractive Industries  
Transparency Initiative

We believe that a country's natural resources belong to its citizens. Our mission is to promote understanding of natural resource management, strengthen public and corporate governance and provide the data to inform greater transparency and accountability in the extractives sector.

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