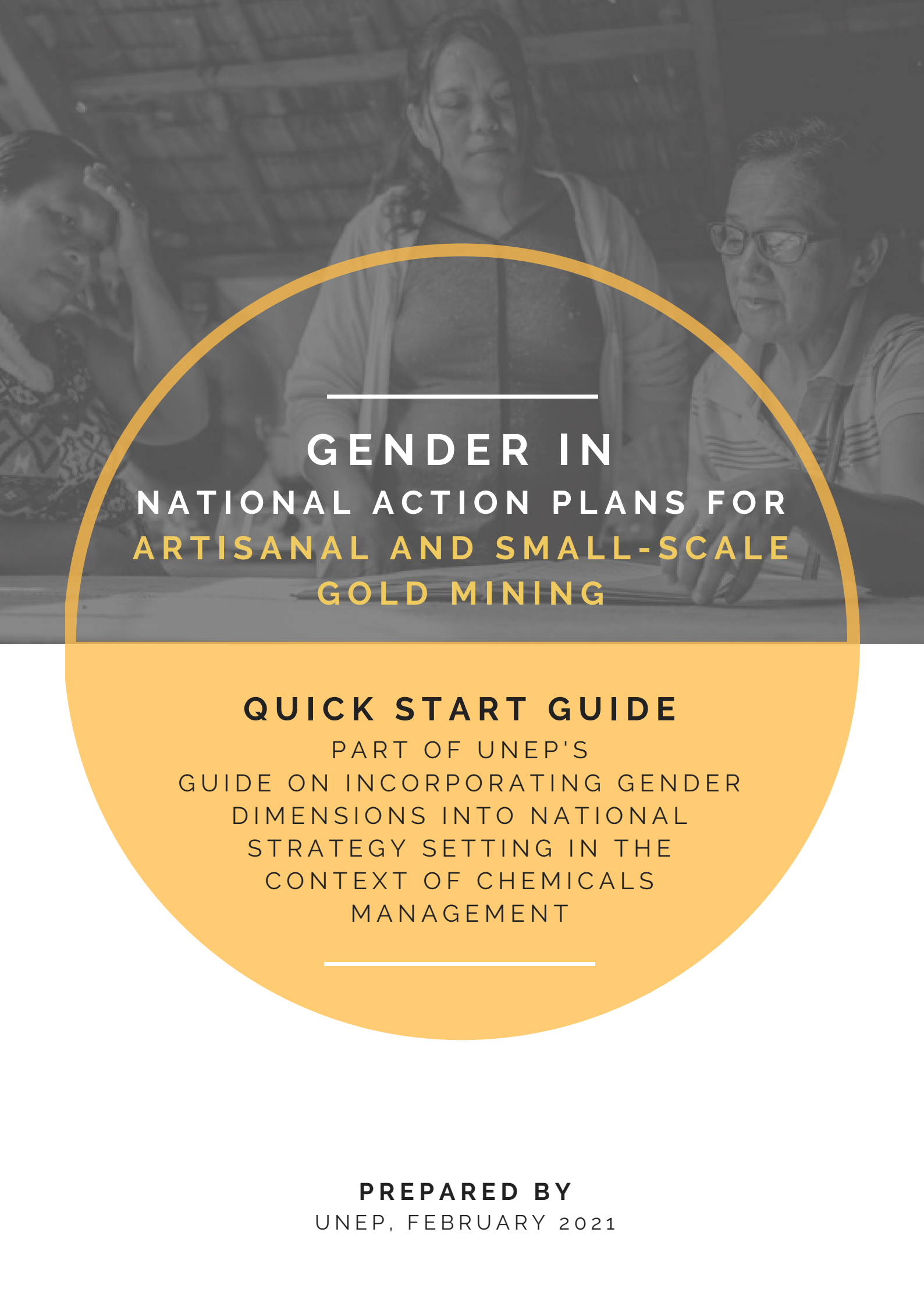




GENDER IN NATIONAL ACTION PLANS FOR ARTISANAL AND SMALL-SCALE GOLD MINING

QUICK START GUIDE

PART OF UNEP'S
GUIDE ON INCORPORATING GENDER
DIMENSIONS INTO NATIONAL
STRATEGY SETTING IN THE
CONTEXT OF CHEMICALS
MANAGEMENT

PREPARED BY
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ABOUT

The Quick Start Guide summarizes and provides a visual overview of the key issues and recommendations for incorporating gender dimensions into National Action Plans (NAP) for artisanal and small-scale gold mining (ASGM). The document is based on the detailed guidance presented in UNEP's draft Guide on Incorporating Gender Dimensions into National Strategy Setting in the Context of Chemicals Management.

