



# **Guidelines for Mainstreaming Gender in the Mineral Sector**

**27 April 2022**

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# Introduction

These Guidelines which were adopted by International Conference on the Great Lakes Region, 27 April 2022 seek to support and contribute to other strategies identified in “The Kampala Declaration on the Fight Against Sexual Gender Based Violence in the Great Lakes Region”. The suggested strategies and approaches must be adapted to the legal, institutional, economic, political and socio-cultural context of each country, as the impact of the Minerals Sector on gender equality varies according to

the country’s framework.

The guidelines represent a Tool that supports countries in integrating Gender equity in their national strategies to respond to specific needs of Women and Men, taking into consideration all types of vulnerabilities. They also provide clear and concrete measures and actions for both countries and ICGLR to plan, monitor and evaluate gender-mainstreaming in the mineral sector

## I. Gender equality and the Mineral Sector

The relationship between gender equality and development, peace and security are well known around the World.

Inequalities between women and men, boys and girls, in terms of education, social and economic status, personal freedom, health and many other aspects of human wellbeing have been broadly shown to impede an individual’s, community’s and country’s development. These inequalities are more severe in times of insecurity and conflict. Gender equality is also a human rights issue and development is unlikely to occur unless men’s and women’s rights are respected, protected and fulfilled.

The Mineral Sector is no exception and its private sector and public institutions are likely to experience more and more pressure in the future to address gender issues.

With the inclusion of gender in the Kampala Declaration, this dimension is now regarded as an important component required in order to transform mining into an engine for development, peace and security.

**The capacity of ICGLR Member States to transform mining into an engine for development, peace and security depends on many factors, including whether the Mineral Sector serves to worsen or mitigate gender inequalities.**

## II. Definitions

**Gender Equality** commonly focuses on removal of barriers to participation in order to provide the same opportunities to men and women, boys and girls to realize their potential. Equality of opportunities, however, does not necessarily create equality of outcomes.


**Gender Equity** relates to equality of outcomes for women and men, recognizing that in order for this to be achieved, power imbalances between women and men must be addressed. Equality of opportunities and outcomes may require different approaches for women and men calling for an appreciation of the differing needs, interests, priorities and distribution of power and resources.

**Gender Mainstreaming** is the process and strategies of organizations that ensure gender is included in all aspects of policies, practices, activities and an institutional structure. Mainstreaming calls for gender capacity and accountability across an organization rather than centralized within an individual, office or unit.

### Horizontal keys for gender mainstreaming:

- Gender-sensitive language
- Gender-specific data collection and analysis
- Access to and utilisation of services
- Women and men are equally involved in decision-making
- Equal treatment is integrated in steering processes

**Supporting Gender Equality through Gender Mainstreaming addresses the need for targeted interventions - where required to promote equality between men and women to ensure both can access and achieve equal opportunities and outcomes.**

Gender inequality	GENDER-UNEQUAL	GENDER-BLIND	GENDER-AWARE	GENDER-RESPONSIVE	GENDER-TRANSFORMATIVE	Gender equity
	Increases gender inequalities	Ignores gender norms, discrimination and inequalities	Understands that there are socially determined differences between women and men based on learned behavior.	Acknowledges and considers women's and men's specific needs	Addresses the causes of gender-based inequalities and works to transform harmful gender roles, norms and power relations	
						

# III. PRINCIPLES FOR MAINSTREAMING GENDER IN THE MINERAL SECTOR

## 1 Demonstrate political will and institutional commitment

- Establish coherent gender mainstreaming agenda with clear priorities and targets, based on gender analysis.
- Ensure that gender priorities and strategies inform work programs and budgets and sufficient resources are provided to implement.
- Guarantee that all country commitments towards gender equity are promoted to all political and institutional levels.
- Initiate a legal review of legislation and regulations from gender perspective, beyond the mining sector.

## 2 Establish gender competence-accountability mechanisms

- Build capacities of all mining institution managers and staff.
- Issue clear guidelines for gender mainstreaming at all levels.
- Ensure staff of mining institutions understands and are held accountable for implementation of the Gender Policy, Code of Conduct and engendered job functions.
- Measure performance of individuals and institutions by their gender competence.

## 3 Mainstream gender in all processes

- Build and strengthen Gender-specific data collection and analysis mechanism
- Adopt gender-sensitive language at all levels
- Bring Services Nearer to the Ground and Adapt Services to Ensure they Reach and Benefit both Women and Men.
- Ensure that men and women are equally involved in decision making and steering processes

