

GENDER EQUALITY

OUR VISION is for natural resources to benefit all genders equally.

The mismanagement of natural resources highlights and in many cases, deepens inequality. In turn, gender inequality fuels insecurity and human rights violations.

We aim to understand how gender discrimination occurs in natural resource management systems and the opportunities for transformation and empowerment in areas where security and human rights are at risk.

What do we mean by gender?

While we may often speak of addressing the needs of women, girls, men, and boys—our definition of gender goes beyond the exclusive labels of "male" and "female" and includes all identities.

What do we mean by gender equality?

Women and men will enjoy the same rights and opportunities, including the right to access, to control, and to benefit from the natural resources in their communities.

What do we mean by economic empowerment?

Economic empowerment is when a person has the ability, power, and freedom to make decisions about their financial and economic wellbeing. For women, economic empowerment can include contributing economically to the household, having the money and freedom to establish a business, or go to school. Our work is contributing to an equitable transformation of natural resource management. We've led in sharing knowledge and research on the role of women in natural resource management in areas where security and human rights are at risk, and developing approaches to support their empowerment.

At IMPACT, gender equality is one of our five focus areas and a priority for our organization. We are committed to working with our team and partners to privilege gender equality, women's rights, and women's empowerment across our work and practices.

• WE REVEAL

We seek to deepen our understanding of how natural resource management systems affect women and men, girls and boys, differently. We analyze how roles are assigned to specific genders, as well as the issues of ownership, control, and management of natural resources to identify who benefits and how, and to pinpoint opportunities for empowering those who are deprived of these benefits.

We identify critical gaps in knowledge and data through quantitative and qualitative research. We focus on field-based research, in collaboration with academics, national and local civil society, as well as women's and community associations.

Our research leads to recommendations at the international, national, local, and community levels on integrating gender equality in regulatory and legal reforms aimed at natural resource management, supply chain transparency, as well as ending illicit trade and financing.

WOMEN IN THE ARTISANAL GOLD MINING SECTOR IN THE DEMOCRATIC REPUBLIC OF CONGO **(2012-2014)**:

Our field research in Orientale and South Kivu Provinces, examined how women participate in the artisanal gold mining sector, identifying their vulnerabilities and opportunities for empowerment. The research, done in collaboration with local researchers, found that persistent obstacles devalued the status of women and interfered with their ability to participate in the artisanal gold mining sector, challenging their economic empowerment. Our research showed that traditional and patriarchal norms prevailed at mine sites preventing women's full participation. Additionally, we found that the absence of a gender-sensitive legal framework for the mining sector fuels inequality and increases risks for women.

\$ Funding for the research was provided by Irish Aid.

WOMEN IN ARTISANAL AND SMALL-SCALE MINING IN CENTRAL AND EAST AFRICA **(2015-2017)**:

Along with international and local partners, we undertook in-depth field research to identify the role of women in artisanal mining of 3TGs (tin, tantalum, tungsten, and gold) and the range of economic activities women undertake in the sector. The study examined the barriers women face and their opportunities for empowerment. Our three-year project with Canada's Carleton University and Uganda's Development Research and Social Policy Analysis Centre, focused on a number of mining communities across Democratic Republic of Congo, Uganda, and Rwanda, and used participatory methods to validate key findings with community members and develop recommendations on how to integrate gender equality to support women's empowerment in the sector. Community representatives and researchers presented these findings and recommendations to decision makers in provincial and national capitals in a series of workshops. Women artisanal miners and community members were provided a forum to speak directly to their political representatives and share their experiences, concerns, needs—and call for reforms. These were additionally shared through media, multilingual briefing papers, and videos.

\$ Research was part of the Growth and Economic Opportunities for Women (GrOW) program, jointly funded by the UK's Department for International Development (DfID), the William and Flora Hewlett Foundation, and Canada's International Development Research Centre. Additional funding was provided by Global Affairs Canada.

During **3 years of research** on women and artisanal mining, we collected **878 surveys** from **7 artisanal mine sites** across **3 countries**. We undertook **60 focus groups** with **400 women** and **men**, **28 life histories**, and **interviews**.



WE INNOVATE

We develop innovative approaches to integrate gender equality into natural resource management systems in areas where security and human rights are at risk.

We undertake sensitization and outreach to improve understanding of gender equality and women's rights, including the right of women to access, control, and benefit from natural resources. We foster women's leadership opportunities, providing skill-building and training.

We provide technical guidance and capacity building for gender equality to be integrated across all natural resource management systems, in support of policymakers, the private sector, and communities.

JUST GOLD (2015-2020):

We undertook a complete gender analysis of the artisanal gold supply chain at the mine sites and in mining communities where the Just Gold project-supporting traceable and conflict-free artisanal gold—is active in Democratic Republic of Congo's Ituri Province. Additional research was completed at a second artisanal gold mine site in South Kivu. These surveys build on our research on the role of women in the artisanal mine sector in the Great Lakes region, and provide for integration of gender equality into the project. Through the Just Gold project's technical assistance, we provide sensitization and outreach to improve understanding of women's rights and, in particular, their right to access, control, and benefit from natural resources. As part of the Just Gold project, women artisanal miners sell their gold at the same prices as men, as well as have access to project equipment and training on improving gold yields, mercury reduction, and mine site safety. We also provide human rights and gender equality sensitization to the community. In an important step resulting from our sensitization and outreach, women from the artisanal mining communities are establishing an association to improve their living conditions, promote non-violence and their right to access social services, as well as develop advocacy skills and capacity for their empowerment.

\$ Funding is provided by Global Affairs Canada through the Building Responsible Supply Chains for Development in Africa project.

