IN IT TOGETHER:

ADVANCING WOMEN'S RIGHTS THROUGH THE EXTRACTIVE INDUSTRIES TRANSPARENCY MOVEMENT

FINDINGS FROM PWYP'S PILOT PROJECT 2018

PUBLISH WHAT YOU PAY

ACKNOWLEDGEMENTS

PHOTOS

The following photos were taken by PWYP members in Burkina Faso and Senegal at engagement sessions with communities and national EITI MSG meetings as part of this project: pages 8, 15, 17, 21, 23, 27, 28, 35, 38, 43.

The following photos have been submitted by PWYP members in other countries to illustrate their engagement with community members and with the EITI at national and local level:
Page 4 by PWYP Mozambique, Page 11 by PWYP Zimbabwe, Page 41 by PWYP Cameroon.

CONTENTS

FOREWORD

Ensuring accountability to all citizens for the stewardship of revenue streams and public expenditure is central to the global extractives transparency movement. It is also reflected in the founding principles of the Extractive Industries Transparency Initiative (EITI). The focus of this movement has often been on improving citizen engagement in natural resource governance and technical solutions to enhancing disclosure. This broad focus has often led to insufficient recognition of the structural barriers that impede women, girls and other marginalized groups from equally contributing to and benefiting from efforts to make the extractives sector more accountable.

Women are not only less able to participate meaningfully in extractives transparency initiatives, but often bear the brunt of the social and environmental costs of the sector and have limited access to the benefits. The key lies in recognising the structural barriers women face and seeking ways to address and overcome these. This study challenges us to gain a deeper understanding of the complexity of the links between the extractives sector and gender equality, as well as the outcomes of our work.

Publish What You Pay (PWYP) has always been at the forefront of pushing for transparency in the extractive sector. Early on it was one of the leading organisations pushing for the establishment of the global standard for transparency in the extractive industries. The global PWYP network and its national civil society partners have again been doing groundbreaking work to help bridge the global transparency and women's rights movements to generate meaningful outcomes for women.

The EITI Board recently agreed changes to the EITI Standard to emphasise gender considerations in fostering transparency and accountability in the extractive industries. Advocacy efforts by PWYP and other civil society groups played a leading role in creating the momentum behind these changes, informed by the work undertaken for this study. The EITI now explicitly requires multi-stakeholder groups to consider gender balance in representation, disclosure of employment figures by gender and occupational level, and to consider access challenges and the information needs of men and women. Multi-stakeholder groups in EITI's 52 member countries are also encouraged to document how they have taken gender considerations and inclusiveness into account in EITI implementation.

Becoming gender-responsive is challenging and it represents a long-term transformational process for all stakeholders. Governments, civil society, and industry all have a role to play in ensuring that our efforts to improve accountability benefit all citizens and lead to gender transformative change. The EITI will continue bringing together stakeholders at the global and national levels to push for progress on gender equality in natural resource governance. This will include promoting efforts to ensure that multi-stakeholder groups are inclusive and gender-responsive, that data and disclosures can support efforts to advance women's rights, and that open data can foster dialogue and improve access to information for women and other marginalised groups.

Mark Robinson,
Executive Director, EITI

INTRODUCTION

In 2018, Publish What You Pay set out to expand its work on gender. Recognising that the Extractive Industries Transparency Initiative (EITI) and our very own movement had been gender-blind for many years, we wanted to explore a set of learning questions: What barriers prevent women from fully engaging with EITI implementation at the country level? How could the EITI be used as a tool to advance gender equality? What type of data disclosure can best advance policies that mitigate the gendered impacts of extractive activities?

To try to answer these questions, we initiated a pilot project in West Africa, using a participatory research approach. We aimed to assess how the EITI involves women -- and how women get involved in the ways available to them -- in six countries: Burkina Faso, Ghana, Guinea, Nigeria, Senegal and Togo.

This report is the result. Its findings give PWYP -- and all those invested in advancing women's rights through the transparency agenda -- an important insight into the scale of the task ahead. How and with whom do we need to work to transform a global system that has historically been 'gender blind', into one that has the potential to be 'gender transformative'?

That change is beginning to happen on the ground. The EITI is a uniquely powerful catalyst to encourage it, accelerate it and expand it to a greater number of countries and communities.

When we started this project, there were few references to gender in EITI texts, or in practice. This report lays bare this scarcity and the clear opportunities to correct them. And to the EITI's credit, attitudes are starting to shift. As Mark Robinson notes in his foreword to this report, the EITI Board discussed amending the EITI Standard to include gender-related requirements at its meeting in February 2019. This positive step reflects a growing awareness that there can be no meaningful accountability without accounting for gender. From the EITI leadership to national MSGs to the PWYP movement itself, there is a groundswell of enthusiasm for the possibilities of gender-responsive solutions in natural resource governance.

As PWYP has revised its own priorities in developing our 2020-2025 strategy, it was rewarding to see how this research also challenged us, influencing our future approach and governance.
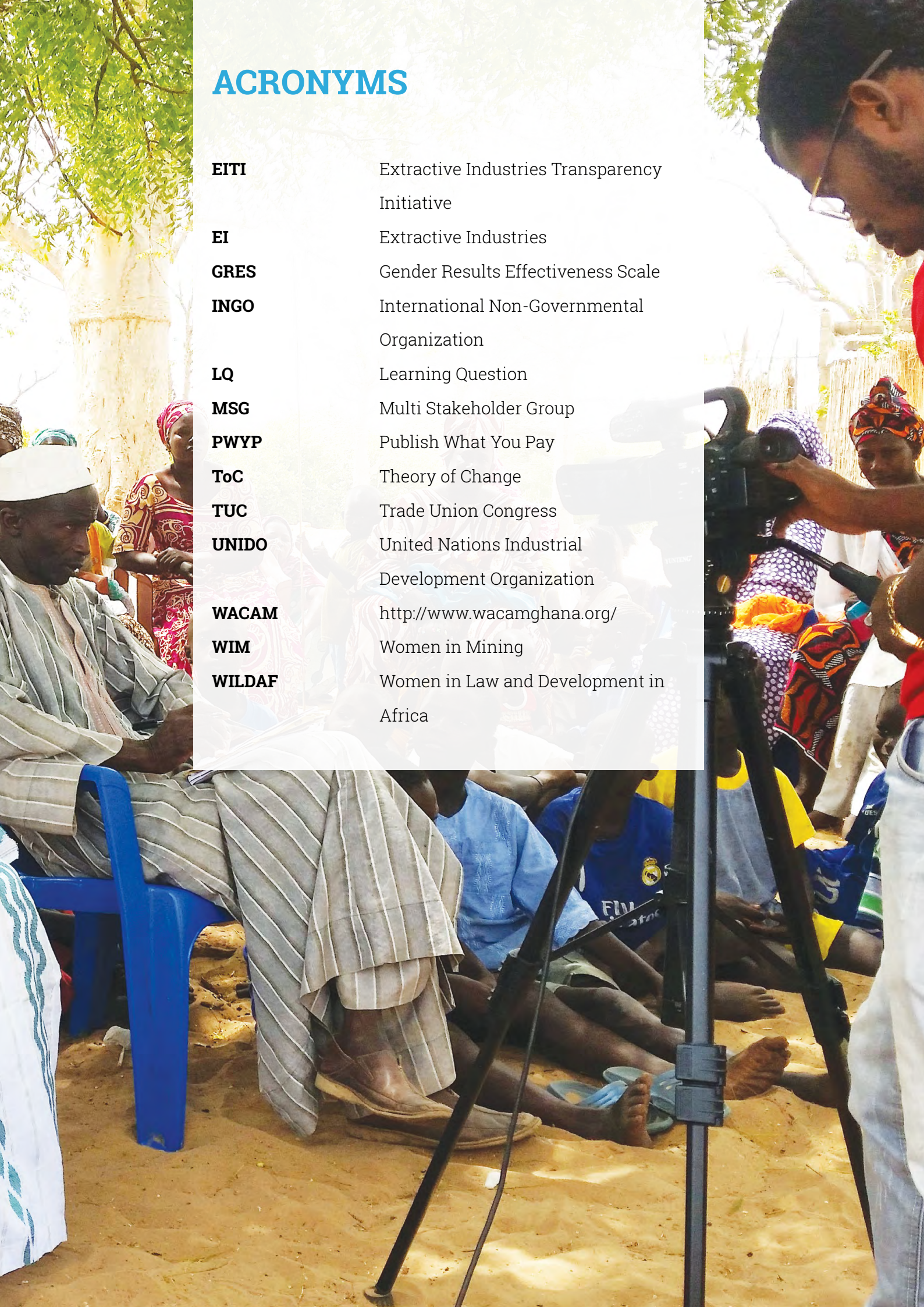
We believe the EITI will gain from the same challenge. We should all encourage it to further highlight good practice in women's engagement and participation in the EITI; consider gender-related issues during validation (including case studies and impact narratives); and request the disclosure of more gender-disaggregated data.

Throughout the EITI community, there are women leaders challenging the status quo and dedicated to lasting change. We stand on their shoulders, and owe it to them to keep pushing. We hope this report can be a critical contribution.

Elisa Peter,
Executive Director, PWYP

ACRONYMS

EITI	Extractive Industries Transparency Initiative
EI	Extractive Industries
GRES	Gender Results Effectiveness Scale
INGO	International Non-Governmental Organization
LQ	Learning Question
MSG	Multi Stakeholder Group
PWYP	Publish What You Pay
ToC	Theory of Change
TUC	Trade Union Congress
UNIDO	United Nations Industrial Development Organization
WACAM	http://www.wacamghana.org/
WIM	Women in Mining
WILDAF	Women in Law and Development in Africa

1. BACKGROUND & CONTEXT

It is well documented that extractive projects can have dire gender consequences given that women usually have the most to lose (in terms of loss of land or livelihoods, increase in gender-based violence etc.) and the least to gain from the process of extraction in the communities where they occur and in the country as a whole. Gender issues (in terms of socially constructed roles and expectations) also affect and involve men as they seek high-risk jobs in extractive project sites, often with poor social protection and away from traditional social safety-nets. Even so, there is often a gender imbalance in processes of decision-making linked to how extractive resources are managed, and in international mechanisms such as the Extractive Industries Transparency Initiative (EITI) where women are often underrepresented. Until recently, the EI oversight sector has also paid little attention to gender issues to date.

This research component is part of a two-year gender pilot project (2018-2019) where the international civil society coalition Publish What You Pay (PWYP) will seek to better understand and apply a gender perspective to its work and its interactions with the multi-stakeholder groups (MSGs) in EITI implementing countries in West Africa.

The research should be seen as a stepping stone towards working more actively to recognize and address gender issues – both through targeted interventions (campaigns, special outreach for women's inclusion and influence) and as a more mainstreamed aspect of PWYP's structures and activities. Moreover, the conscious decision was made early on in the process to have a 'learning-by-doing' approach where the PWYP International Secretariat and National Coalitions learn and explore issue together, adapting as needed along the way for this research phase.