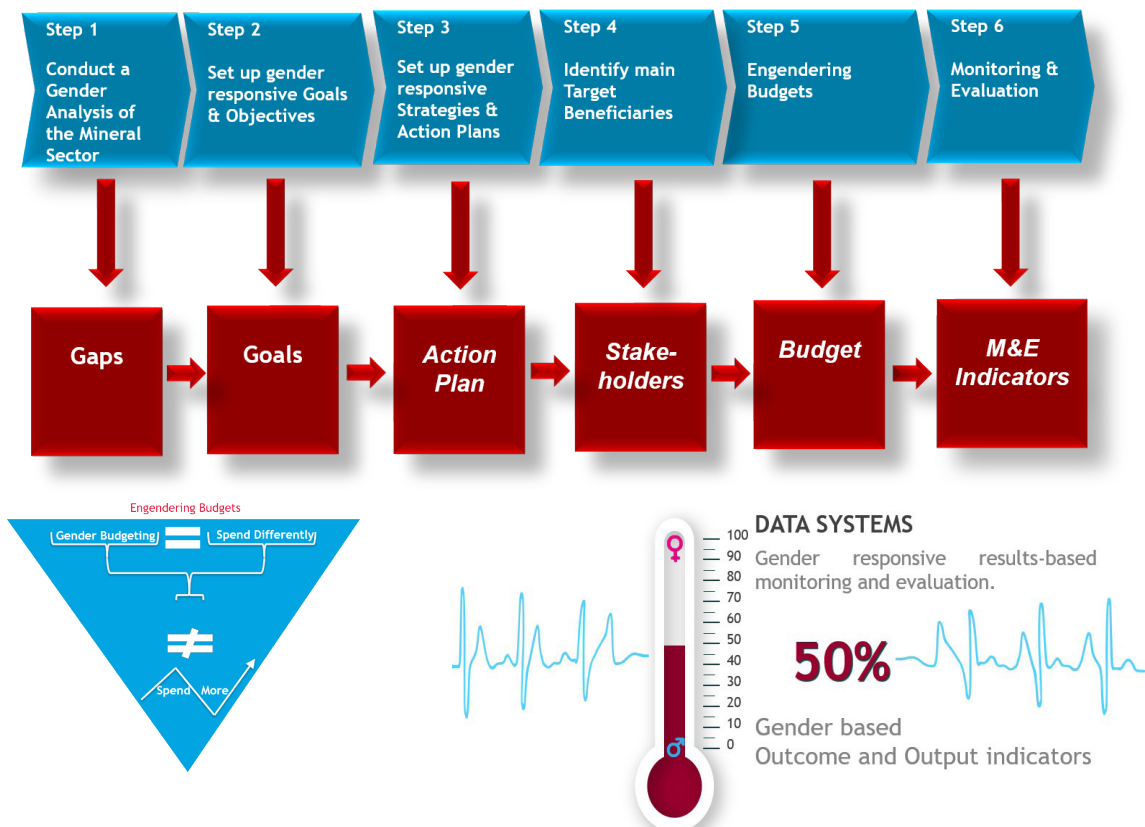
## 4 Formalize critical intersectoral partnerships

- Collaborate with Ministries of Gender to help fill capacity gaps.
- Establish an Intersectoral Working Group on Gender in Mining.
- Integrate Actions and Strategies, where possible, with other SGBV Strategies.
- Closely collaborate with UN Agencies and CSOs in the framework of SDGs and 2030 development agenda.

## IV. GUIDELINES FOR DEVELOPING COUNTRY-SPECIFIC STRATEGIES

Two main types of approaches are suggested:

- **National strategy for gender and mining:** Member States may choose to adapt their overall national gender strategy to the specificities of the Mineral Sector in order to achieve national policy coherence, thus resulting in a more structured, explicit framework and action plan.
- **Mainstreaming gender strategies in existing Mineral Sector policy and work plans** which may include integration of gender in existing work plans (e.g. ASM extension services programs, joint regulation/policing by mining institutions and police forces) supported by a series of independent, additional activities (e.g. separate sensitization of women and men on mining legislation).



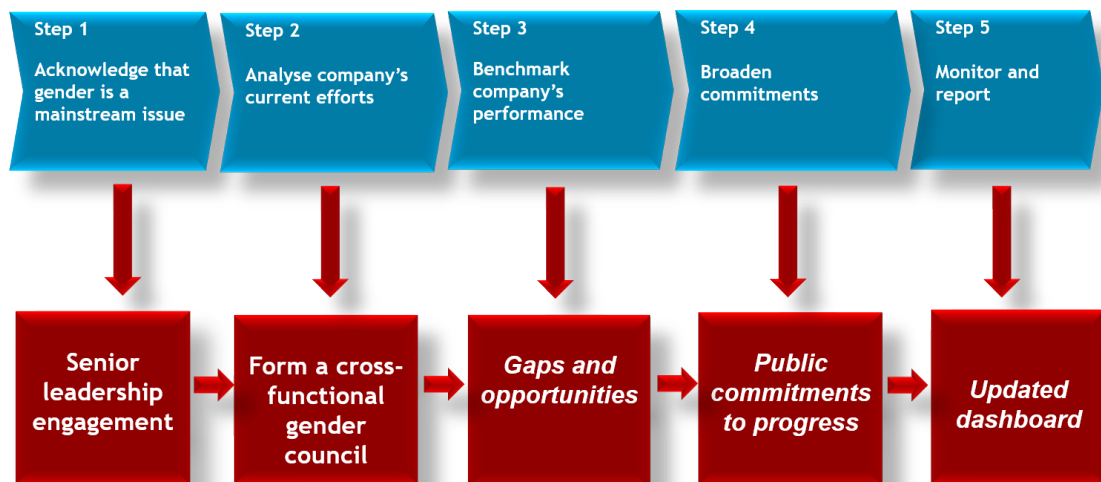
'Mainstreaming is not about adding a "woman's component" or even a "gender-equality component" into an existing activity. ..The goal of gender mainstreaming is the transformation of unequal social and institutional structures into equal and just structures for both men and women.' (ILO)