GENDER ASSESSMENT TOOLS (2015-2020):

We are developing Gender Assessment Tools to provide step-by-step guidance on integrating gender and human rights into mineral policies, as well as projects supporting the formalization of the artisanal mining sector. Through the Just Gold project in Democratic Republic of Congo, we've developed and tested the *Gender Assessment for Artisanal and Small-Scale Mining Technical Assistance and Formalization* to provide a detailed understanding of how technical assistance and formalization can prevent women from having meaningful participation and influence in the artisanal mining sector, while providing solutions to ensure gender concerns and opportunities are addressed within proposed interventions. Our second tool, the *Gender Assessment for Minerals Policy, Law, and Governance* enables policymakers to integrate gender equality at every stage of the drafting, implementing, monitoring, and evaluation of their policies, laws, or institutional processes. This tool, which was piloted in Uganda in 2017 where mineral policy reforms are being proposed, will support governments in ensuring gender equality is integrated into their policies and laws on natural resource management moving forward.

^{\$} Funding is provided by Global Affairs Canada through the Building Responsible Supply Chains for Development in Africa project.

ARTISANAL GOLD MINING IN PERU AND INDONESIA (2017):

We collaborated with the Artisanal Gold Council in their efforts to improve artisanal and small-scale gold mining in Peru and Indonesia. We developed gender strategies with the Artisanal Gold Council and their partners, and advised on their implementation for the two projects, which aimed to improve the social, economic, and environmental conditions of mining communities in the two countries.

\$ Funding for our contribution was provided through the Artisanal Gold Council.

ARTISANAL MINING WOMEN'S EMPOWERMENT CREDIT & SAVINGS (AFECCOR) **(2017-2019)**:

We are supporting women and men in artisanal gold mining communities to access savings and credit in an effort to promote entrepreneurship and economic security. Women and men participating in the Just Gold project are supported to establish Village Savings and Loans Associations. The AFECCOR project provides a safe space for all members to save and access credit, while promoting women's leadership and economic empowerment. The project facilitates sensitization on gender equality and provides financial literacy to women and men. At the same time, artisanal mining communities decrease their reliance on informal and predatory credit networks that characterize the "gold economy," where gold is used as currency to cover basic needs and mine site operations, often with unfavourable conditions.

\$ Funding is provided by the European Partnership for Responsible Minerals and Dell.



50 village Savings and Loans Associations have been formed, with 1400 women and men members. 80 percent of the associations have women as their presidents.

WE ENGAGE

We advance multi-stakeholder dialogue to promote gender equality in the natural resource sector by sharing the findings of our research and approaches, as well as policy and programming recommendations.

Together with researchers, civil society, women's associations, and the communities themselves, we engage governments to advance the adoption of proposed policy recommendations.

We partner with local organizations in Democratic Republic of Congo including Solidarité féminine pour la paix intégrale (SOFEPADI), Réseau d'Innovation Organisationnelle (RIO), Actions et Réalisations pour le Développement (ARED), Club des Volontaires pour l'Appui aux Peuples Autochtones (CVAP), Université de Kisangani and Université Catholique de Bukavu. In Uganda, we collaborate with Development Research and Social Policy Analysis Center (DRASPAC), and Women In/And Mining Organization (WIAMO) in Rwanda.

Ensuring Gender Equality is Part of Natural Resource Management:

We have collaborated with international organizations, regional and national civil society, as well as local women's groups to ensure gender equality is part of any discussion on natural resource management. Whether participating at international events, leading workshops with national policymakers, or holding meetings at the community level-we engage with both women and men to understand our research, recommendations, and innovative approaches.

Bringing Natural Resource Management into the Women, Peace, and Security Agenda:

Our work on gender equality in areas where security and human rights are at risk, amplifies the milestones achieved related to United Nations Security Council Resolution 1325 and following resolutions on Women, Peace and Security—across the globe. To the fullest extent possible, we align with and support the advancement of National Action Plans on Women, Peace and Security in the countries we work in, building on the importance of gender equality in the transformation of natural resource management systems. There are links between insecurity, human rights violations-including sexual and gender-based violenceand the exploitation of artisanal mining communities for conflict financing. Our efforts support women in artisanal mining communities with opportunities to meaningfully represent their views in peace and security dialogues moving forward.

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WOMEN'S LEADERSHIP IN ENVIRONMENTAL STEWARDSHIP (2015-2020):

After an environmental assessment on two artisanal gold mine sites in Democratic Republic of Congo, done in partnership with the United Nations Environment Programme, identified potential hazardous conditions for miners, we've been supporting women-led dissemination on proposed measures to mitigate the risks found. In South Kivu, we have collaborated with a local non-profit organization to disseminate the findings, as well as engage women and men miners, the local and provincial mining authorities, and the broader community in safer environmental practices including on the effects of mercury and land degradation. In Ituri Province where our Just Gold project is active, women miners have demonstrated their interest in safeguarding the biodiversity of the rainforest. They are spearheading mercury reduction and reforestation measures led by the local mining cooperative by engaging their colleagues on environmental concerns and improvements in and around mine sites.

\$ Funding is provided by Global Affairs Canada through the Building Responsible Supply Chains for Development in Africa project.

Photo Credit: Tommy Trenchard/IDRC

Pg 2: Mariam is one of a handful of women at an artisanal mine site in Central Uganda to own a stake in a mine shaft. She began panning for gold for others, before saving enough to invest in her own shaft.

Pg 4: Namusisi checks her basin for gold at an artisanal mine site in Central Uganda where IMPACT, along with partners, has been researching the role of women in the sector and opportunities for their empowerment.

Pg 7: Jennifer pans for gold at an artisanal mine site in Uganda. The income she earns from artisanal mining has allowed her to pay for her children's school fees and build a new roof over her home.