The main objective of the research is to answer the following key learning questions

1. LQ1: Where and how do women (and men) currently participate in PWYP and EITI MSGs and what are the pathways, barriers and/or prevailing norms which may affect a gender equal participation?

2. LQ2: Based on current practice, how (including data use) is/can EITI be used to advance gender equality in the EI sector and mitigate against the negative impacts of EI on women's rights? and

3. LQ3: How can PWYP and its coalitions help advance both a more gender equal representation and progress on substantive gender issues through their work going forward?

The primary owners and drivers of the research component are the three PWYP National Coalitions in Guinea, Burkina Faso and Senegal who each undertook the main research synthesized in this report. Lighter institutional 'gender scans' were also undertaken in Ghana, Nigeria and Togo. The process was supported by the PWYP International Secretariat (as grant holder and overall project coordinator) and an external consultant.

For the gender scans, research was limited to an institutional scan in terms of parity and gender equal participation of the PWYP coalition (coalition composition, representation of gender focused groups, women's movement leaders etc.). A document review also sought to determine the national context for working with gender mainstreaming issues overall. The intention was to lay the foundation for each of the national coalitions to conduct further gender analysis and action planning in the course of the pilot project implementation and beyond.

2. RESEARCH APPROACH & METHODOLOGY

As reflected in the learning questions, the main focus of the research is to understand how women and men participate in both the PWYP movement and in the EITI MSGs; to what extent the EITI process can advance gender equality in line with SDG 5 commitments on gender equality and women's empowerment; and how PWYP national coalitions best can take advantage of this opportunity.

The objective of the project goes beyond just mitigating the negative gender effects of extraction, to looking at the empowerment aspects of equal participation, say and influence in EI sector decision-making. These issues are clearly both multi-dimensional and complex. The EI sector is largely male dominated at multiple levels with intrinsic gender inequalities both in terms of participation and benefits, with highly gendered negative effects (such as fueling of conflict, sexual violence, land rights issues, increased income inequality etc.).

The scope of this research does not allow for it to go in-depth into these various complexities. Instead, it takes stock of PWYP's own existing or potential work in the area of gender equality, and how those interface with EITI implementation as a lever and platform for advocacy. It should be noted upfront that gender dimension of EI is a relatively new and unexplored area for most participating national coalitions in the PWYP global network (drawing on the West Africa sample), even though some of their members are actively working on gender justice and women's rights issues. Yet, so far, many of these organizations do not seem to bring these issues or expertise into their PWYP engagements.

In terms of overall approach, two main aspects are worth noting and distinguishing from one another: descriptive representation which is the equal participation/parity in terms of number of women vs. men participating in different fora; and substantive representation

in terms of how the content of various processes or interventions is contributing to increased gender equal outcomes in substance (whether pursued by women or men – but leading to transformative change). Both are discussed in turn below.

1. Equal participation and parity

The number of men vs. women participating in different forms of influence and decision-making is also sometimes referred to as 'descriptive representation' since it has to do with women's physical presence in equal numbers to that of men in various deliberative and decision-making processes.

The right to equal participation is enshrined in a number of human rights declarations in different forms. Notable in a development context is the UN Declaration on the Right to Development proclaimed in 1986, which indicates that development is a right that belongs to everyone. Namely, everyone is

> " **entitled to participate in, contribute to, and enjoy economic, social, cultural and political development, in which all human rights and fundamental freedoms can be fully realized.**

In other words, women have the right to participate and be represented in development decisions as a right in itself. That means that in development contexts where women are negatively affected or underrepresented compared to men, the mere increase of women in processes of deliberation and decision-making is a goal in itself with a number of potential effects that can be further unpacked and monitored over time.

The reasons why women's equal participation in the sector and equal representation in dialogue in itself is an important aspect of achieving gender equality are many and include[1]:

a) Gender equal representation may disrupt existing (gendered) and exclusionary power holding patterns and allow for more inclusive discussions/new viewpoints to be included;

b) Being represented means that an equal number of women compared to men engage in 'learning-by-doing'. This can be particularly important for women who may previously have been only marginally involved or excluded from processes where the actual decision-making happens (formally or informally);

c) A balanced gender representation may have positive effects on the way gender issues are considered or the way gender inequalities are responded to, particularly when it comes to end beneficiaries/ rights holders at community level;

d) Though often debated, and dependent on context, an equal share of women at the decision-making fora or table may help set the precedent for women to speak out more freely and thereby affect that agenda-setting.[2]

---

1   See e.g. Corporate Evaluation of UN Women's Contribution to Women's Political Participation and Leadership Synthesis Report, April 2018, UN Women, New York; "Open to Gender Transformation?" Blogpost by C. Ørnemark, April 2017 https://feedbacklabs.org/blog/open-to-gender-transformation/; "Gender and Open Data: Is there an App for that?", ICT Update, Issue 84, 1 March 2017 http://ictupdate.cta.int/2017/03/01/gender-and-open-data-is-there-an-app-for-that/
2   Parthasarathy, R., Rao, V., Palanishwamy, N. Unheard Voices: The Challenge of Including Women's Civic Speech, Policy Working Paper 8120. World Bank Group, June 2017

Women's equal participation can also be seen as a pre-condition for processes to be gender responsive (and potentially lead to gender transformative results, i.e. results that have more systemic effects and are not easily reversible – see Figure 1 below). A key objective will therefore be to better understand where women are currently represented and in what capacity. This can involve asking the following questions:

- Where are women currently participating (and what is the break-down in terms of gender)?

- Which sub-groups/categories of women currently have access (and which groups are left out)?

- In what capacity are women represented (individual capacity/ as representatives/ as professionals and experts etc.)?

- What are the barriers and entry-points for participation (overall and per sub-categories such as urban/ rural, age, ethnicity, level of education etc.)?

2. Substantive gender equality gains including gender disaggregated information and data on gender outcomes

Also referred to as 'substantive representation' as it refers to the extent to which gender equality considerations are reflected in the substance of deliberations and decision-making processes, including in relation to data and its use, activities and how resources are being allocated.

Assessing substantive gender gains also means looking at longer-term outcomes and effects, and whether interventions maintain existing gender inequalities or whether they have helped tip the scales towards more gender equal outcomes. Such an assessment is not always straight forward as there can also be scenarios where gender equality gains have been reversed due to backlash or contextual factors, or where small but significant steps may go by unnoticed. The point, however, is to continuously assess how and to what extent the EITI process, and PWYP as the main civil society interface, is capable of responding to gender in substance and what gender disaggregated data is being routinely collected in order to be able to respond.

Substantive issues are always deeply embedded in larger systemic gender patterns which go beyond the extractive process and value chain itself. That means that when it comes to analyzing gender in the EI sector, just looking at the actual extractive process and the value chain may not be sufficient. Prevailing patterns in social norms and gendered power patterns also need to be well understood to fully understand how the external intervention of extraction could unbalance – for better or for worse – such social patterns.[3] Likewise, gender analysis[4] needs to consider what happens to a potentially shifted gender power balance once the extractive process comes to an end.

Such gender patterns can include access to economic opportunities for women, but also the effects of corruption, and the fact that mineral extraction may be fueling conflict, which in turn can have negative consequences on women. For instance, the UN Secretary General in the report entitled 'Sexual Violence in Conflict' (2013), points out

---

3 Parthasarathy, R., Rao, V., Palanishwamy, N. Unheard Voices: The Challenge of Including Women's Civic Speech, Policy Working Paper 8120. World Bank Group, June 2017

4 Gender analysis is a systematic methodology for examining the differences in roles and norms for women and men, girls and boys; the different levels of power they hold; their differing needs, constraints, and opportunities; and the impact of these differences in their lives (USAID definition).

that in some countries there is a correlation between spikes in incidents of sexual violence and military activity linked to the illegal extraction of natural resources, with the Eastern DRC being a primary example.[5] Beyond localized issues on the sites of extraction in resource rich areas, struggles over control of mineral wealth may escalate to the national level, indirectly contributing to a break-down of law and order with an increase of insecurity and violence against women as a consequence, and with the state being unable to provide basic services such as health and education.[6] Although often linked to illegal or artisanal mining, extractive companies can also play a role, e.g. by coming up with an industry-specific code of conduct for how they can commit jointly to addressing gender-based violence and cases of sexual exploitation.[7]

5   United Nations, Sexual Violence in Conflict. Report of the Secretary-General, 2013: A/67/792-S/2013/149; New York.

6   Global Witness. 'Sharing the Spoils: Gender and the Mining Industry', Briefing, January 24, 2017.

7   Heller, C. "The gas and mining industries take on gender-based violence in Papua New Guinea". World Bank Blog post, Sep. 2015. http://blogs.worldbank.org/eastasiapacific/gas-and-mining-industries-take-gender-based-violence-papua-new-guinea

Substantive measures mean that any such gendered effects are regularly monitored, analyzed and visualized in key documents, backed by gender disaggregated and gender specific data and other forms of evidence (testimonials/ feedback etc.). Such evidence should ideally have been gathered or interpreted by affected women themselves so as to include them in the sense-making and action planning process.

Classification of gender references in document review

In this assignment, there was an effort during the literature review to assess references made to gender (to the extent that they existed) whether they:

a) were aspirational in nature (making non-binding suggestions),
b) set out policies and rules of the game in a more normative way (binding ways of conducting a process)
c) simply speak of which women's groups are present when/where,
d) look at gender disaggregated reporting of activities or outreach efforts, or
e) information is community-generated representing rights holders' views.

The intent was to carry out a more detailed classification. This classification was done to a varying degree by PWYP Coalitions across all participating countries. However, given that both PWYP and the broader EITI process are still at the very beginning of their gender mainstreaming work, specific references to gender issues were often completely non-existent in key documents[8] unless there was a particularly dedicated paper on the issue looking at gender issues in EI in more general terms.[9] Nevertheless, the classification could be further developed and considered as a benchmarking methodology for the future, once gender references are more common in

key governance documents, strategic plans and activity reports. The purpose would be to come up with a benchmark for how gender is being mainstreamed and how actionable it is in relation to advocating for substantive gender gains. Such a classification may also highlight where the information gaps are, so that more in-depth research can be focused on bridging those areas in the future.

It would also be important to track whether aspirational references in key planning documents (e.g. the aim to increase women's representation in key EITI deliberation processes such as MSGs, or non-specific 'how-to' guides) actually materialize and are evidenced in terms of gendered outcomes or visible in gender disaggregated data.