Contents

Section A: Background and Context – Gender-focused facts and figures as well as the key issues that should be considered.

Section B: Process-oriented recommendations – Guidance on incorporating gender dimensions throughout the process of NAP development

Section C: Content-oriented recommendations – Guidance on incorporating gender dimensions into the development of strategic content in the NAPs



WOMEN IN ASGM

Key global figures

As of 2019, an estimated 15 million people work in ASGM globally – including **4.5 million women**.

Despite **women making up 30% of the global ASGM workforce**, their work is undervalued and impeded.

SELECTED COUNTRY ASGM SECTOR FACTS

In Peru's ASGM sector, women often only allowed to work as 'Pallaqueras' (gold pickers) who earn on average **less than the minimum wage**

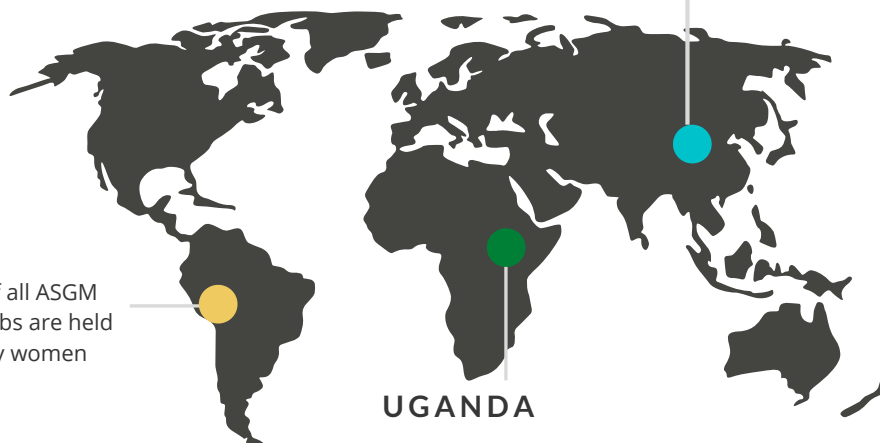
In Mongolia, women do equal work to men but also carry the **additional burden of all domestic work**

PERU
15% of all ASGM jobs are held by women

MONGOLIA
29% - 39% of all ASGM jobs are held by women

UGANDA
45% of all ASGM jobs are held by women

Ugandan women working in ASGM have been found to **earn as much as 60% less than men** for the same work



THE GENDERED ASGM VALUE CHAIN

Women face discrimination at all stages of the ASGM value chain

WOMEN'S ROLES

Prospecting and Exploration

Few women are ever involved at this stage as they have limited access to resources and face difficulties in attaining land and mineral rights

Mining and extraction

Superstitions and perceptions of women as physically weak lead to them being relegated to mostly working in shallow pits and scavenging from waste rock dumps and tailings i.e. 'Pallaqueras'

Transportation

Manual hauling of water and ore (above ground)
Carrying sacks and buckets for dewatering and ore haulage

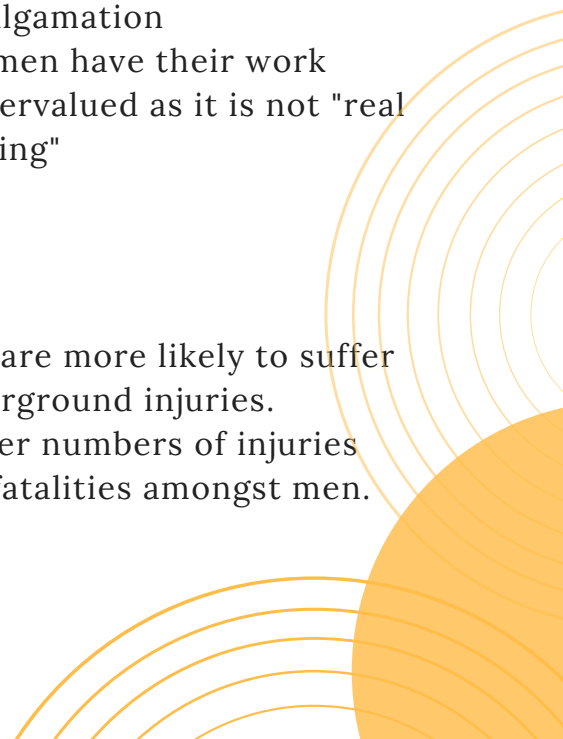


IMPACT

Marginalisation at this stage has knock-on effects down the rest of the value chain: women cannot influence work conditions, are poorly compensated and exploited (bonded labour in the worst cases)

Women pushed to more dangerous work of mercury amalgamation
Women have their work undervalued as it is not "real mining"

Men are more likely to suffer underground injuries.
Higher numbers of injuries and fatalities amongst men.



