



EXTRACTING
EQUALITY—
A GUIDE

A NEW KIND OF VALUE CHAIN

Publish What You Pay is a global network of more than 800 civil society organisations united in their call for an open and accountable extractive sector, so that citizens can benefit from their natural resources.

UN Women is the UN organisation dedicated to gender equality and the empowerment of women. As a global champion, UN Women was established to accelerate progress on meeting the needs of women and girls worldwide.

PWYP and UN Women are working together to integrate gender perspectives into natural resource governance, so that when we say we want all citizens to benefit from their resources, we really mean all citizens. To this end, we created a value chain that shows how you can approach gender at every step in the extractive process.

In parallel with globally recognised human right frameworks, we believe that women's participation should be increased at every level and in every activity along the extractive value chain, in government, civil society and the private sector. Women's leadership and participation should be promoted in all discussions within the extractive industries sector. Women are actors, not victims, and it is time they had a better way to engage with natural resources.



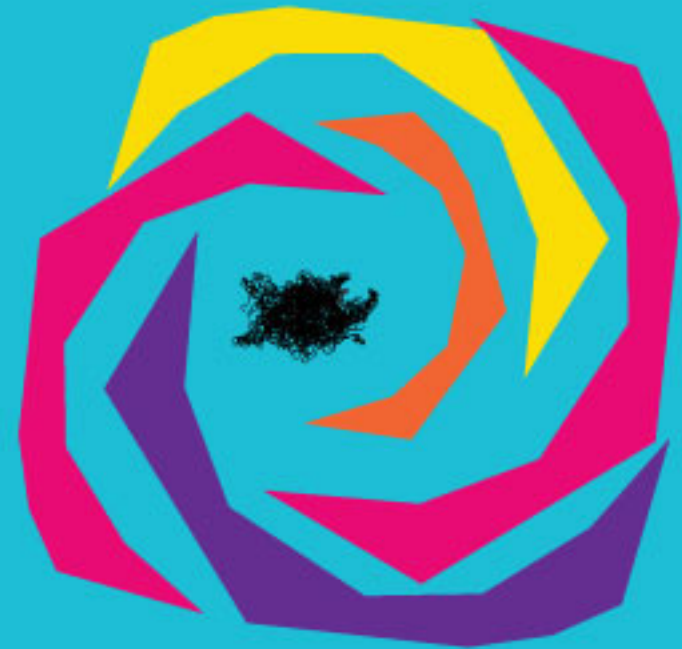
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WHAT ARE OUR NATURAL RESOURCES?

All citizens - women, men, boys and girls- need complete, accurate and understandable information on their country's natural resources. There should be an open national debate on the role and extent that extraction should play in a country's development. The location, type and amount of natural resources - as well as the advantages and disadvantages of extraction – should all be taken into account. Information on natural resources, and a space to engage, should be available to all members of society with special attention on making sure that all citizens can access the information.

Questions to ask:

- *Do women have a platform to engage in the national debate?*
- *Are women parliamentarians, journalists and other stakeholder groups involved in trainings on natural resources?*
- *Is the communication material accessible and does it consider the different literacy levels and technical knowledge of women and men?*