Power analysis

Substantive changes to how gender is being addressed in the EITI process also rely on the interrelationship between gender equality culture/norms, organizational change, and institutionalized processes or "rules of the game" and how these are held in place at different levels. As such, it can be useful to reflect on whether the form of power is visible (in formal or invited space such as power dynamics, e.g. in the MSG), hidden (behind closed doors/ outside the room), or invisible (relating to social norms/culture/ customary practices or perceptions) as it relates to deciding on substantive issues. E.g. if women's participation in formal spaces has increased, but deliberations and 'real' decision-making take place largely in hidden places, additional advocacy may be needed to shift those power dimensions, or for women to gain access also to the informal or 'hidden' decision-making fora.

Each of the participating national coalitions for the in-depth countries (Burkina Faso, Senegal, and Guinea) included this type of reflections in their analysis.

---

8   Noted to be a finding in itself.
9   E.g. the Brief "EITI & Gender Equality" by the EITI International Secretariat, Feb. 2018, or the "Extracting Equality – A Guide" publication by UN Women and Publish What You Pay, 2014.

Although it is helpful to look at and analyze parity (descriptive representation) and substantive issues separately it is important to note and reflect on how the two often are interlinked. External research shows that the symbolic value of women's representation (through increased presence or agreed principles of parity) in itself can have a positive effect on substantive issues as it can give weight to gender issues as being 'legitimate to raise'.[10] It can also affect to what extent women feel comfortable in speaking up in formal meetings. This causal pathway can often be difficult to demonstrate but may be visible in broader culture shifts over time, or through gathering anecdotal evidence over a longer period. Already, anecdotal evidence from the three PWYP National Coalitions who undertook the full scope of the research illustrates that gender was more frequently raised as an issue since this PWYP pilot project began, whereas before it had not been discussed or raised to the same extent.

10   Hinojosa, Magda & Fridkin, Kim & Kittilson, Miki. (2017). The impact of descriptive representation on "persistent" gender gaps: political engagement and political trust in Uruguay. Politics, Groups, and Identities. 5. 1-19. 10.1080/21565503.2017.1330215. The publication demonstrates how the symbolic effect of introducing a gender quota in the Uruguay during the 2014 elections, leading to a rise in women's descriptive representation, had a positive effect on women's political engagement more broadly in the country. See also: O'Neil, T., Domingo, P., "Women and Power", ODI, Feb. 2016

Analytical framework

In terms of key processes or results in relation to the extractive process, such as (i) the consultation process, (ii) the process of overseeing the EITI validation process, and (iii) MSG work planning, national coalitions also used the below categories to reflect on whether gender issues had been considered and addressed using the following scale (see figure below):

1. Gender blind or gender negative *(the problem of gender inequality is not acknowledged or verbalized)*

2. Gender sensitive or responsive *(the problem of gender inequality is taken into account e.g conducting gender analysis)*

3. Gender targeted *(specific actions or targeted support is provided to reduce identified gender inequalities)*

4. Gender budgeted *(there are visible and sufficient resources set aside to address existing or expected gender inequalities)*

5. Gender transformative *(gains towards gender equality have systematic effects that are not easily reversible; new power dynamics are introduced that enable more gender equal outcomes)*
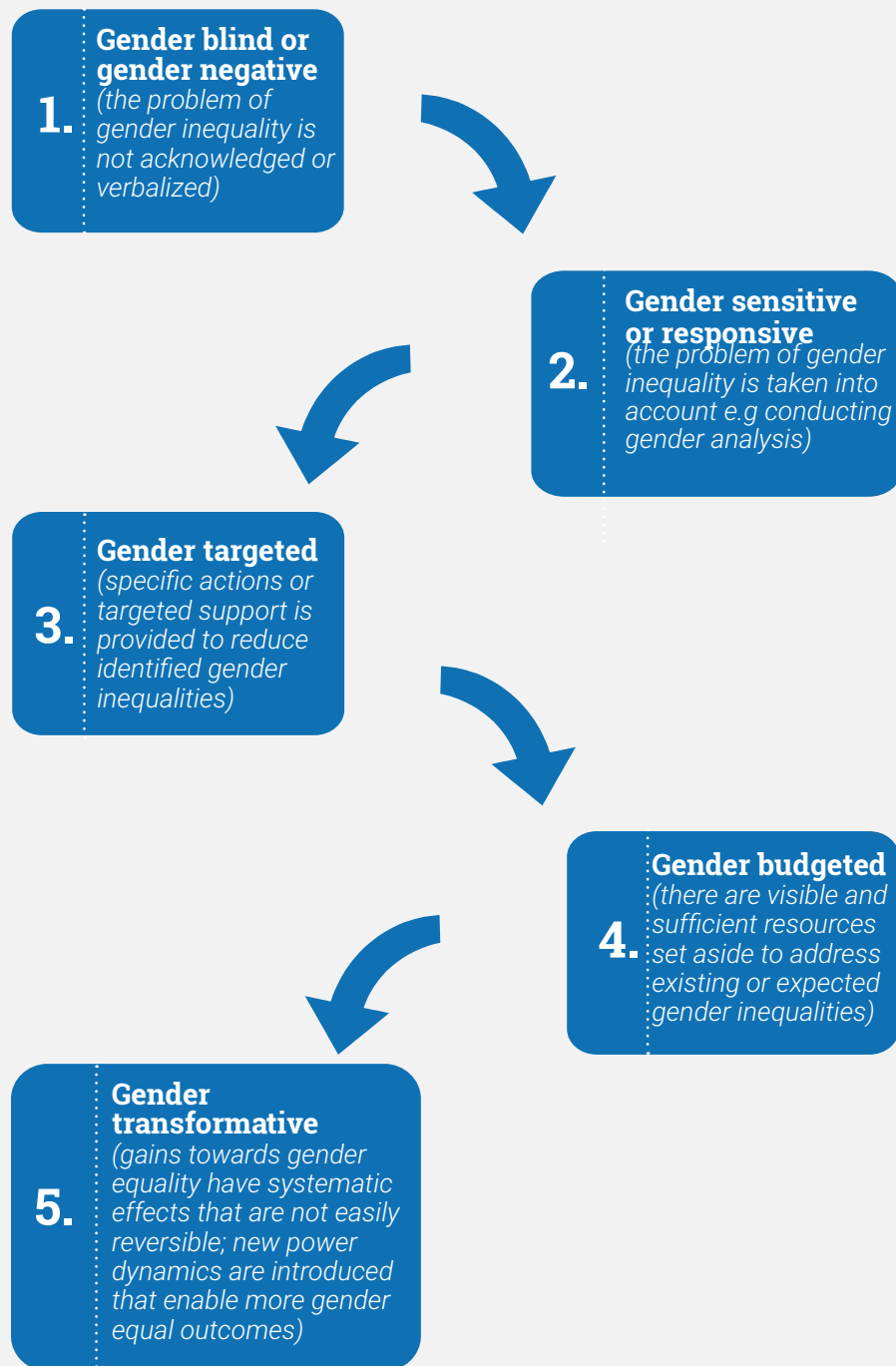
Figure 1: Analytical framework for assessing key EITI processes (adapted from Gender Results Effectiveness Scale framework[11] and the Gender@Work framework)

---

11   Developed for the Evaluation of UNDP's Contribution to Gender Equality and Women's Empowerment, UNDP, 2015. P. 46

Stakeholder mapping

During the inception workshop for the research, held in Dakar, Senegal[12], a first stakeholder mapping was done of the 'universe' in which this research project and broader gender mainstreaming pilot takes place. A first visualization sought to look at key questions in different spheres of influence (see Figure 2).
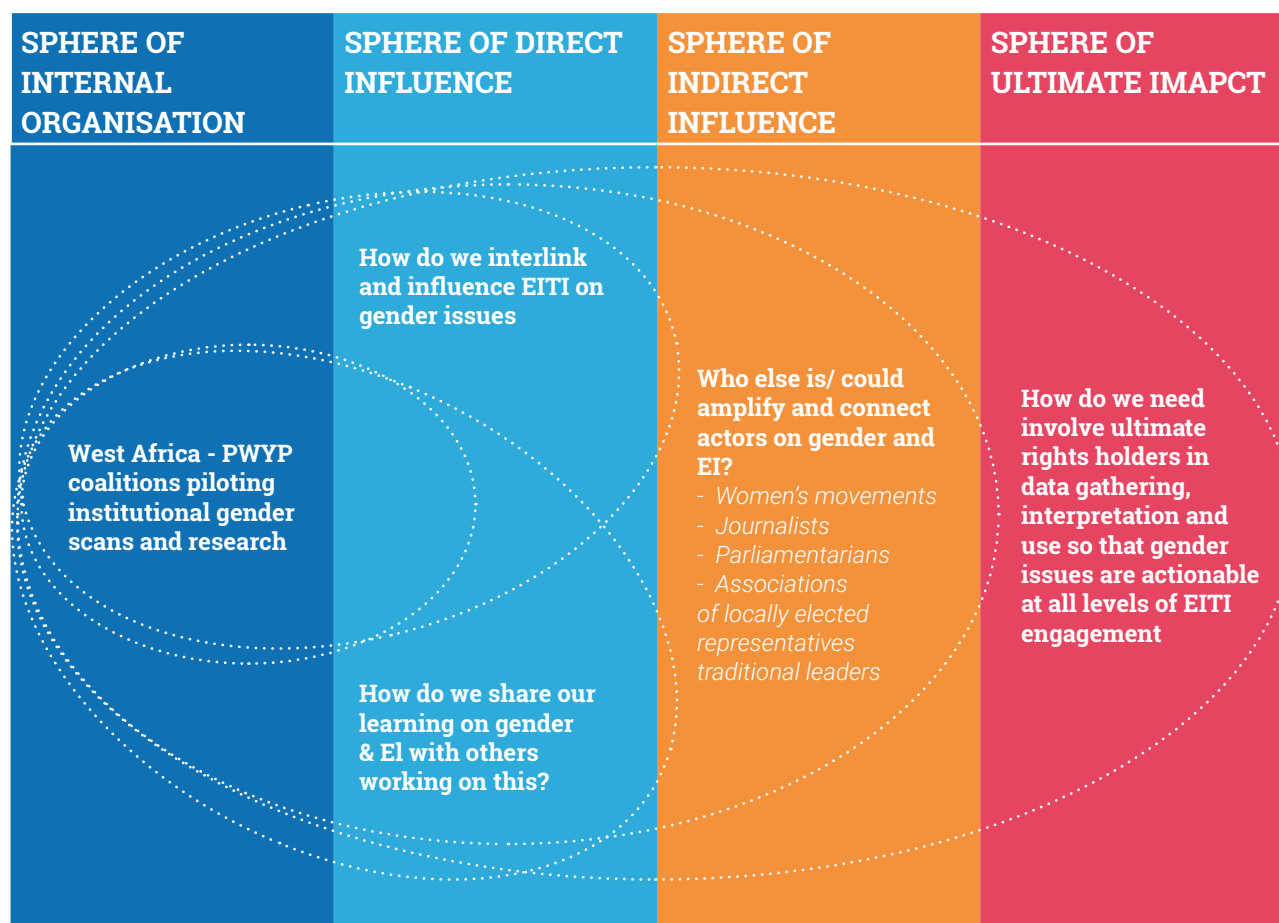

SPHERE OF INTERNAL ORGANISATION	SPHERE OF DIRECT INFLUENCE	SPHERE OF INDIRECT INFLUENCE	SPHERE OF ULTIMATE IMAPCT
West Africa - PWYP coalitions piloting institutional gender scans and research	**How do we interlink and influence EITI on gender issues** **How do we share our learning on gender & EI with others working on this?**	**Who else is/ could amplify and connect actors on gender and EI?** *- Women's movements* *- Journalists* *- Parliamentarians* *- Associations* *of locally elected representatives traditional leaders*	**How do we need involve ultimate rights holders in data gathering, interpretation and use so that gender issues are actionable at all levels of EITI engagement**

Figure 2: Spheres of influence and key questions

Secondly, referring to the same spheres and levels of influence, key actors in and around the EITI were mapped out from a perspective of advancing gender equality towards some longer-term desired outcomes. It should be pointed out that the whereas the mapping took PWYP in West Africa as a point of departure (reading the figure from left to right), it was acknowledged that change processes are not one-directional, but rather shifting back and forth between different spheres of influence (see Figure 3).

