



*Women in Mining  
Voices for Change  
A Vision for a Better Future*

John Strongman and Adriana Eftimie  
*Mining Advisor and Mining Specialist, World Bank*

Dr Graeme Hancock  
*Advisor, PNG Department of Mining*  
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# *Winners and Losers in Mining*

## *The Gender Question*

- It has long been recognized that the benefits from extractive industries (mining, oil and gas) tend to accrue at the macroeconomic level (especially exports and taxes) whereas the costs are often concentrated at the local level (environmental harm and social disruption)
- With this in mind, there has been a strong push in recent years to improve the benefits at the local level (especially by emphasizing spin-off businesses and increased compensation) and reduce the costs (by improved environmental practices)
- But our work on the mining sector in Papua New Guinea has raised concerns that simply improving benefits and reducing costs at the local level is not sufficient because there is a gender bias – benefits at the local level tend to be captured by men whereas negative impacts fall most heavily on women





# *The PNG Women in Mining Conference*



- With this background, and with support from mining companies, AusAID, and ESMAP, we held a conference in Papua New Guinea in August 2003
  - To examine
    - Negative impacts of mining on women
    - Positive impacts of mining on women
  - To develop strategies
    - To reduce and mitigate the negative impacts
    - To improve and enhance the positive impacts
- About 180 attendees (160 women, 20 men)
  - 160 from PNG, about two thirds from mining communities
  - 20 international attendees





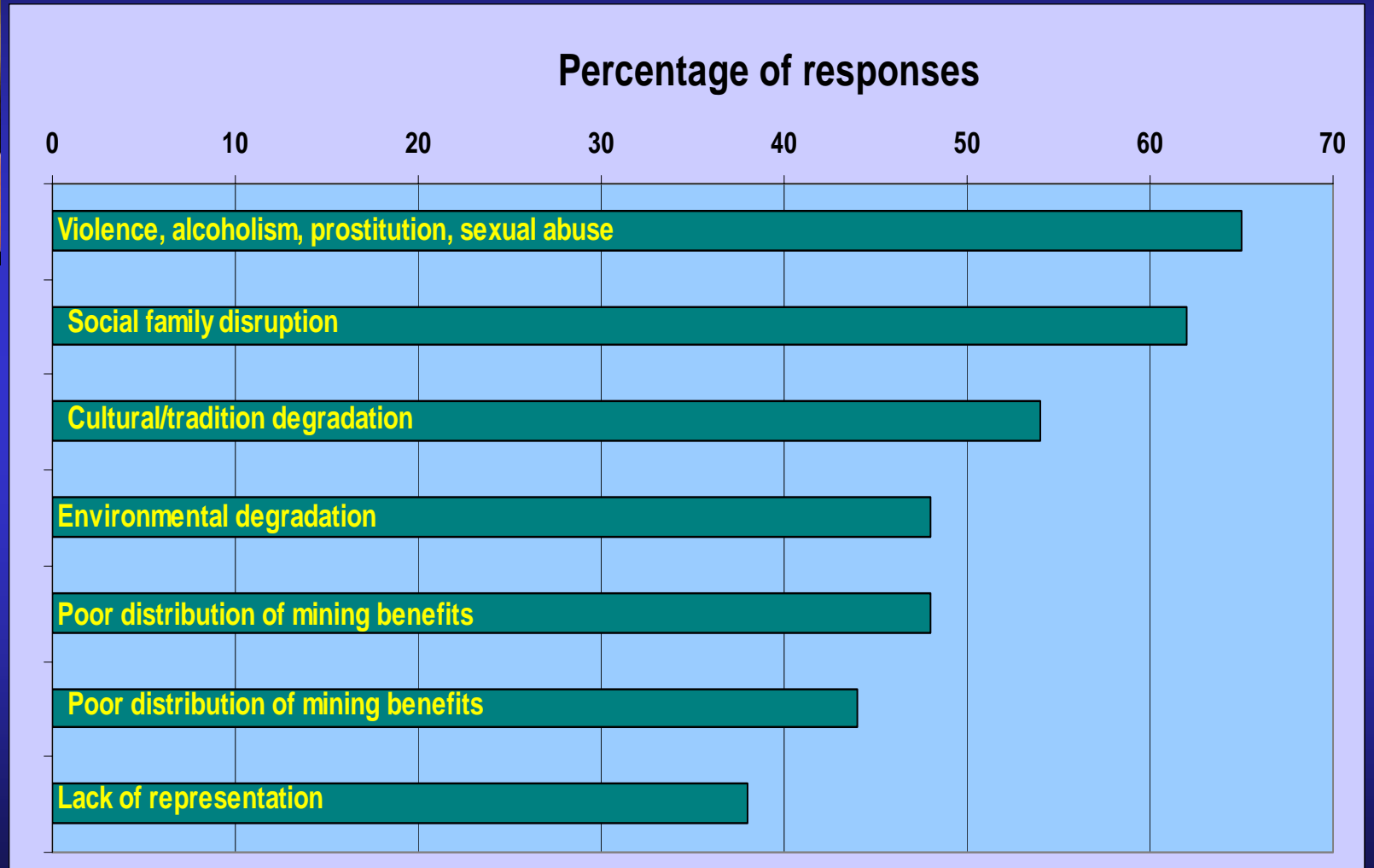
# *We Conducted a Survey of the Participants With a Questionnaire*