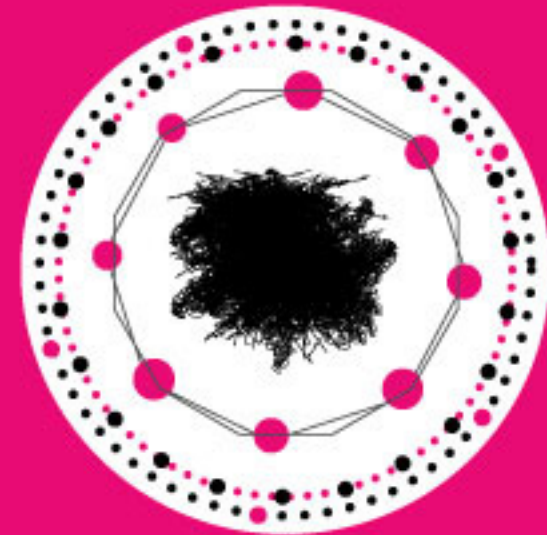


2 WHAT IS THE NATURAL RESOURCE FRAMEWORK?

Whether through consultation or advocacy, civil society can influence natural resource legal frameworks to ensure that transparency, accountability and gender sensitivity are included in the management of natural resources from the start. Mining codes and petroleum laws must protect citizens from the harmful effects of extraction, with particular attention to the fact that women are affected differently and more adversely by extraction. The regulation of the artisanal and small-scale mining (ASM) sector must be carefully considered as there are numerous and significant implications for those working in the ASM, many of whom are women.

Questions to ask:

- *Have ministries responsible for gender been consulted and are they working together with other ministries to integrate the needs and opportunities of women in natural resource frameworks?*
- *Do frameworks consider the specific roles of women in the community and how they will be affected by the extraction of natural resources? For example, if they are displaced, will they lose access to farming land? Will they travel further to collect water?*
- *Do frameworks consider the barriers and opportunities for women within and around extractive operations? For example, do both women and men have access to appropriate training/employment/loans and/or business opportunities?*



3 TO EXTRACT OR NOT TO EXTRACT?

All community members must be fully aware of the consequences and benefits of extractive operations and women should be involved in the decision to give consent. Impact assessments and community consultations should specifically take into account how women will be affected by extraction – both by ensuring that the right questions are asked but also that the right conditions are met so that women can freely participate. In cases where there are national debates before extractive decisions, the involvement of women parliamentarians and male champions of gender equality should be especially encouraged.

Questions to ask:

- *Have impact assessments been carried out independently, transparently and by a team which is equally representative of both men and women?*
- *Have women been consulted and participated in impact assessments?*
- *Have all community members been informed of the result of the assessment and do they understand the possible consequences of extractive operations? Are the consequences for women fully understood?*



4 HOW TO ENSURE THE BEST POSSIBLE DEAL?

Licenses and contracts must be awarded in a transparent manner, with public and competitive bidding. Women (from all sectors) must have a seat at the negotiating table and compensation should be conceived of in terms of loss of livelihood rather than value. There should be training and support for women to engage in new income generating activities throughout the value chain. Compensation should be fair, adequate and timely and designed in a way that is sensitive to customary land tenure and recognises that women depend and use land even if it is not in their name. Local content provision should consider and support women in their design.

Questions to ask:

- *Are women represented at the negotiation table - are their needs addressed through compensation?*
- *Have women been consulted in compensation calculations? Are there barriers that prevent women from accessing compensation? Do women have access to justice if they have grievances?*
- *Are there new opportunities and markets for income generation if extraction starts? Are women supported and encouraged to engage in these?*



5 HOW TO MONITOR THE PROJECT?

Projects need to be monitored to ensure that any change in circumstance or contractual breach can be rectified. There should be a clear access to justice established and civil society must be trained on contract monitoring. Women should be involved in project monitoring and be encouraged to participate in watchdog functions. The monitoring itself must examine indicators that reveal how women have been affected by extraction. The design of formal company level grievance mechanisms should involve both women and men.

Questions to ask:

- *Are women and men equally able to participate in watchdog functions – do they have the same access to information and justice mechanisms? Are they fully aware of their rights?*
- *Are trainings for contract monitoring available and accessible to women in communities?*
- *Are women free and able to report on specific impacts affecting them? For example, has the introduction of an extractive project presented increased risks such as physical and sexual violence against them?*



6 WHAT PAYMENTS ARE COMPANIES MAKING?

Companies must publish what they pay and the information should be accessible to all. Women, men and youth must be able to find out how much their country and community receives (or should receive) for their natural resources, so that they can follow the money and hold their government to account. Corporate Social Responsibility (CSR) and community activities hosted by extractive companies must benefit women and men equally and be monitored by communities to ensure that agreements and commitments are upheld; this means that all citizens must have a clear understanding of the payments being made.