---

12   March, 2018

WHO DO WE ORGANIZE OURSELVES

Sphere of internal organisation & mastery

WHO DO WE HAVE DIRECT CONTACT WITH

Sphere of direct influence

Research components

Transparency & extractives community

National EITI Secretaries

PWYP INT'L SECR

MSG members

PWYP member orgs / movement

PWYP GUINEA

PWYP NIGERIA

PWYP BUKINA FASO

PWYP GHANA

PWYP INT'L SECR

PWYP SENEGAL

PWYP TOGO

Institutional gender scans

Stakeholders Already working on/ intrested in gender &EI

INGOs working on EI & Gender (eg. Oxfam)

Funders in EI & gender space

OGP (Secr + gov's interested in gender)

WHO ELSE IS/ COULD AMPLIFY AND CONNECT ACTORS ON GENDER &EI

Sphere of indirect influence

National / int'l. women's group or movements (previously not or marginally involved)

Journalists / media (nat/ local)

Parliamentarians / parliamentary committees

Associations of locally elected representatives and / or traditional leaders

WHO ARE THE ULTIMATE RIGHTS HOLDERS?

Sphere of ultimate imapact

Women in communities directly affected by EI

Citizens (women and men) disaggregated by gender in resources rich countries in West africa

Sub-groups of women previously excluded from influence and decision-making at different levels due to other intersectional factors (access to info, ethnicity marginalization etc.)
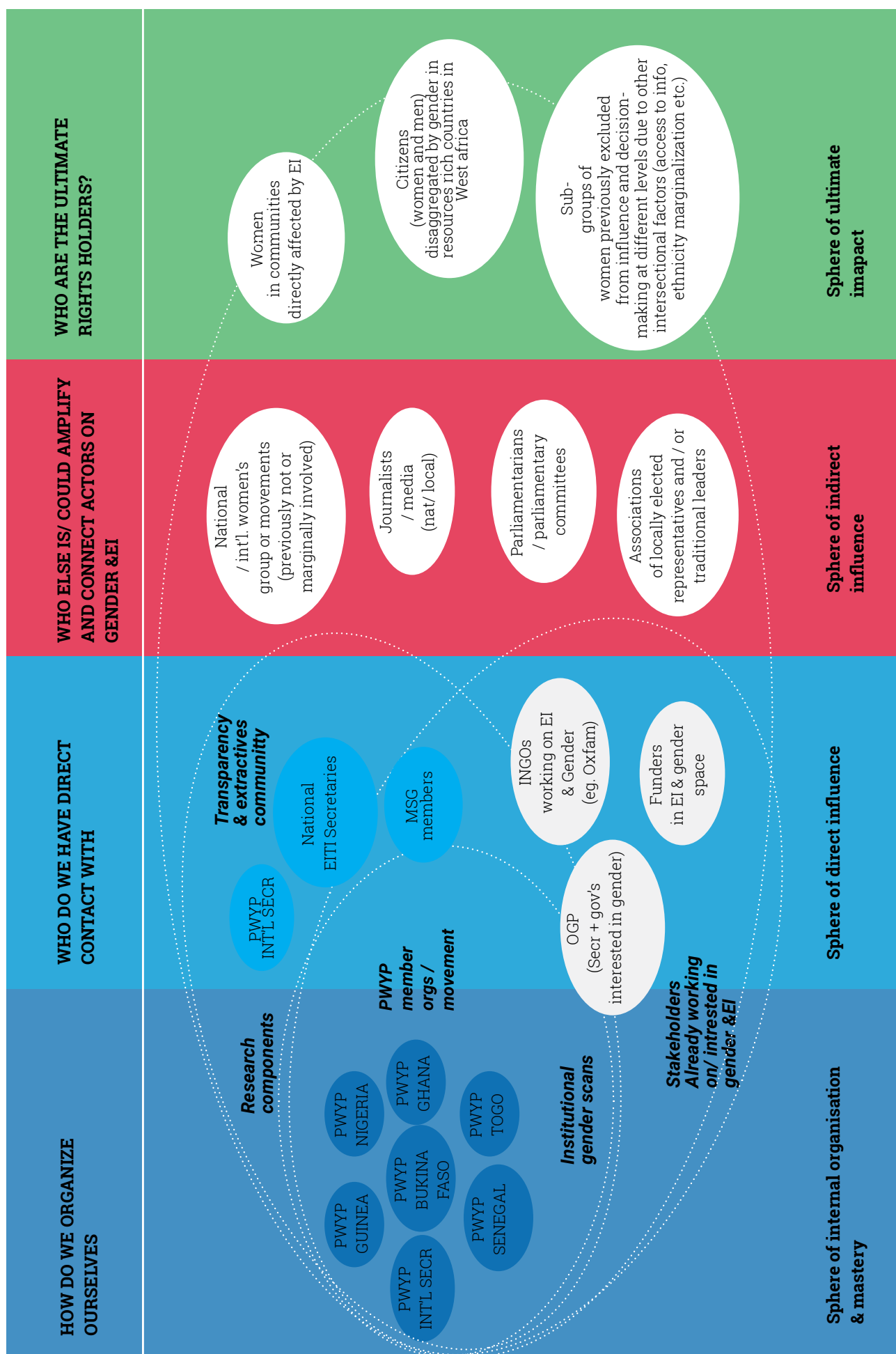
Figure 3. Mapping of key actors and spheres of influence

The graph seeks to map out the overall 'universe' in which this research and broader gender pilot project is taking place by illustrating how different actor groups are connected into sub-systems, and the way these sub-systems interlink. It goes from the sphere of internal organization and 'mastery/control' at the very left, where the research drivers and owners are placed, through to the sphere of ultimate impact at the right. The same approach can be used at a later stage of the broader project to re-draw based on action planning and a formulated Theory of Change (ToC).

All participating PWYP national coalitions (three in-depth + three for gender scans only) undertook institutional gender scans of their own key governing documents and outputs (plans, governing documents, strategies, key activities and yearly reporting) and structures. The results of this research serve as a benchmark. The three in-depth participants also extended the analysis across the entire chain of actors.[13]

One question which came up at the inception workshop was whether and to what extent EITI processes are the most suitable tool to affect gender outcomes in relation to EI. A lot of focus is often put on the reporting, which can be out of date. EITI is also not a policy decision making body and does not have the power it might need to introduce or enforce certain sector standards linked to gendered impacts. This is also why working more closely with other policy-making and implementing bodies related to gender would be important (such as Ministries of Gender or equivalent). EITI may also have certain limitations in that it focuses more narrowly on transparency in the sector but not on issues more holistically, including on whether extraction in a particular site should take place in the first instance. This is

---

13 See individual country reports for details.

where PWYP and its membership can play a complementary role, with members who also advocate more directly on women's rights issues.

It was considered important to link gender and EI work to other influencing actors, and to focus on the ways in which the EITI is debating and considering how it will mainstream gender into its work on a more continuous basis, drawing more on what others are doing, who already work on gender and EI.

The mapping asked four key questions:

(i) How do we organize ourselves? (PWYP and its membership base)

(ii) Who do we have direct contact with? (Such as the EITI actors/MSG members, as well as other key actors already working on gender in the extractive space, such as Oxfam, or the transparency and accountability community/open governance community).

(iii) Who else is/could amplify and connect actors on gender and EI? (Other actors who are needed to effectively reach ultimate rights holders and to amplify pressure on the way the system operates).

(iv) Who are the ultimate rights holders? (How are they currently involved and/or how can feedback loops be closed and reinforced with those who have the biggest stakes in the extractive process).

Research process

The research process followed the following key steps:

- Initial orientation and methods development workshop (in Senegal) with national research owners/drivers: PWYP Coalitions in Guinea, Burkina Faso, Senegal and PWYP International Secretariat

- Mapping of spheres of influence & key actors and finalization of methods

- Gender scans conducted including secondary information gathering & document review (Guinea, Burkina Faso, Senegal + Ghana, Togo, Nigeria)

- Adaptation / simplification of methodology based on initial findings from gender scans (and overall low level of gender awareness, general absence of gender references in key documents)

- Consultations with representatives from different stakeholder groups, with emphasis on MSG members, EITI secretariat, key INGO(s) working on gender and EIs (Oxfam or others in the national context), journalists/media, local leaders, women's groups involved in the EI sector

- Focus group discussions with community members in extractive zones (1 or 2 community visits per country)

- Synthesis of findings across participating country coalitions

- Additionally: Initial research findings discussed at regional gender training workshop of PWYP Coalitions in West Africa (September 2018).

3. KEY FINDINGS

3.1 Overall observations

• Long way to go – a leveling of expectations is needed

The research conducted by the PWYP National Coalitions made it overwhelmingly clear that the vast majority of actors engaged in the PWYP-EITI universe at the national level are at the very start of a long journey towards more consistently raising and analyzing gender issues as part of their engagement in EITI. Although some efforts to raise the importance of gender in relation to EI have been initiated at regional and international levels, getting the required 'mind shifts' in place for it to be prioritized in the ongoing work of MSGs seem to be more difficult. Even at the international level (EITI International Secretariat), a deeper gender analysis would be helpful to highlight practical examples and implications from across countries.

