

Promising Practices in Gender and Extractives: Key Questions from Small-Group Discussions

Attendees of the November 12th gathering on Promising Practices in Gender and Extractives were asked what key question or questions had come up during the day's presentations and discussions, and what answers or approaches for finding answers they had. Below are their thoughts.

Group 1 Key Question:

How do we build analytical bridges between large-scale extractives and the Artisanal and Small-Scale Mining sector in relation to social and economic dynamics around women, youth, and marginalized peoples (e.g. ethnic groups)?

Note that youth and marginalized groups were added because it is youth who are primarily involved in the ASM "production" cycle, and now ethnic minorities like Baaka pygmies (Central African Republic) and pastoralist populations (Uganda) are increasingly involved in the sector.

The responses to this question:

- Recognize, formalize, and build the capacity of women, youth, and marginalized institutional entities (e.g., cooperatives, associations, PME companies). Without social organizations recognized by the state it can be difficult to mount any kind of concerted technical support, advocacy, or education.
- Generate more action-research on the role of women, youth, and marginalized peoples in both "primary" (e.g., gold, diamonds, sapphires, jade, cobalt, 3-T's) and "tertiary" sectors (e.g.: sand, gravel, clay for bricks, rare earths).
- Carry out action-oriented research and policy dialogues on how the climate crisis may affect the value of different minerals. Imagine for a moment what will happen when coastal flooding wipes out cities, that people move, and then search for vast quantities of sand, gravel, clay for bricks, and other materials. Or, as we move toward a renewable energy future, will there be new mineral demands (i.e., cobalt, rare earths for batteries, etc.)? We don't know. Differential impacts will be felt by women and men who will struggle for access to the mineral base, access to markets, and access to finance.
- Promote more research and reflection on how large-scale extractive companies can accommodate the artisanal and small-scale mining sector and especially the differential impacts across gender, socio-economic, and ethnic lines. New accommodation

arrangements are beginning to occur between ASM mining communities and companies holding mining licenses (i.e., Burkina Faso mining companies). The USAID PRADD II ASM project did a conference on this subject. Oppositional stances will not work; artisanal mining communities will one way or another find ways to sabotage or undermine the large companies. From the start, negotiation with ASM communities must occur, but, of course, also recognize that negotiation will not lead to straight-forward, constant, and enforceable agreements. These agreements will be constantly tested and renegotiated depending on the power relations and organization of community-based institutions noted above.

Group 2 Key Question:

How do we generate real or genuine leadership and compromise from the highest level of a company to its staff to prompt execution of the social, environmental and safety initiatives in order to operationalize the actual framework (laws, policy related to gender approach)?

The responses to this question:

- We think that all companies need to have leaders that believe in the importance of gender and communicate these beliefs to implementing workers, such that they also believe in the importance of a gender approach.
- We have to develop awareness and capabilities inside of the operations of the extractives companies to be able to generate awareness outside of the extractive operation.
- We need a responsible business that can understand that it is a part of a community.

Group 3 Key Question:

What have we learned that can inform meaningful accountability?

The responses to this question:

To private investors – their ‘checklist’ should include:

- Capacity and resources to enable community-project proponent dialogue and negotiations.
- Intersectional gender impact assessment; demonstrate that it has been incorporated into project plan.
- Diversity and gender inclusion consultation requirement (including an approach that includes the whole of the community, including women and men).
- Demonstrate how those most harshly impacted will benefit from project (revenues or CSR projects, job creation, etc.).
- Resources to support this work (e.g., staff technical expertise).

Group 4 (remote contributors) Key Questions:

1. How do you bridge the divide among different actors (civil society, beneficiaries, government, private sector)?

2. What are the enabling conditions for good practices with gender? How do you determine these, and whether they are replicable?
3. How do you create the demand for best practices with gender? How do you make gender a risk issue for the corporate side? Government side? How do you make them recognize the risk and manage the risk?

The responses to these questions:

- Prompt governments to recognize and manage risk.
- Require that they publicly report on licensee (company) performance and on payments to licensees.
- Prompt governments to put performance and practices contingencies on licenses and on reciprocal payments to governments.
- Educate governments and companies on the risk and cost implications of conflicts and loss of social license.
- Prompt corporations to recognize and manage risk, focus on their possible loss of reputation and loss of social license.