Questions to ask:

- *Is the information and data on extractive payments accessible to women as well as men? Do campaigns to disseminate payment information include women in their outreach?*
- *Have women's organisations been trained on how and where to access data on what extractive companies are paying and to whom? Are women involved in monitoring project implementation?*
- *Have women been consulted and involved in the design of Corporate Social Responsibility (CSR) and community programmes hosted by extractive companies? Do CSR programmes meaningfully address the needs and opportunities for women in the community?*

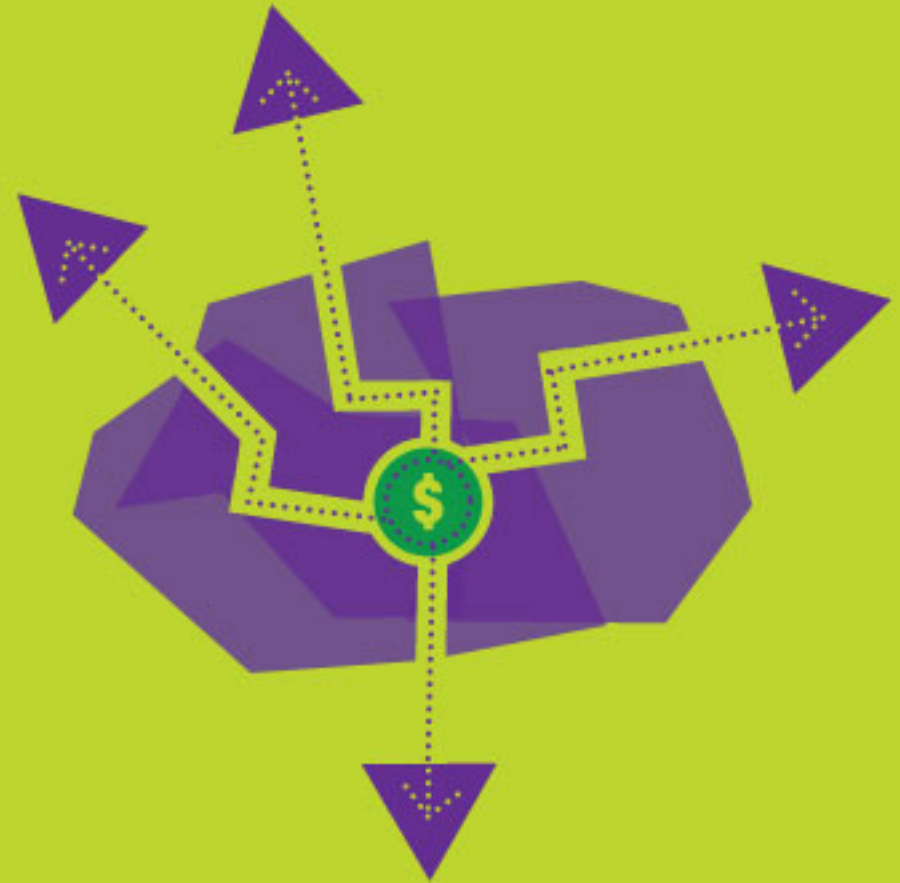


7 DID THE MONEY REACH THE STATE COFFERS?

Governments must be transparent and report all the revenues coming from natural resources in the country. This includes revenues going to all bodies and levels of government, as well as communities. Civil society has a role to play as watchdog and track the payments destined to central government and at the subnational level.