At this stage, the few references that exist in relation to gender in the key national-level documents reviewed by the coalitions are mostly aspirational in nature (what should

or could be done as compared to current praxis) with little focus on progress tracking or results of concrete efforts to date. Some of the reporting is also informational in nature (e.g. that a specific women's group at a local site got some funding) – but again with little explanation as to why, for what and with what effects, or with any analysis of which gender injustices the EI sector may have contributed to aggravating in the first place. There also seems to be a quite poorly developed understanding about gender issues across both PWYP coalitions, MSGs and EITI more broadly (e.g. in the international literature on gender by EITI), where gender is mostly equated with a focus on women, and where women are often described as a homogenous and vulnerable group, rather than a resource. The implication is that many interconnected stakeholders (PWYP, EITI, and others engaged in the EI sector) would need to strengthen their focus and understanding on gender in order for a more systemic shift in culture and norms to take place. While this may seem

like a rather daunting task, one could also see it as an exciting journey, where even small progress is progress indeed.

Such a gradual shift in thinking and practice would call for some drastic levelling of PWYP's expectations, however, as it will take time and require relentless focus over the next few years. It also calls for benevolent donors, willing to fund some of PWYP's gender work over a longer period of time, where the first two years of piloting will be a start. The interest and 'buzz' around the issue of gender coming out of undertaking this research should be seen as a very positive indicator (e.g. anecdotal evidence that "gender is being talked about now" in some of the participating PWYP National Coalitions, with some additional women's / gender focused CSO having applied to become members). However, an initial spark of interest, in part triggered by this PWYP pilot project, would need to be followed with some concrete actions and shifts in practices in order to keep up the momentum.

- **Ownership key by PWYP National Coalitions and their in-country allies**

A first important milestone of this research, and the action planning going forward, was to get country level coalitions and their allies to 'own' the gender equality agenda and more closely connect it with the EI sector work they are engaged in. This called for a combination of learning, doing and reflection, internalizing findings so that it could be related to the coalitions' work and how they engage in in EITI. It was therefore important to implicate the National Coalitions from the start (rather than simply the gender champions within the coalitions), even if some then hired local consultants or assigned a special focal point to actually undertake the research.

The gender scans of their own institutions by the six participating PWYP National Coalitions in West Africa were a first step (Guinea, Senegal, Burkina Faso, Togo, Ghana and Nigeria). And the more in-depth research carried out by the National Coalitions in Guinea, Senegal and Burkina Faso can be further rolled out and amplified in the region. However, as is always the case with specific research tasks, there is a risk of knowledge residing mostly among locally sourced consultants or individuals doing the work. PWYP conducted several trainings to implicate a wider group and discuss the findings to promote ownership by the coalitions themselves and peer-to-peer learning. It will important for such efforts to continue and to set clear milestones for integrating findings in the coalitions' planning, and for tracking results of any gender mainstreaming efforts going forward.

- **Incentives unclear for women's groups**

As described and exemplified further below, there is a wealth of gender expertise that already exists within PWYP National Coalitions in West Africa. However, there seems to be a lack of incentives to really tap into this knowledge and connect it more closely to what's going on in the EI sector at national level, and to use existing gender expertise effectively in relation to EITI implementation, where civil society is represented. Some pointed to the lack of funding as well as lack of interest, given that – at that time of writing this report - gender was not mentioned in the EITI Standard and was not seen as a priority in MSG deliberations[14]. Also, women's organizations tend to have their own agendas and expertise and do not have resources to focus on issues like EI where they may see less direct relevance to their work or core issues. 'Triggers' for their more active involvement (particularly on substantive issues) would be important to understand more in depth in order to work to address these going forward.

---

14   This was noted in the Ghana research report as a possible explanation. However, it may vary from country to country and would need to be unpacked further.

- **Conceptual clarity needed, drawing different 'boundaries' for gender analysis**

In a scan of the international literature linked to EITI, as well as the national research reports, a noticeable tendency is to focus quite narrowly on how women participate within the EI sector particularly when it comes to employment opportunities and the economic benefits (for women, for EI companies and for society).[15] Though very important, it gives a rather one-sided view of the many interlinked gender issues affecting the sector. It also appears rather instrumentalist, focusing more on equity issues (as a means to profit from extractive activities) rather than on gender equality as an outcome from a social justice perspective. Although some of the INGOs are good at highlighting the social justice dimension as well as issues linked to equitable participation in employment (notably Oxfam), the EITI literature itself is more instrumentalist in its approach, and often missing a broader gender and social justice lens. Clarity on the entry-point for gender analysis would help PWYP to structure engagement on several dimensions of the issue since the narrative changes depending on how you draw the boundary, e.g.:

- Women benefitting equally within the sector (value chain approach, with a focus mostly on economic rights and gender equity as a means towards gender equality, not an end in itself), with a tendency to monitor only inputs (number of women in which types of jobs) but important to also look at outcomes (effects on status of women individually and collectively, child care, women's leadership, gender patterns);
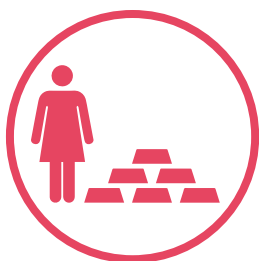
- Women benefitting equally from resources generated by the sector (with analysis focusing on gender budgeting and fiscal transparency at different levels – using a broader equality perspective, with the need to track outcomes of gendered public investments of EI resources to determine effects);

- Women not being disproportionally adversely affected by the social/societal effects of the sector (e.g. in relation to an increase in sexual violence in EI communities, resource extraction feeding protracted conflict, loss of land and income due to land appropriations, loss of agricultural income due to environmental degradation, corruption and informal power brokering, bearing a heavier burden for unpaid labour at the household with men leaving the homes for long periods to work on extraction sites etc.)

---

15 See e.g. World Bank: http://www.worldbank.org/en/topic/extractiveindustries/brief/gender-in-extractive-industries; "How gender relates to the EITI Mission", EITI International Secretariat, Nov. 2018, or Hailu, D. "The Gender Gap in Extractive Dependent Countries", UNDP Blog, Jul., 2015 https://www.undp.org/content/undp/en/home/blog/2015/7/28/The-gender-gap-in-extractive-dependent-countries.html

At present, a more instrumentalist approach - focusing on how women can benefit from different aspects of the extractives value chain - tends to be the most common one, used by EITI and others (World Bank, some INGOs). This focus is definitely relevant, particularly from a sector governance perspective.[16] However, using this framing on its own runs the risk of reducing the complexity of the issue to the assumption that all extraction is good if only women get equitable access to benefits, downplaying some more structural gender issues (e.g. women's participation in local governance decision-making, women's access to agricultural land, potential increase in sexual violence, sexually transmitted disease etc.). This would call for a broader assessment of the assumed gender benefits of the EI sector, and – if extraction is undertaken – how it could more intentionally contribute to challenging prevailing discriminatory gender norms and practices.

---

16   See e.g. UN Women and PWYP extractive value chain toolkit to help activists raise gender issues along the extractive value chain for a more responsible sector, UN Women, 2014

3.2 Key findings

3.2.1 Representation and parity issues

The following section synthesizes findings from a parity perspective, i.e. the extent to which women and men participate in PWYP coalitions, EITI MSGs and other EITI processes at different levels – particularly when it comes to governance and decision-making structures. Descriptive representation of women alone does not necessarily point to any substantive gender issues being raised. The lack of solidarity between elite and poor women was for instance raised as an issue in one of the gender research reports; and, as discussed during the inception workshop with PWYP representatives[17], men can also clearly be gender champions.

However, gender equal participation can be seen as a right in itself and may have a symbolic value in that it becomes more acceptable to raise issues from a different viewpoint and make it easier for those who are typically underrepresented to be heard and listened to in the agenda-setting. It can also help break up existing informal power networks. It is, however, only one aspect of gender mainstreaming.

---

17   Inception workshop for the research organized by PWYP in Senegal, March 2018.

Learning Question 1: Where and how do women (and men) currently participate in PWYP coalitions and EITI implementation and what are the pathways, barriers and/or prevailing norms which may affect a gender equal participation?

PWYP institutional structures

Women and women's organizations are overall vastly underrepresented in national PWYP institutional governance structures and work programmes to date (see Annex I). Although some women's groups were among the founding members of national PWYP coalitions in some countries, this does not seem to have had any significant effect on the number of women participating in the agenda setting for PWYP's strategies and work plans or in national-level EITI implementation.

However, the good news is that all of the six participating national coalitions could identify important gender expertise within their own membership. However, of those members who have expertise on gender, some (if not most) groups focus on gender without necessarily connecting it to the EI sector (see Annex 1 for a break-down per country). Very few member groups focus on the intersection between gender and EI, although both Women In Mining and WACAM (community-based group in Ghana) do so. PWYP as a coalition may have to build more of that expertise so that it is available among a larger group of organizations and can link into national engagement in the EITI process. The research identified a couple of examples where project specific funding helped build this expertise. For instance, PWYP Guinea would be well placed to feed lessons from the community level to national gender mainstreaming and advocacy/awareness

efforts from its ongoing collaboration with UNIDO on a project involving women in conflict management and decision-making in mining zones in two rural areas.[18] So far there is, however, little evidence of how area specific or project specific lessons on gender are being transferred into national level operations. There is also little evidence of national level engagement with other institutions and institutional frameworks (e.g. national gender strategy, national plan for economic and social development etc.) to create more policy space and momentum for national dialogue. Such engagement could be a particular angle for PWYP to explore further going forward.

PWYP Nigeria provides an interesting example of a national coalition which has prioritized gender mainstreaming of its own structures. It also has the opportunity to build this into its strategies and policies as it just recently registered (2018) as an organization in Nigeria. From its vast membership base, the gender scan noted that in one of the six geo-political zones in the country (the south-south zone) 80% of member organizations had indicated a focus on "women and child issues". However, the extent to which this work is more generic in relation to service delivery for women and children, or whether it has more of a gender justice/women's rights lens is unclear and may need further distinction. A further classification could indicate whether they also work on issues linked to or affected by EIs.

The same gender scan by PWYP Nigeria also concluded that it can improve on incorporating gender concerns both in its internal governance and programmatic activities despite gender being broadly seen as a core issue in PWYP's operational focus in Nigeria. The literature review further illustrated that many of the gender references across PWYP Nigeria documents appear to be aspirational or informational in nature, rather than norm-setting or tracking results

---

18   Siguiri and Mandiana.

to plot progress over time. More normative references, incorporating gender in how things are done, as well as results-oriented and community-generated gender references would be a priority to document and report on increasingly going forward

> **so that the benefits of gender mainstreaming in the extractives could begin to trickle down to the citizens.**

Ideally, and maybe more importantly, a more rigorous tracking on gender effects at the local level could also start 'trickling up' to EITI MSGs and spreading across PWYP as a global coalition.