- The Questionnaire
  - Open ended format, handed out first day
  - About 120 responses
- Main Findings
  - Mining causes significant social harm - over 60% conference participants reported significant harm relating to domestic violence, alcoholism, and family disruption
  - These findings were backed up by extensive discussions and examples during the conference



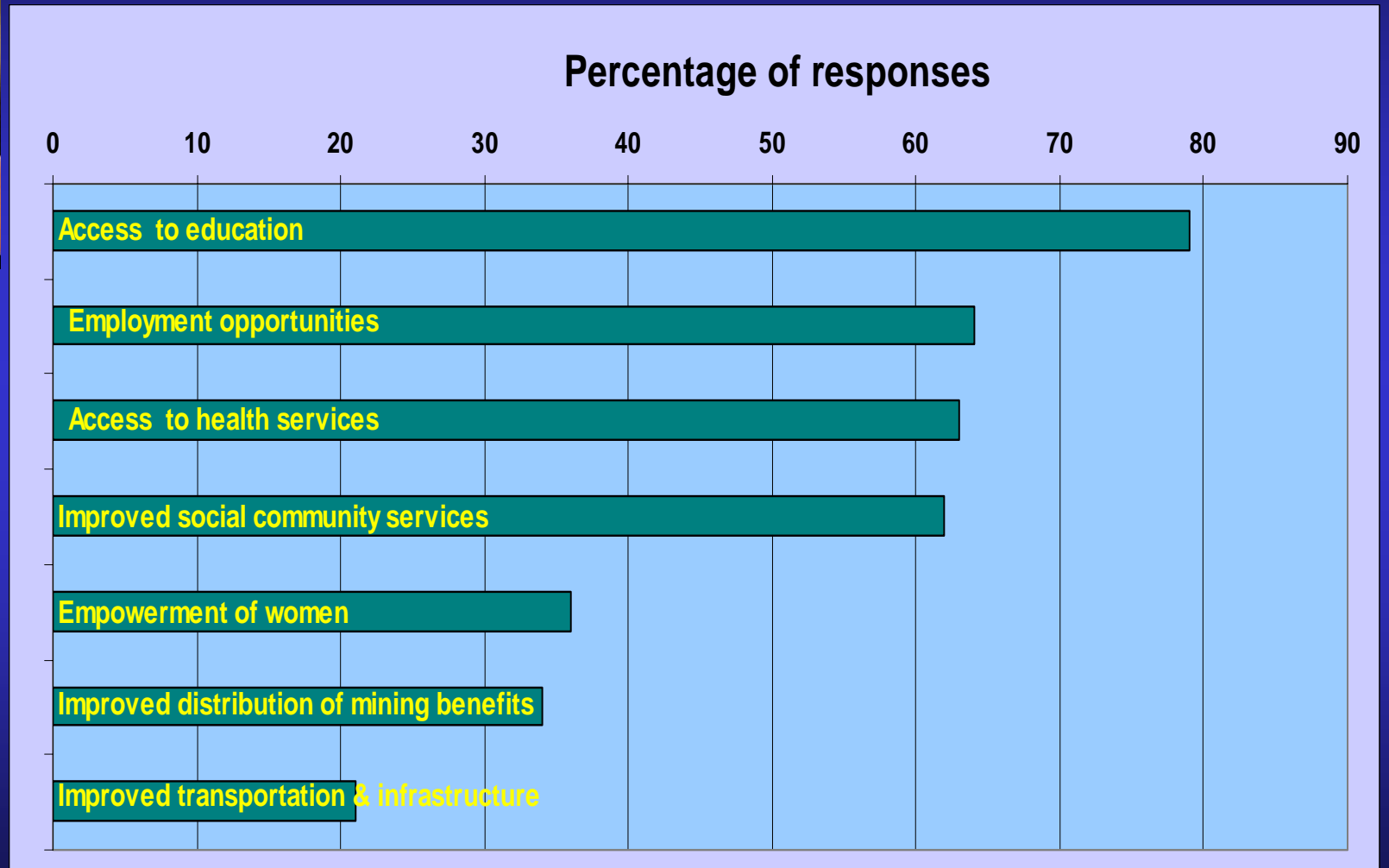


# *The Questionnaire: – Negative Impacts*





# The Questionnaire – Positive Impacts







# *Strategies Developed in Response to the Questionnaire Results*

- Based on the findings of the Questionnaire, the participants developed the following strategies:
  - Empowerment of women
    - *Economic Empowerment*
    - *Social Empowerment*
  - Well being of women
    - *Health and education*
    - *Safety and security*
- And started the process of identifying actions by companies, communities, NGOs and Governments to implement the strategies