Questions to ask:

- *Do women as well as men know how to track the resources from the extractive operations and do they have equal access to the information?*
- *Can all the revenues be accounted for by government?*
- *Did the allocated revenues reach extractive communities?*



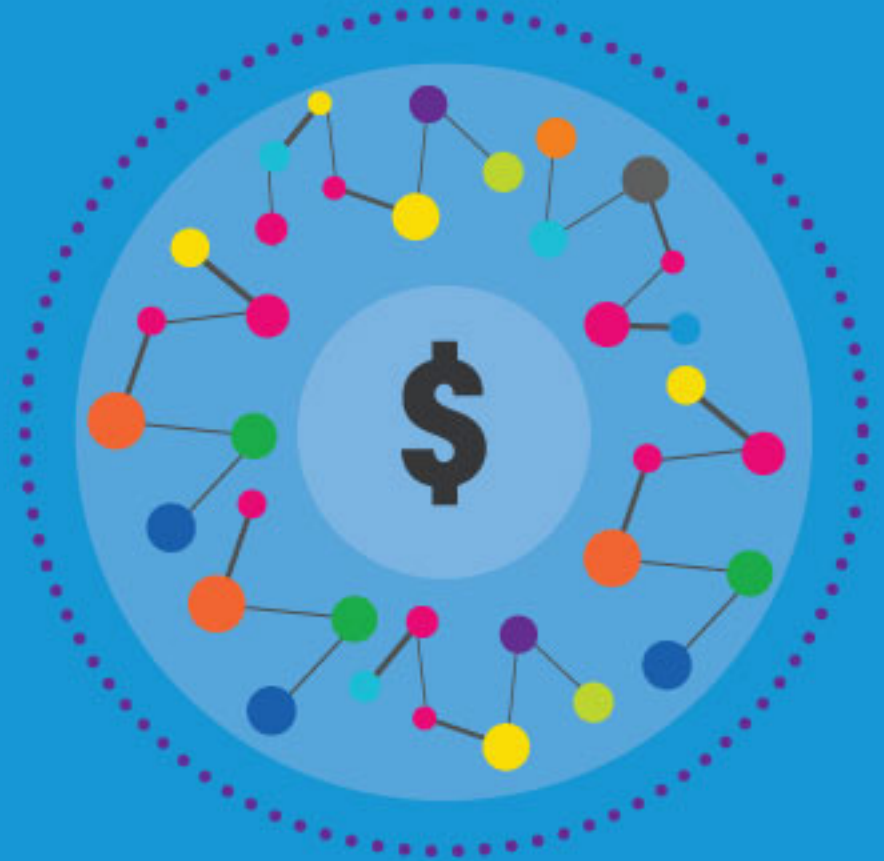
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HOW SHOULD THE MONEY BE SPENT?

Civil society has a role to play in calling for budget transparency and advocating on budget allocation, so that money from the extractive sector is spent in an open and equal manner, based on informed decisions. The needs of women, men, boys and girls must be considered in the allocation process. Having more data and information about the needs of communities will help ensure that resources benefit all citizens.

Questions to ask:

- *Is there knowledge of the needs of women in the resource allocation process; are there any women involved in the decision making? Do women have access to budget development training?*
- *Are allocation decisions based on sex-disaggregated data?*
- *Do decisions on resource allocation include the needs of women as well as men?*



9

DID THE MONEY GET THERE?

Once revenue has been allocated, civil society plays an important role in monitoring whether the money reached its agreed destination or whether the intended project was realised. If the money goes missing en route, there is opportunity to advocate for rectification.

Questions to ask:

- *Have women been included in trainings on budget development and monitoring?*
- *If money has not reached a project as agreed, do women have the opportunity and space to safely and effectively advocate for rectification?*
- *Do women and men have the same information and access to information about resource allocation decisions?*