Participation in EITI processes (including MSGs)

Almost none of the EITI reports reviewed contained any references to gender at all, with only a few examples of gender disaggregation of data, but with no further analysis of its meaning. For example, despite Guinea having joined EITI in 2005, and having published 12 reports since then, the first time gender was mentioned was in 2016 when it was introduced in relation to MSG composition.[19] However, it, the decree talks about proportion of women in the MSG and does not go into more substantive and institutional gender issues when it comes to implementation. The Guinea research saw this as indicative of how any mentions of gender issues – even if only in relation to women's descriptive representation at MSG level at this point – are recent, and still very aspirational (and non-binding) in nature. This trend is similar in the other research countries, where gender is only coming up as an issue in the last few years. It is also reflective on how the EITI international secretariat treated gender until quite recently, given that it is the international secretariat who produced guidelines for implementation.[20]

Following an effort to focus on gender by the EITI International Secretariat in 2018, the yearly budget proposed by the Guinea MSG proposed dedicated allocations to help increase the participation of women in the EITI process. This holds the promise of more concrete reporting on actions and results going forward since aspirational references of 'intent' will not be necessarily be concretized until they are properly budgeted for following a feasible action plan.

A couple of the research reports noted that although PWYP can help promote gender via CSOs' participation in the MSGs, CSOs in the network often work in a dispersed manner when it comes to issues related to gender and EI (if they work on EI/natural resource governance at all) – each doing their own activities with little effort to coordinate for a stronger representation and influence in EITI processes. This may be due to lack of incentives and funds for doing so, and because local groups consider other pressing women's rights issues more fundamentally important to their work than to engage on EI-specific activities. The lack of any references or focus on gender in the EITI Standard was also pointed out as a disincentive for civil society to act on this particular issue when there are no perceived opportunities for uptake or influence.[21]

In comparison, it was noted that INGOs have a better coordination around these issues, and that they typically have access to more internal gender expertise.[22] Several of them have also already undergone a process of gender mainstreaming of their own operations. An organization like Oxfam is therefore an important ally in the West Africa region for building capacity on gender expertise and to potentially help pool and facilitate knowledge exchange.

---

19   Decree n ° 2012/014 / PRG / SGG
20   See e.g. blog post EITI gender brief from early 2018 https://eiti.org/blog/eiti-pressing-for-progress-on-gender; https://eiti.org/document/eiti-gender-equality

21   PWYP Ghana gender scan research report.
22   PWP Senegal gender research report.

At community level

Barriers to community level participation usually point to some more general and deep-rooted obstacles for women to participate in local governance and decision-making. Across the three focus countries (Guinea, Burkina Faso, Senegal), these included issues linked to women's inequitable burden for non-reimbursed labour in the home, high levels of illiteracy in rural areas, issues related to sexual violence, and socio-cultural factors that restrain women to the domestic domain and more traditional gender roles. While such factors may be contributing to women participating less than men in local governance in general, there may also be a representation issue at stake between poor and rural women and those from the elite. The national-level research pointed to the fact that there can be a lack of a sense of solidarity between educated and elite women elected or nominated to participate in national level EITI discussions, and the poorer women in rural areas where extraction is taking place. There may, however, be several contextual factors to this, given that it can also be difficult for women to raise gender issues in national fora in an environment that is largely male-dominated in terms of norms, culture and where gender issues are not seen as a priority.

These underlying barriers are deeply embedded in the socio-cultural context and more difficult to change with bounded projects. A more holistic approach, making links to other ongoing women's empowerment and rights-based initiatives in the areas will be important since it can help to create the enabling conditions for women's participation locally. This can be complemented with more specific efforts to link local lessons and women's networks to those operating at a national level, and more specifically on EI issues.

Overall reflections

The low levels of participation of women in MSGs and EITI processes can be seen as at least partially symptomatic of the fact that women are largely underrepresented both in the industry, in the professional sphere, and among the power holders that influence the governance of the sector at an informal/invisible level. It will therefore take a more holistic approach to break some of these systemic patterns, working with a multi-pronged approach and engaging with multiple stakeholder groups operating at different levels while coordinating more closely vertically, between different levels.[23] Isolated and targeted projects can be helpful, but only if they are linked to/trigger change in broader processes.

Furthermore, if one looks at the participation of young women or marginalized women, it is nearly non-existent in the EITI MSGs. It could therefore also be important to use grassroots to national processes to ensure that the intersectionality of gender is included in the analysis. Special efforts to get these women's voices into the process would be important via more targeted initiatives.

Overall, sociocultural aspects, including female illiteracy and status in society are referred to as the main reasons for this imbalance in representation and participation across the sector. However, such factors need to be broken down into actionable components in the action planning phase or could risk serving as an excuse for preserving status quo, doing only symbolic actions that do not contribute to gender transformation at a more fundamental level.

3.2.2   Gender mainstreaming & EITI

This section looks more closely at EITI as a mechanism to mainstream gender across

---

23   Referred to as 'vertical integration' in accountability work, see: Fox, J., Aceron, J., 'Doing Accountability Differently: A proposal for the vertical integration of civil society monitoring and advocacy'. U4 Issue, No. 4, Aug. 2016

the EI sector work with particular focus on more substantive issues (beyond descriptive representation). Drawing primarily on the more in-depth analysis undertaken, it seeks to answer the following learning question:

Learning Question 2: Based on current practice, how (including in regard to data use) is/can EITI be used to advance gender equality in the sector and mitigate against the negative impacts of EI on women's rights?

National processes to advance gender and EITI engagement

Several of the national PWYP reports noted that there is a gap between, on the one hand, the solid national legal framework for promoting gender and women's empowerment (typically led by a Ministry of Gender or equivalent), and on the other the complete absence of any gender-oriented references when it comes to the legal frameworks guiding EI sector in the country. The Mining Code in Togo provides an example:

> **An analysis of the 'Code Minier' (law regulating mining) shows that questions relating to gender are not at all a concern. Rather the law focuses solely on the development of the sector and how to promote investment. None of the provisions of the law concerns any aspects of gender effects or investments at any moment.[24]**

This focus on investment promotion in the sector, and the ability of men and women to more equitably benefit, is visible also in the EITI guidance notes[25] and proposals (January 2019) for a revision of the EITI Standard to include reference to gender. However, since the EITI Standard also seeks to strengthen public and corporate governance, promote understanding of natural resource management, and provide data to inform and drive reforms to curb corruption and improve accountability...[26] a broader and more holistic effort may be needed to connect to other national efforts to promote gender equality.

Conducting more in-depth gender analysis is not routinely done as part of the national EITI process at present but could be recommended for the future, and/or draw on existing gender analysis with an addendum as to how it relates to the EI sector. Civil society would have a natural role to play by helping to reach out to and mobilize local women's groups to feed into such a process.

It would be important to include in such gender analysis issues that go beyond just 'women' and 'women's participation' and to more systematically introduce concepts of 'gender' and 'gender equality' (affecting both women and men). This is to date largely absent from the EITI literature at both international and national levels, something which was confirmed by country-specific research. In the Burkina Faso research, it was even specified that is was difficult to engage with men on the issue of gender since it's considered to be about and for women alone. This illustrates why gender considerations may not be high when it comes to MSG priority setting, given the very low level of participation of those with a more nuanced understanding of gender issues present there. The below example illustrates the point:

The Steering Committee of the EITI had clearly expressed a desire to see gender specific issues and data reflected in the report of 2016. But the convener had reservations about this since he was reluctant to ask mining companies and government for gender disaggregated data that they did not routinely collect.[27]

24 PWYP Togo gender scan report.
25 See e.g. EITI and Gender Equality, Feb. 2018
26 EITI Factsheet, Nov. 2017
27 Burkina Faso PWYP research report.

The above example points to the perceived lack of importance put on the issue, and almost a cultural barrier to bring it up with State and private sector parties.[28] MSGs were also reported as being highly variable and decisions about what issues are prioritized depend a lot on their leadership.

In this context, it was pointed out that the EITI International Secretariat has an important role to play. Lately, when gender issues have been highlighted by the EITI International Secretariat, it has raised the interest of others.[29] Both the EITI and PWYP International Secretariats could make guidance and good practice notes more accessible and available to inspire others. Also, clearer examples and guidelines could be provided on how to become better at working with concepts relating to gender.

EITI reporting

A priority across all focus countries was the need to have access to more gender disaggregated data (see recommendation below). Such data should go beyond just employment in the sector to also cover other relevant statistics for each phase and stage of the extraction process, as well as gender disaggregated analysis of national spending and compensation. Having such data, it was felt, would make it easier to raise issues of a gendered nature. If there is a big discrepancy between men/women in the data, it would be legitimate to discuss why that is and how it could be mitigated or otherwise addressed so that the EI process does not deepen existing gender inequalities locally and in the country overall.

Types of actions taken to date

From the literature review, it is clear that actions to mainstream gender, if any, are primarily aspirational in nature when it comes to EITI as a mechanism. In some countries, notably Senegal, there is a complete absence of references to gender issues in the reporting, strategic planning

and follow-up reports on implementation. This absence confirms the importance of incorporating a gender perspective across the different phases of the EITI process, and to track inputs into gender mainstreaming efforts; ways of financing this (dedicated budget to e.g. hire gender expert/do separate consultations with women and women's groups during consultations); and methods and approaches for tracking gender results. The Burkina Faso research pointed to the lack of financing for undertaking gender related activities, pointing to the fact that this is not considered a priority.

The documents reviewed to date do not give any specific details on actions or results so far. Nevertheless, this finding serves as an important baseline for tracking efforts, going forward. The Ghana gender scan points out that "there is no doubt that the functions [of the MSG] can be leveraged to engender (sic) the EITI in Ghana." It points specifically to the mandate to develop policies and guidelines on the implementation of the initiative, which affords the MSG the opportunity to require gender disaggregation of data. However, so far, it has not been prioritized or demanded. The current EITI work plan in Ghana also has no activities planned where gender concerns are visibly taken into consideration.

Research reports noted an overall low level of understanding for gender issues among government respondents. Training can help, but there is a high degree of turnover of staff, limiting institutional memory and expertise. Some conclude, therefore, that civil society would need to take an even bigger share of responsibility to make sure gender issues are on the table, and in the follow-up action.

Although few of the participating PWYP National Coalitions had taken any concrete steps towards mainstreaming gender into the EITI process when this research was conducted, some had specific (bounded) projects on the subject, or specific reports such as the below in Nigeria:

---

28 As perceived/recorded by the author of the PWYP National Coalition report.
29 See EITI and Gender Equality Briefing Note from 2018: https://eiti.org/document/eiti-   gender-equality

Nigeria: Media Publication - 'Why We Must Prioritize Gender and Extractives'

This is a publication of PWYP Nigeria as contained on its website. The focus is mainly on gender and the extractives.