WOMEN'S ROLES

IMPACT

Mineral Processing

Collecting rocks
Sorting by hand
Rock crushing
Panning and sluicing
Re-rewashing tailings
Amalgamation and burning



Women are generally not taught to operate equipment and are excluded from many jobs.

High mercury exposure for women and their children and increased risks of musculoskeletal disorders exacerbated by manual work

Value addition

Not common for women to be involved in refining gold



Women are **left out of this more valuable work** and as a result their earning potential is limited

Mineral trading

Buying and selling gold (usually at the mine site and in a very limited way) as they lack access to finance which limits production power & access to gold



Without the ability to finance operations and increase their trade volume, women are **stuck trading at a small scale** which prevents accumulation of resources.

CHALLENGES ASSOCIATED WITH GENDER INEQUALITY IN THE ASGM SECTOR



Policy, regulatory and institutional

- Limited gender capacity within institutions
- Securing land tenure rights for women
- Conflict and corruption in ASGM disproportionately impacts women
- Lack of reliable evidence base



Socio-economic

- Gender norms and values perpetuate the power imbalance
- The contributions of women are often undervalued
- Women's work is constrained by their domestic responsibilities



Access to opportunities

- Low literacy rates impede many women's ability to access opportunities & acquire skills
- Few initiatives exist that cater to women in ASGM, making it difficult to pool resources and coordinate their efforts



Health and Safety

- Women are often at higher risk of exposure to mercury
- Limited health support for women in ASGM sector
- Little recourse for the victims of gender-based violence



OPPORTUNITIES AND IMPORTANCE OF GENDER INTEGRATION FOR SECTOR DEVELOPMENT

Enabling collective action



This can take many forms, e.g. **women's mining cooperatives, savings clubs and miners' associations**

Being part of a co-operative is not enough because gender imbalances might persist within the organization if it is not led by women.



Gender perspective interventions



For example, by organizing gender awareness workshops for policymakers and miners to promote gender-inclusive policies in the mines themselves



Providing services and resources



For example, the creation and provision of **financial products specifically targeted at women miners**

Or meeting the specific needs of women at often isolated mining sites by **improving access to health care** would also significantly help women's health and their ability to work safely



RECOMMENDATIONS TO INTEGRATE GENDER IN THE NAP

Process oriented recommendations

KEY STEPS IN THE PROCESS OF NAP DEVELOPMENT



EXAMPLES OF RECOMMENDATIONS

Stakeholder engagement and consultations

Ensure that the **stakeholder advisory group** includes both women and men.

Identify and **engage civil society** and women support groups working on gender aspects

Ensure mechanisms to encourage **equal participation of women** and men, such as timing, language and safe space for the expression of ideas and opinions.



Data collection

Consider the **roles of women and men along the ASGM value** chain and their availability in planning data collection.

Ensure gender representation among informants to **encourage openness** as women may be more comfortable talking to women.

Allow enough time for data collection to be able to obtain detailed information on gender relations.



Setting goals and strategies

Ensure diversity of voices representing different gender roles, levels of access to resources and decision-making.

Ensure that the views, objections and **recommendations of stakeholders, both women and men**, inform the development and implementation of the project.

Make sure that enough time is allocated and that **strategies are based on the roles of women and men** at work and at home.



Monitoring and evaluation

The evaluation plan must demonstrate how data on gender-relevant indicators will be collected. All **data must be broken down by sex and gender** to measure outcomes and impacts on women and men.