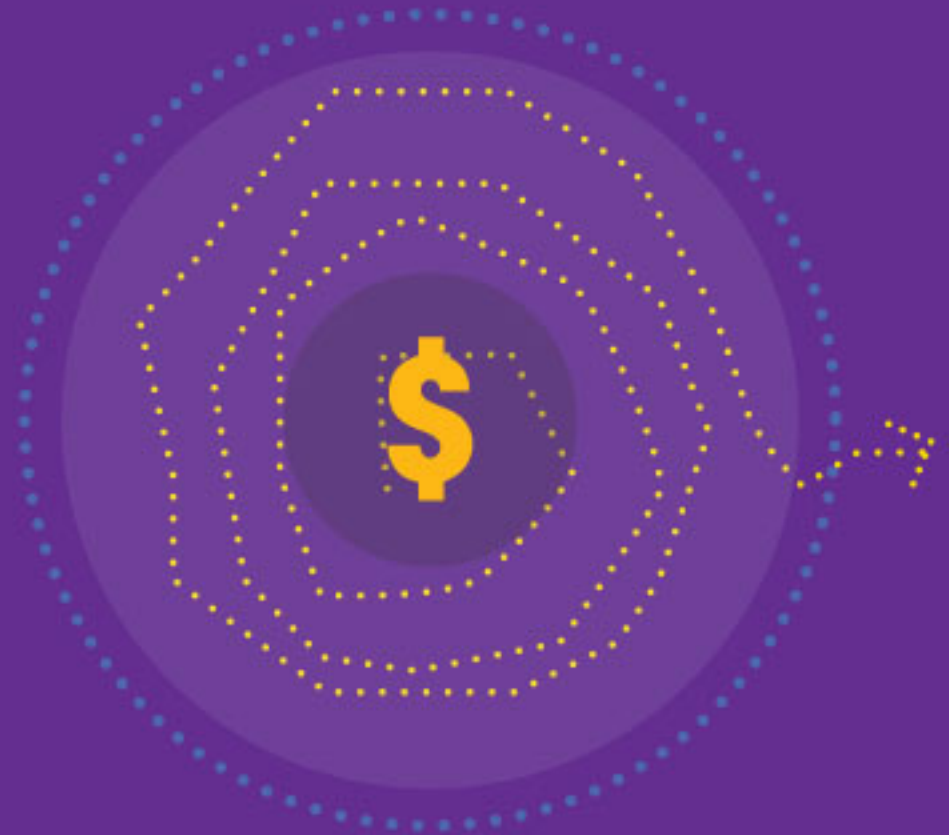


10 WAS IT WORTH IT?

At regular intervals, independent assessments should evaluate whether the money generated was correctly spent and contributed to development and the improvement of the lives of all women, men, girls and boys.

Questions to ask:

- *Do the indicators for evaluations reflect the impacts on women, men, boys and girls alike?*
- *Is the evaluation team equally representative of both men and women?*
- *Are equal numbers of women and men from the community consulted in the evaluation? Did women have a safe space to speak?*



11 ALWAYS ASSESS

There should be regular assessments by all stakeholders to ensure that long-term frameworks are correct and still relevant. Civil society can play a valuable role by publicly raising concerns where frameworks and agreements are evidently no longer fit for purpose. Assessments also provide an opportunity to incorporate gender concerns in old frameworks.

Questions to ask:

- *Do the systems and frameworks in place serve the needs and opportunities for women, men, boys and girls alike?*
- *Are we using the revisions of oil and mining codes as an opportunity to integrate the issue of gender in natural resource management?*
- *Have there been any changes in the circumstances facing women, men, boys and girls?*