Literature classification: Aspirational in nature

i. At the Publish What You Pay, Nigeria, we appeal to all civil society and policy makers to play an active and pragmatic role in addressing gender issues in the extractives sector.

ii. Even as Nigeria moves toward massive investment in her mining sector, we are yet to see clear state policies on protecting women in the extractive sector. The state ought to know that the extractive sector impacts women and men in different ways. Thus, it is fundamental to put in place policies, legal and regulatory frameworks, which acknowledge and respond to these differences. As we begin to push for local content policies, we must prioritize ways to ensure women and children benefit and participate in the extractive activities.

Source: PWYP Nigeria Gender Scan

At the same time, the Nigeria gender scan reported that for one of their main activities – an Accountability Workshop for MSG members – out of 45 participants only 12 had been women, and gender considerations did not feature at all during the training or deliberations.[30] Even so, the PWYP National Coalition in Nigeria has demonstrated a high

degree of gender awareness, particularly in relation to training journalists on covering gender-angles of EI issues, a workshop to discuss how to incorporate gender into natural resource commitments of the OGP, with community work by some members that focus on gender issues around mine sites.

Gender disaggregation of data

As previously mentioned (see also Annex 3), the Burkina Faso 2016 EITI report disaggregated employment data for those directly employed to work in the mines, noting that less than 3% (2.93%) were women. However, the report made no other reference to gender issues or how this disparity could be off-set or addressed. Yet such a disparity is likely to set women even further behind in terms of accessing employment or economic opportunities in the area. Given that many men spend time away from home to work in the mines, it can also contribute to relegating women even more to the domain of the home, engaging in unpaid care and unproductive work to fill the void.

---

30   PWYP Nigeria gender scan report.

This all comes with a cost – to the women and families themselves, but also to the community as a whole. Social investments could help compensate for this cost and make sure that gender inequalities are at least not aggravated, and preferably improved. Yet to date there are no examples of tracking the data at an outcome level to see how this works out in practice. This is something civil society representatives could push for in the MSG. The PWYP Burkina Faso report, for instance, suggests tracking how much of the proposed Fonds Minier de Développement go to efforts to compensate for negative gender effects and positively invest in women – not because women are 'vulnerable', but to make sure that they are rightfully included in local development efforts which may otherwise pass them by unjustly.

4. CONCLUSIONS & RECOMMENDATIONS

4.1 Implications for PWYP

This section looks at the implications from the research for PWYP and its national coalitions more broadly, based on experiences recorded in West Africa. It synthesizes inputs for the following learning question:

Learning Question 3: How can PWYP coalitions help advance both a more gender equal representation and progress on substantive gender issues through their work going forward

1. More awareness raising is needed – both on the why and how of gender mainstreaming

All of the National Coalitions participating in this research suggested that more awareness raising was needed on gender and why it matters in relation to the EI sector, at many levels and from many different angles. It was furthermore suggested that such awareness raising needs to take place both within the PWYP network and among its members, as well as with the EITI structures.

For EITI MSG participants, it would be particularly important to have some sensitization to ensure that a push for more gender equal representation is not seen as being 'tokenistic' or just imposed from the outside. Coalitions should come up with their own strategies for such sensitization, and it was suggested that it would be important to combine different approaches – both more hands-on orientation and training sessions and also raising the issue via the media/ getting it into the public and political discourse. Angles for such media stories should avoid victimizing women, but rather have a rights-based angle, covering both women's socio-economic and political rights.

At an international level (reflecting the global structures of EITI implementation), the need for gender training of the international EITI Secretariat and Board Members also came up as an issue during the research process when reviewing their strategies and work plan.[31] In these, there is little commitment to how to deliver on gender results, and regularly undertake gender-specific results tracking. A suggestion here could be to encourage the International EITI Secretariat to come up with a gender results tracking framework (drawing on methods such as the ones adapted/developed for this research or similar).

PWYP and civil society members could also play a role to make sure gender results are being systematically tracked as part of EITI implementation. It was also noted, as part of this research, that the bars were set rather low on gender in the EITI international workplan. The conceptualization often referred to women being 'vulnerable', as a homogenic group (rather than have a more intersectional analysis)[32], and with emphasis on how women could benefit from EITI rather than how EITI could also benefit from involving and listening more to women.[33] This type of conceptualization and stereotypical way of referring to women and gender would be good to look out for and be sensitive to going forward.

2. Orientations with women's groups on the issue of extractives and the EITI process

For a broader sensitization within the global PWYP coalition, some first initiatives were already undertaken as part of this pilot project, complemented by workshops and trainings in the region. In future, it will be important to more actively draw on and involve existing gender expertise (and especially those

working on gender and EI) that exist among the PWYP membership, both to incentivize them to become more active and to help contextualize the understanding among a wider group of members.

An important part of the PWYP National Coalition gender scans was to locate relevant gender expertise within the coalition. Though sometimes this may reside in organizations with a specific focus on gender, it can also reside among those who have systematically integrated a gender perspective in their operations. In Ghana, for example, the Trade Union Congress (TUC) proved to play an important role on leadership training for women – something which could potentially also be more connected to strengthening women's leadership roles in the EI sector.[34]

Although TUC is focusing on women's participation in the labour union, it is unclear that they are active on any issues specific to the EI sector. Oil Watch Ghana – a PWYP member in Ghana who focuses solely on the EI sector – is on the other hand rather silent on gender. A literature review of several of their strategic and programme documents found a total absence of gender references, illustrating again the siloed nature of how gender issues are currently being dealt with across both government and civil society. Organizations like WACAM - a community based human rights and environmental mining advocacy NGO in an extractives zone in Ghana - can play an important role in helping to bridge that gap since they have expertise both from the sector, and on related gender issues.

Such efforts need to be complemented and upscaled to the national level. In fact, the PWYP Ghana gender scan concludes that the entire EITI process in Ghana – including PWYP as civil society coalition – is not yet

---

31 Including the 2019 work plan which was shared with the PWYP International Secretariat in draft.

32 Intersectional analysis refers to seeking to understand and respond to the ways gender identity intersects with and is constituted by other social factors such as race, age, ethnicity and sexual orientation.

33 Issues raised also by Oxfam.

34 For more details see Ghana PWYP Gender Scan report.

actively aware of linkages between gender and EI with the exception of one small, community-based CSO, namely WACAM. It calls for the EITI reports to become gender responsive, and to include gender disaggregation of data to visualize the issue and get more organizations involved.

Several of the PWYP National Coalitions (notably in Senegal) draw extensively on the gender expertise in their broader network of allies and partners to strengthen their capacity in this field, involving primarily Oxfam, OSIWA and WILDAF among others.

Stronger links to the national women's movement / women's journalist networks could also be established. Some of the research pointed out that women's groups on the ground may not be very aware of the extractives sector – especially not how it works at a national level -- and may even feel intimidated by it. This may also be the case for some of the journalists, and female journalists which may otherwise be interested in the subject area.

In order for feminist activists and female journalists to play a more important role, a

dedicated training on the extractive sector, the EITI process, why it matters, and who is who in this universe could also help to bridge the skills gap. Local groups could play an important role in gathering local testimonials, quotes from women, and collecting a repository of change stories from the ground.

3. Actively encourage a more gender-equal participation in MSGs and other EITI engagement and decision-making fora, making them 'safe spaces' as well as potentially influential spaces in which to raise and discuss gender issues

It is clear from the research that the introduction of a quota for number of women may not be the best solution for promoting gender parity in EITI decision-making via the MSG. Each of the three constituencies – government, industry and civil society – is responsible for the selection of its representatives. Government and private sector representatives are often assigned by function (and more men than women currently hold these functions). A quota at either the constituency level or at the MSG level would therefore entail obvious challenges. For civil society, who tend to be represented by organisations rather than post-holders, a quota would be more manageable. However, imposing a quota for the MSG as a whole, without reviewing the representation of each constituency, would place inequitable pressure on the civil society constituency and could potentially have negative impacts (for example an all-female civil society constituency may be more easily "talked down" because of the existing gender dynamics that this report has highlighted).

However, in the EITI guidelines for participation and Code of Conduct, the issue of gender equal participation could be more systematically raised, indicating that it is a

collective responsibility to make sure that women's voices are both heard, listened to, and that substantive gender issues should always be considered as part of the deliberations. Tokenistic representation should be avoided as it can lead to backlash, also affecting more substantive gender issues. More important would be to make sure MSGs are a safe space to bring up and discuss gender issues, and more clearly addressing this in internal documents (such as the Code of Conduct) and discussions could help make this happen.

Civil society could make sure to undertake a yearly tracking on women's participation, using the baseline figures from this research to encourage an informed dialogue with other parties on progress. It would also be interesting to highlight examples of where women's participation at different levels can be linked to substantive gendered outcomes, linked to other national gender equality indicators and women's rights issues.

Linking the EITI process both horizontally, to the country's performance on gender equality indicators and commitments overall, and vertically, to the civil society membership on the ground, could potentially help turn EITI into a more strategic platform for civil society, and women's rights groups in particular, to intervene.

4. Targeted gender projects can be used as 'triggers' for feeding lessons into broader mainstreaming efforts within EITI but are insufficient for broader mainstreaming if they take place in isolation or as parallel activities to other gender advocacy work.

EITI could potentially be an important platform for advancing policy discussions and action around links between gender and EI. While civil society representatives can play an important role in using this platform more effectively, it is also clear from the research

that there is a long way to go still to make EITI a gender-sensitive/responsive and ultimately gender transformative mechanism. Targeted projects (e.g. between PWYP Guinea and UNIDO in rural project sites in Guinea) can potentially be used more strategically to regularly feed in to, and monitor, the extent to which gender mainstreaming via EITI has any real effects on the ground. There is otherwise a risk that specifically funded gender projects operate in isolation of broader, systemic shifts on how gender issues are considered and operationalised within the EITI.

National PWYP Coalitions could play a more significant role in gathering evidence from efforts on the ground and linking them to national policy discussions.

5. Connecting EI-linked gender issues to other broader national policy frameworks (National Gender Policy etc.) is important to incentivize the EI sector to work more with gender.

It will be particularly important to connect lessons of a more rights-oriented nature, which may not get as much response within EITI deliberations, to other national policy dialogues and channels of influence, e.g. the National Ministries for Gender (or equivalent). All pilot countries seemed to have adequate legal frameworks and national policies in place for promoting gender equality. However, these policies are not clearly (if at all) connected to the extractive industries sector. For instance, the National Gender Policy in Guinea from 2011 (it was updated in 2017) only contains one short paragraph on women in mining, which is descriptive in nature as to women's current roles, and which does not set out clear targets or calls for action.

Using both EITI to raise gender issues, and gender-platforms and Ministry officials to connect their work more clearly with sector-specific issues (arising in mining

communities, but also with national consequences) would be important in order to widen the way in which gender and EI issues are currently analyzed and discussed. For instance, while the general literature talks a lot about how to promote a more equitable sector in terms of economic / employment opportunities, other social justice issues with a stronger human rights angle are less frequently talked about, e.g. links between resource extraction and sexual violence, or as a feeder of conflict which indirectly can lead to increased violence against women.