## V. GENDER MAINSTREAMING IN PRIVATE SECTOR COMPANIES

“Gender mainstreaming” provides nowadays a useful framework for mining companies that aim at increasing their engagement with female employees, consumers, and community members along the value chain.

Corporate leaders today understand the need for corporate internal controls to ensure the basics right by implementing non-discriminatory procedures in human resource management including hiring and fair promotion policies, as well as to invest in community programs that are important to women as part of corporate social responsibility.

Investing in gender diversification including women goes well beyond the “right thing to do”. Experiences across countries shows that the situation of women involved in mining as it did across the world . Promoting Corporate Social Responsibility investment will be critical to improve gender equity, which will impact the overall development on country level and will bring a real return on private sector.



## VI. MAINSTREAMING GENDER IN THE RINR TOOLS

ICGLR Member States achieved strong steps in implementing the 6 Tools of the Regional Initiative on Natural Resources (RINR); these tools could play a strong role in addressing gender inequalities through improving Gender Mainstreaming in them.

## Regional Certification Mechanism

### **Mainstream gender in efforts to sensitise stakeholders and introduce the Regional Certification Mechanisms.**

- Develop simple, step-by-step “how to” guidelines for Certification in local language and disseminate widely to ASM groups.
- Intensive awareness campaign targeting vulnerable artisanal miners by government and partners (e.g. CSOs, companies) about certification benefits and requirements
- Rapidly, intensively increase training efforts to organize and formalize artisanal miners.

### **Ensure women’s participation is included in Third party Audit committees.**

- Build gender competence through gender training of all audit committee members.

## Harmonisation Of Mining Legislation

- Any proposed reforms in the Mineral Sector should, in principle, be subject to a gender analysis during drafting of policies
- Review “best practice” licensing approaches and adapt for different types of ASM.
- Legally require exploration and mining companies to consult and involve women, men and vulnerable stakeholders in consultation and compensation processes.
- Involvement of communities in planning for use of funds, oversight by gender-balanced citizen’s committees
- Require mining companies to develop and implement gender policies and codes of conduct.
- Outline rights, roles and obligations of government for implementation in policy and laws and regulations.
- Specification of roles of non-mining government institutions (e.g. police, local government, Ministries of Gender).
- Include stakeholders from other key sectors in policy and legislative review processes (including gender ministries) will be necessary.



## Regional Database On Mineral Flows

### **Integrating Gender in Formal Reporting Requirements.**

- Ensure that formal reports extend beyond production data to include statistics on the workforce, occupational incidents and environmental performance, etc.
- Expanded requirements to include gender- disaggregation of data, incidences of SGBV and responses; broader (CSR) efforts and overall performance with respect to the Gender Policy.

### **Collect Informal Production and Trade Data.**

- Develop and adapt gender tools for estimating informal mineral production and trade.
- Capture women's and men's involvement, impacts/ benefits of ASM in order to help evaluate effectiveness of legal reforms (e.g. Certification).

## Formalisation of ASM

- Develop Appropriate Legal Provisions for Formalisation of ASM, Considering that many women and other vulnerable groups engaged in ASM will not possess the paperwork for land or mines.
- Establish ASM Units in Mining Institutions that are strengthened by inclusion of a social scientist or gender focal point.
- Form and strengthen gender-responsive ASM organisations.
- Mainstream Gender in training and extension service programmes.
- Partner with local organisations to address strategic and practical gender needs.
- Establish Community Policing Mechanisms.





## MAINSTREAMING GENDER IN TOOL 5

### EITI Peer Learning Mechanism

- Develop a communication strategy to disseminate results of the EITI process.
- Gender-sensitive data on extractive industry of each Member State. For instance, data on employment and beneficial ownership of companies, license holders, social contribution beneficiaries.
- In each ICGLR Member State implement EITI, a Multi-Stakeholder Group (MSG) should be formed comprising representatives of government, extractive companies and CSO. Each constituency should consider gender balance in their representation.
- The MSG formed would be encouraged to document how gender considerations and inclusiveness have been taken into account.

## MAINSTREAMING GENDER IN TOOL 6

### Whistle-blowing Mechanism

- Ensure vulnerable females and males are aware of and are able to use the whistle blowing mechanism.
- Integrate whistle blowing mechanism in other sensitisation / communication campaigns
- Ensure communication about the mechanism is clear, easy-to-understand and accessible
- Assess simple mechanisms for reporting (e.g. SMS through green numbers)



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