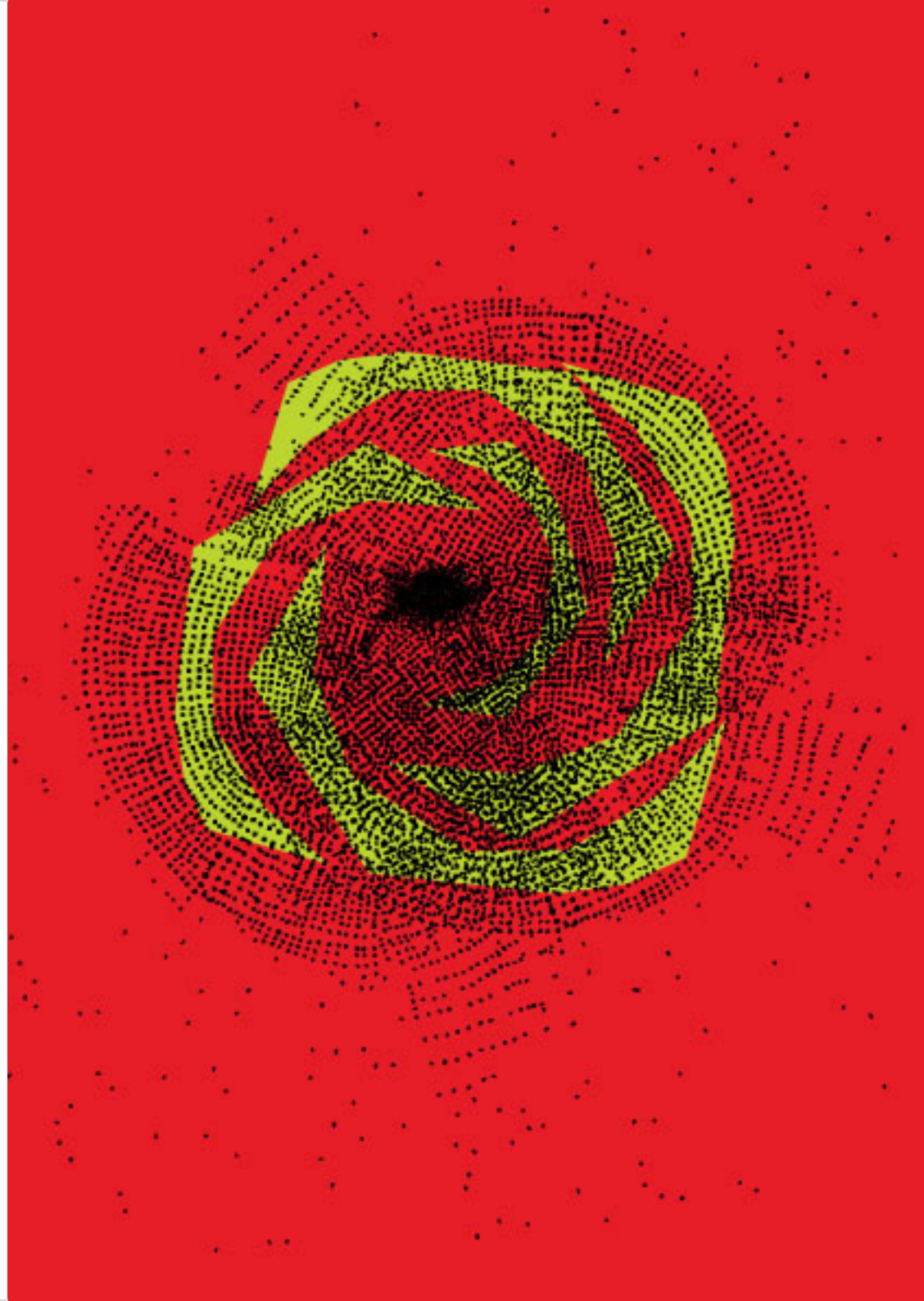


12 WHEN THE DUST SETTLES

It is important to consider how an extractive project – and the economy that sprang around it – is effectively dismantled and shut down. For the community, the closing of extractive operations is likely to imply loss of jobs and income – not only for miners themselves but those implicated in the economic activities that support mining and miners. Decommissioning plans must carefully consider the effects on women, men, boys and girls alike.

Questions to ask:

- *Are there plans to provide opportunities for those women and men who were employed in the extractive project?*
- *Are there plans for those women and men who were generating income through activities linked to the extractive project?*
- *Does the closure of operations mean that land is returned to the community? Who does the land go back to if it was already compensated for? Is it usable?*





EXTRACTING EQUALITY – A GUIDE

This is a different take on your average extractive value chain; because things need to change if women and men are to benefit from natural resources. If you'd like to find out more about our work, visit us at

www.publishwhatyoupay.org

www.unwomen.org

Publish 
What You Pay

 **UN** 
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