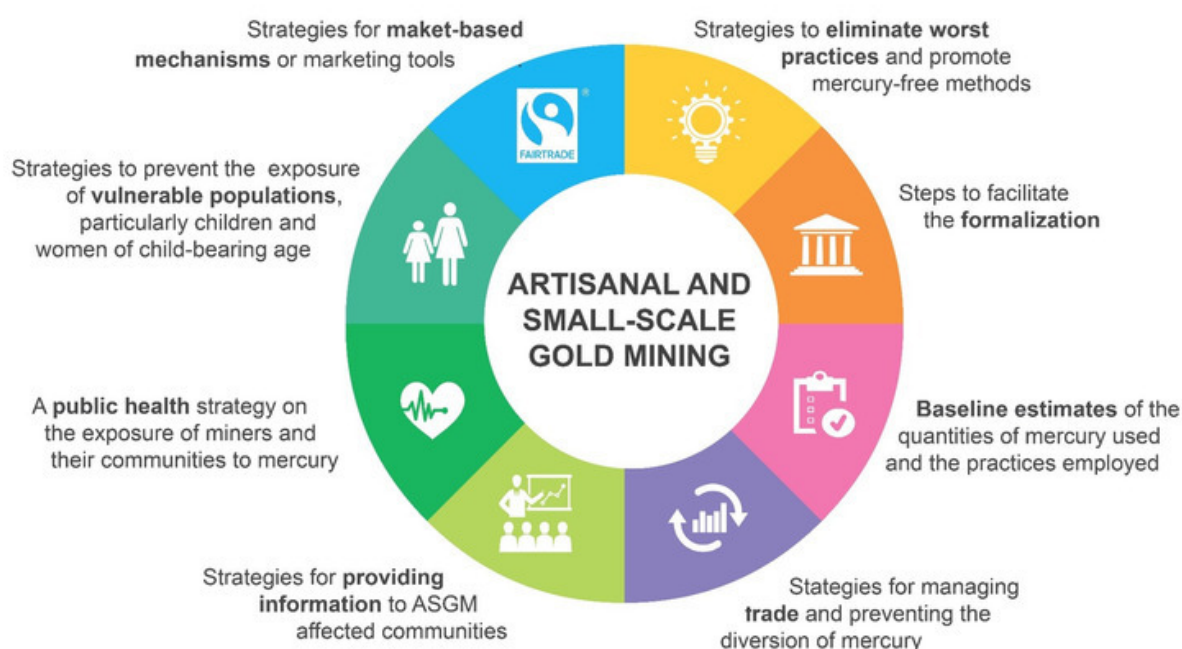
The results of the **monitoring and evaluation** should indicate whether and how the beneficiaries, both men and women, were affected by the intervention.



RECOMMENDATIONS TO INTEGRATE GENDER IN THE NAP

Content oriented recommendations

KEY STRATEGIC AREAS OF NAP ACCORDING TO THE MINAMATA CONVENTION, ANNEX C



EXAMPLES OF RECOMMENDATIONS

Technical and environmental strategies



Ensure that both, women and men, receive **appropriate training** for adapting and implementing alternative mercury-free methods.

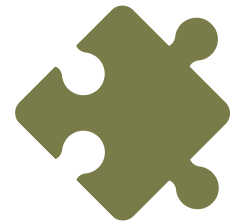
Ensure that options for technical improvements are accompanied by **funding solutions accessible to women and men**

Involve women in consultations and planning for the mercury-free technology transfer by considering their current and future roles.

Ensure equal participation of men and women, by for example: providing equal access and opportunity to acquire property rights and the facilitation of **equitable access to minerals**.

Encourage **good governance and capacity building** in women's organizations to give them a voice, by providing targeted training.

Policy, regulatory and institutional strategies



Health related strategies



Ensure women are aware of the **dangers of mercury exposure**, support behavioral change and take necessary precautions.

Ensure that women have the same opportunities as men to **access tests and other health services**, including access to adequate pre- and postnatal care.

Advocate for the provision of **childcare facilities** to prevent children being brought to mining sites.

Support women-only savings clubs to **improve access to capital** to invest in mercury-free technologies.

Ensure that community outreach programs deliver **gender-integrated messages** and are accessible to both women and men living in remote mining communities.

Socio-economic strategies



VOICES

ASGM WOMEN MINERS



Furhana, DRC

IMPACT

Furaha is an artisanal gold miner in the Democratic Republic of Congo. She shares how access to loans allowed her to invest in her business—a restaurant at the mine site—and ensure she had stable income over the year.

watch video [here](#), learn more [here](#).

Mariam, Uganda

IDRC

Read the story of Mariam, ASGM miner in Uganda, who managed to break away from the roles generally ascribed to her gender to become a part-owner of a mine shaft..

watch video [here](#), learn more [here](#).



Women of Gold, Tanzania and Ghana

Solidaridad

The Golden Line aims to contribute to the economic empowerment of women living in and around artisanal and small-scale gold mining communities in Ghana and Tanzania.

watch video and learn more [here](#).

Women with a golden will, Ecuador

planetGOLD

In Ecuador's Camilo Ponce region, 3 out of 10 ASGM workers are "Jancheras," women who sort through the mineral that is leftover from larger mining operations in order to pick out rocks with residual gold. This places them in the least profitable section of the supply chain, yet the income they do receive is essential for their livelihood.

watch video [here](#), learn more [here](#).



Artisanal Gold Miners, Indonesia

planetGOLD

Read about women miners, their roles in the sector and challenges they face in North Gorontalo and West Lombok. And learn how the planetGOLD programme seeks to achieve gender balance: to give women and men the same access to technology, the same roles in ASGM, the same wages, the same opportunities for political participation, and the same access to social protection programs learn more [here](#).