# *Actions Identified for Economic Empowerment*

- Companies
  - Affirmative action for greater employment of women
  - Spin-off jobs aimed at women
- Communities and NGOs
  - Men and women equally represented as agents for community level benefit distribution
  - Micro-credits for women's business/cottage industries – supported by training in accounting, marketing etc
- Government
  - Dept. of Mining to direct a percentage of compensation and benefits to support community-based Sustainable Development Programs including women's projects







# *Actions Identified for Social Empowerment*



- Companies
  - Appointment of gender desk for women's issues
  - Include community women representatives in discussions at all stages of mine life (exploration to mine closure)
- Communities and NGOs
  - Select and support women to represent community concerns in committee and forums
  - Liaise with local government on issues of concern to women
- Government
  - Involve women in Mine Review Committee and Development Planning Committee
  - Establish gender desks in Dept of Mining; local governments





# *Actions Identified for Improved Health & Education*

- Companies
  - Skills training for women for in-company jobs
  - Skills training for women in outside employment
  - Community access to company health services
- Communities and NGOs
  - Support adult literacy, vocational skills and business training
  - Education about HIV/AIDs and high risk diseases
- Government
  - Survey of women's access to social and community services
  - Enforce compliance with environmental regulations





# *Actions Identified for Improved Safety & Security*

- Companies
  - Counseling for employees to reduce domestic violence and assist victims of violence
- Communities, NGOs and Government
  - Educate women about their rights and responsibilities regarding violence and abuse
  - Counseling for both men and women to reduce domestic violence
  - Establish counseling services for victims of violence and abuse





## *Examples of What Mining Companies, Government and Communities are Already Doing*

Economic Empowerment	<ul style="list-style-type: none"><li>•Porgera – Micro credit Schemes</li><li>•Ok Tedi – Support for skills training and business development</li></ul>
Social Empowerment	<ul style="list-style-type: none"><li>•Lihir – improved benefits distribution</li><li>•Ok Tedi - Gender Desk established</li></ul>
Health and Education	<ul style="list-style-type: none"><li>•Lihir - HIV/AIDS awareness campaign</li><li>•Misima – Future Generations Trust to support Health and Education</li></ul>
Safety and Security	<ul style="list-style-type: none"><li>•Misima – Informing women of their rights</li><li>•Porgera – Counseling for victims of abuse</li></ul>





# Women in Mining - Vision Statement



Women in mining communities have a vision for a future of peace and prosperity resulting from improved well-being and greater empowerment where:

## **Well-Being - Health and Education**

- access to social and community services are increased
- access to educational and training opportunities for women and girls are increased
- diseases associated with changes in work patterns and diet are reduced and prevented
- socially and sexually transmitted infections, in particular HIV / AIDS are reduced and prevented
- environmental degradation that reduces the quality of life is mitigated and avoided.

## **Economic Empowerment**

- mechanisms for enhancing the skills and abilities of institutions and associations supporting the development of women are established and improved
- access to business opportunities for women are increased
- mechanisms for the equitable distribution of financial benefit streams are established

- equitable and improved employment opportunities for women are ensured.

## **Social Empowerment**

- the human rights of women and children are promoted and upheld
- traditional values and practices that protect women's contribution and status within communities are enhanced
- women are recognized as key stakeholders in communities
- women are represented and effectively participate in ongoing consultation at all levels of decision-making throughout the mine life.

## **Well-Being - Safety and Security**

- all forms of violence against women; and within and against communities are eliminated
- alcohol and drug abuse are eliminated
- sexual abuse is eliminated
- all stakeholders in mining communities work together to avoid or mitigate social breakdown.

## **Artisanal and Small Scale Mining**

- artisanal and small scale mining is managed within a framework of sustainable development.







# *Some Possible Broader Implications*



- Hypothesis: if women (children and families) are overall net beneficiaries from mining then there are better prospects for achieving sustainable development
- Why: in many indigenous communities women are the basic economic drivers of the community and supporters of their families. Benefit streams to men often contribute to domestic harm not good and social problems such as alcohol abuse
- Solution: in order for women (children and families) to become net beneficiaries from mining, then planning and actions are needed so that
  - *benefits are widely shared and well used in communities (not just captured by a few) and ;*
  - *harmful impacts are identified and mitigated, especially for the groups with least influence*







## *Next Steps*

- Disseminate, disseminate, disseminate
- In PNG
  - Women's Steering Committee formed
  - Follow up actions by companies, communities
  - Prepare for June 2005 follow up conference
- Elsewhere
  - Possible one day workshops
    - India, Poland, Romania

