



PROMOTING WOMEN'S PARTICIPATION IN THE EXTRACTIVE INDUSTRIES SECTOR

Examples of Emerging Good Practices



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UN WOMEN EASTERN AND SOUTHERN AFRICA

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The team of authors who contributed to the preparation of this publication was led by Jack Onyisi Abebe and Jacinta Okwaro.

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FOREWORD

The year 2015 marked a defining moment for the global development effort with the adoption of the SDGs in September. While countries in Eastern and Southern Africa have made progress against the MDGs, gaps remain and several issues that were not part of the MDG framework will be taken up by the SDGs, such as urbanization, resilience, inequality and governance. The new development agenda has been considerably broadened and comprises 17 SDGs, 169 targets and about 300 indicators with a stand-alone goal of gender equality and empowerment of women.

The extractive industries (EI) remains a male-dominated industry as compared to the other industries in Africa. It is important to involve women in it because women have the same “right to development” as men, so if EI diminish their access to economic and social development, this human right has been violated. Since women are also often the linchpins of their communities, with key roles in ensuring the health, nutrition, education and security of those around them, investing in women and assuring their participation is not only key for their own development, but also for the socioeconomic development of their families and communities.

There is a clear development case for investing in women, and ensuring their access to resources. Where women have better access to education, they

are more likely to delay marriage and childbirth, reduce their risk of contracting or spreading HIV and AIDS and earn more money (World Bank Extractive Industries and Development Series #8, August 2009). There is also a clear business case for bringing women to the heart of extraction. Gender disparities in the EI can have significant cost implications for the industry. Gender-related initiatives, such as increasing female employment opportunities and community development programmes, help reduce costs, improve efficiency, and improve company-community relations while freeing up management time to address the core business at hand.

A documentation of good practices on gender and the extractive industries will therefore help guide governments, the private sector, civil society organizations and other stakeholders in developing policy, programmes and legislation that will do a better job of addressing challenges facing women affected by—and hoping to benefit from—the extractive industries sector. This publication on emerging good practices is a valuable contribution to exploring solutions and taking them to scale to engender the extractive industries in Africa.

Ms. Simone ellis Oluoch-Olunya

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INTRODUCTION

Women in the extractive industries are central to the sustainability of the extractive value chain and the communities where extraction takes place. Too often unrecognized and undervalued, women's labor makes significant contributions to the extractive industries, which is under increasing demand. Empowering women in the extractive industries not only has a positive impact on the lives of women, children and communities, but also makes business sense to African economies (World Bank, *Gender in Extractive Industries*, 2013). Studies have shown that when women have control over their own income or family earnings, they reinvest in their families, children and communities, increasing the well-being and the sustainability of communities where extraction activities take place.

Through its extractive industries' work, UN Women challenges the EI actors to put women at the heart of extraction in Africa and to strengthen the rights of women in the sector. Women must have equitable access to opportunities: jobs, education and participation in the industry. They must be included in making the decisions that affect their lives and those of their families and children. Gender-sensitive consultation is indispensable to ensure that research, analysis, training, activities, policy and legal frameworks, interventions and programmes in the extractive industries not only meet the needs of women, but enhance their well-being and that of their children and families.

UN Women has responded to the gender barriers in the extractive industries in Africa with a multi-stakeholder approach, including a recent Sharefair on Gender Equality in the Extractive Industries. The Sharefair served as an inspiring platform for sharing

knowledge and experience, establishing partnerships and developing solutions to stimulate interest and collaborative efforts in engendering the extractive industries in Africa. The Sharefair also allowed participating African governments and other agencies to make significant commitments to address gender inequalities and women's empowerment in the extractive industries. Besides, UN Women has developed several policy documents including an Inequality Guide, UN Women Policy Brief on Gender Equality in Extractive Industries, Mainstreaming Gender in HIV and AIDS responses in the extractive industries, among other targeted knowledge products.

There remains little shared knowledge of what emerging good practices actually look like. This report provides examples of good practices to increase gender equality in the EI sector in Africa, and shows where there is potential to make even greater change.

Who This Good Practice Profiling Targets

The purpose of this publication is to showcase emerging good practices of promoting women's participation in the EI sector that have been successfully implemented by actors across the region and may be replicated by stakeholders committed to integrate gender issues into the EI value chain and strategies. The report targets private companies, governments,

CSOs, academia and other actors and players in the extractive industries, including communities, and specifically women and girls who bear the brunt of extractive activities. It answers questions raised by all actors that have made initial commitments to integrate gender issues into the extractive industries value chain, or those that are considering doing so

and require resources and additional support to translate their strategies and thinking into practice. It also aims to speak to the needs of implementing partners, given that many private-sector actors partner with non-profit organizations or governments.

Scope of the Report

This report investigates emerging good practices in 12 key areas, including (1) Protection of Women and Community Land and Natural Resources Rights, (2) Policy and Legislation, (3) Revenue Management and Allocation, (4) Transparency and Accountability, (5) Women's Agency, (6) Involving Women in Negotiation for Extractive Activities and Resources, (7) Supporting Women's Entrepreneurship Opportunities, (8) Research, Knowledge Management and Advocacy, (9) Establishing Local and Economic Linkages in the Sector, (10) Company-Community Relations, (11) Encouraging More Women and Girls to Pursue Extractive Industries Related Trainings, (12) South-South Learning and Technical Cooperation.

Geographical Scope of the Report

The report focuses mainly on emerging good-practice initiatives from Africa but has in certain instances reached outside the continent where the case indicates potential replicability in Africa. It mainly covers those initiatives that have existed for some time and have visible impacts in promoting women's participation in the extractive industries, but in certain cases of promising practices also covers those to

create space for scalability and replication by other actors in the EI sector.

Perceived Gaps

While progress has been made to involve women as active participants in the extractive industries, the process of identifying emerging good practice for promoting women's participation in the EI also highlights the limited scope of the efforts which are currently employed. We reiterate the need for significant need for greater commitments by all actors in terms of increasing the number of interventions while also considering the quality and scope of those interventions and ensuring consultative design that would build on sustainability, scalability and replicability.

Methodology

The documentation involved extensive literature reviews, internal and external consultations with UN Women country offices and other external stakeholders and recommendations from purposively selected actors and players in the extractives value chain from across Africa. The documentation acknowledges the fact that the good practices documented are only a selection and that others may exist in various countries in Africa worth replication. While the publication encourages replication, it also cautions actors that replication of the documented good practices should be based on the context of operations and should also be corroborated with further research on other supportive methodologies.

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