Clearer links could also be made between overall national efforts to promote gender disaggregation of national data (e.g. via Ministries of Planning) and the lobbying for mandatory disaggregation of EI sector data gathered in relation to the national EITI process. A specific recommendation from the Burkina Faso National PWYP Coalition report is for instance to form a partnership with the National Secretariat for Gender Promotion in order to more consistently link its work with that of the EITI secretariat.

All of the research reports looked at the national gender frameworks and international commitments to gender equality adopted in their respective countries (e.g. the Maputo Protocol for African Women's Rights, CEDAW etc.). All also concluded that the overarching policy frameworks were favorable for the promotion of gender equality at a more general level. However, there were no stated examples (as of yet) how this overarching gender policy framework could be leveraged and used more to advance gender equality and put pressure on e.g. EITI to help advance national gender equality objectives (e.g. through advancing women's economic rights, social inclusion, participation in local decision-making and governance etc.).
On the contrary, of the EI specific laws reviewed (e.g. Mining Code, Anti-corruption Laws etc.), none make any specific mention of gender considerations.

6. Facilitate access and use of disaggregated data and gender statistics

The research found very few examples of gender disaggregated data being systematically collected and analyzed as part of the EITI reporting process. This is concerning and would be a first priority for advocacy, since gendered effects of EI interventions cannot be tracked or discussed without a solid evidence base. Secondly, of course, the capability to synthesize, validate and analyze such data would need to be strengthened at different levels of engagement (among civil society as well as MSG members).

As a follow-up exercise to this initial research, it could be interesting to look more in-depth at what relevant gender data are systematically gathered by other government entities (Ministry of Gender, Ministry of Planning etc.), extractive corporations, international organizations, and other EITI stakeholders (civil society) and where there are gaps. A limitation of this initial research was that it only took stock of what is currently collected and used as part of the EITI-MSG process, and PWYP's engagement with this process, rather than doing a more comprehensive data scan on alternative and complementary data sources.

In principle, however, PWYP National Coalition reports agree that all routinely collected data should, whenever possible, be gender disaggregated as part of the EITI process. This would not necessarily require a lot of extra effort since e.g. employment data, or data on land ownership and compensations should already record that

information. Finally, women's groups on the ground could play a bigger role in gathering and adding qualitative inputs to gender data if enabled and supported to do so.

National PWYP Coalition reports showed that many of the stakeholder actors consulted asked for more gender disaggregated data to make a stronger case for why gender is relevant in relation to EI operations. In Burkina Faso, suggestions included:

- Gender and intersectional breakdown of women (including disabled, youth, children), particularly those consulted via free, prior and informed consent (FPIC) processes before a project is approved at extractive sites;

- In the event of removal or loss of use of land, level of value and amount of compensation paid (by gender), particularly as it affects women's use of community land and/or ownership;

- Gender break-down in revenue allocation (locally and nationally) of income from extractives (including taxation);

- Access to and level of responsibility of women/men in newly created employment opportunities;

- Social payments for women vs. men by extractive companies,

- Incorporation of a gender perspective, and the appointment of a gender-skilled team in Terms of References (TORs) for collecting data by the EITI convener;

- Number of women entrepreneurs with whom mining companies source products or services;

- Number of women/men who benefit from skills development (STEM education for girls in schools, entrepreneurship skills, artisan development skills etc.) in mining affected areas in order to benefit from economic activity;

- Number of formal meetings/established links between Ministry of Mines and e.g. national Ministry of Women, National Solidarity and Family.

The importance of Access to Information Laws, coupled with other efforts to have more gender disaggregated data across sectors in the national planning processes, was also mentioned in a couple of the National Coalition reports.[35] This, it was felt, could enable civil society actors to access other gender disaggregated data that are relevant in relation to women's ability to benefit from (or avoid being negatively affected by) EI operations. Such data was particularly perceived to be needed in relation to gendered budget spending (and community compensations that benefit women), women's ability to participate in the formal economic sector, women entrepreneurs and owned businesses, and also basic health indicators particularly linked to prevalence of sexual violence, prostitution and HIV/AIDS in EI project site areas.

Social investments (by companies and by local governments, e.g. through Local Development Funds) should be tracked – not just in terms of the amount spent (as is currently the practice) – but in terms of results, and whether these results strengthen women's possibilities to take advantage of economic development of the area. This is particularly important in comparison to the gender break-down of who gets access to employment via extractive companies in the area (where women seem to benefit very little to date). Investing in other economic

---

35   See e.g. UN Women's flagship programme on gender disaggregated data: http://www.unwomen.org/en/how-we-work/flagship-programmes/making-every-woman-and-girl-count

and local leadership opportunities for women will also make sure that – over time – more women can also participate in the extractive sector, and/or be part of the decision-making mechanisms determining the terms of engagement for any extractive activity in the area. It will be important to advocate for tracking such data in order to see such correlations developing over time.

Where such gender disaggregated data existed, it was unclear how it was being used either by the MSG to make policy recommendations or by PWYP National Coalitions as part of their ongoing monitoring and advocacy work. Putting data to more active use would demonstrate the need for more consistently gender disaggregating and analyzing such data from a gender perspective. For instance, in addition to using it for dialogue in the MSG, journalists active in the PWYP National Coalitions could use such data in their reporting, if trained.

Concurrent with pressing for higher standards and more requirements for gender disaggregated data as part of the EITI Standard at an international level, PWYP National Coalitions can also make sure that such data is accessible and encourage its use among members.[36]

Civil society may also want to more systematically complement officially collected data with its own tracking. This could be particularly important when it comes to the effects on women's lives related to EI resources as fuel for corruption, political patronage, protracted conflict, and sexual violence – areas which EITI MSGs may be more reluctant to systematically track or discuss.

---

36   See PWYP National Coalition reports for country-specific details.

This photo was taken at the PWYP Global Assembly 2019 and includes the many women that joined the event.

Annex I. Overview of PWYP gender scans on participation

	PWYP Membership	PWYP Governance	PWYP members with specific gender activities	Multi-stakeholder group membership	EITI national secretariat	Disaggregated data use or other refs to women's part./ equity
Guinea	26 members of which 4 women's orgs (of which one was among the 12 founding member)	Administrative council: 7 members, of which 1 woman (from gender organization CONAG-DCF)	4 women's organizations, of which one specifically focusing on women and mining)	27 members/ 2 women – one from women's network (Network of Female Ministers and Parliamentarians)	--	In 2018 work program a special budget was set aside to encourage women's participation in EITI processes. Use unknown.
Senegal	Around 50 members across 7 branches, of which 2 focus exclusively on gender and 4 others have a strong gender focus in their strategy. 8 member orgs have female Exec Dir.	Administrative council: 14 members (2 per branch), of which 3 are women. Executive bureau: 10 members, of which 1 woman.	2: Women in Mining (WIM) Senegal and Siggil Jiggen with 3 others having mainstreamed gender into their work. Branches in Saint-Louis and Ziguinchor more active than the National Coalition.	26 members, 5 women	4 men, 4 women + male president	- No gender disaggregation of data.
Burkina Faso	--	Executive Bureau: 5 members, 3 women	1 (Association des Femmes dans le secqteur Mninier au Burkina – AFEMIB)	25 seats overall; 4 women. 3 of the women come from civil society, 1 from private sector.	15 people total, of which 4 women.	2017: some disaggregation of employment data (+ gender sensitive composition of consultancy team)

	PWYP Membership	PWYP Governance	PWYP members with specific gender activities	Multi-stakeholder group membership	EITI national secretariat	Disaggregated data use or other refs to women's part./ equity
Ghana	24 members, of which 3 focus on women's empowerment & gender equality specifically. Coalition headed by woman.	Steering Committee: 9 members, 1 woman	3 members specializing in gender, but these are not very active in the Coalition and they do not necessarily work on gender and EI. 4 member orgs have integrated a gender perspective in their operations through funded projects. Local branches have been more active than at national level.	18 members, 4 women (determined exclusively by job function)	6 staff, 1 woman	Total absence of gender dimensions noted in EITI documents and reports (which may explain low level of interest among members).
Togo	24 members organizations of which 8 have an explicit focus on gender with at least one gender expert on staff	- -	One specialist member on gender issues (ACOMB) among the founding members, now 8 organizations with gender expertise. Only 2 of these work gender in EI sector.	1 of the 8 PWYP members with gender expertise also participates in the MSG.	2 women of 5 members.	NA
Nigeria	Total number of members over 150 in 6 zones (unclear how many work on gender) The membership database indicates that orgs based in one of the six geo-political zones in the country (the south-south zone) are more focused on gender, women and child issues as not less than 80% of them reflect this in their areas of focus/ expertise.	Steering Committee and Administrative Council: 7 of which 2 women.	Several organizations, of which one nominated its Exec. Dir to serve on African	- -	15 members, 2 women	NA

Annex II. Gender references in key documents (from in-depth research)

	PWYP Governance & planning documents	MSG work plans and strategy documents	EITI reporting	EITI instructions. and validation guides etc.
Guinea	- No mention of gender in internal governance documents (latest revision in 2017)	- Code of Conduct mentions commitment to gender / women's participation (but not visible in reality)	2015: No mention 2016 (published in 2018): Implementation document touches on gender in relation to promoting good governance, inclusive economy, and sustainable human development but with little specificity and no actionable links to EI sector.	2016: Mention that a more diverse representation should be considered for the MSG – with gender being one consideration (of several) 2017: Progress report – no mention. 2018: Progress report – gender mentioned once in relation to social payments (1 firm paid once to assist women in project site) – no details on how money was spent/ results.
Senegal	- No mention of gender in PWYP strategy and work plan, but it was noted that goals and objectives could easily be adjusted to incorporate gender. - Total absence of gender noted in the reporting on Strategy implementation	No gender mention	No mention	- No mention of gender in EITI Strategic plan (2017-21) - No mention in Action Plan 2017-19 - No mention in Activity Reports 2014 t0 2016 - No mention in minutes of meetings 2015 to 2017.
Burkina Faso	- Article 28 in the Statutes for the Executive Bureau indicates that it should have a person responsible for gender issues. However, there is not yet any gender mainstreamed action plan.	- No provisions to encourage more equal participation between men/women.	- Year 2016 (published 2018) – No mention, impossible to trace resources in favor of women's issues/that may contribute to gender equality outcomes - Disaggregated for the first time employment (people hired) by extractive companies – around 3% (2.93%) were women. - In terms of social payment by companies one contribution was given to one local women's association, but no further explanation for what or any results.	- In the action plans, civil society has listed any activities linked to gender equality, such as training, income generating activities for women in extraction areas. - During the dissemination of the EITI report, a minimum of 30% women should be invited on project sites/communities. - A special study in 2013 on how to involve women in the industrial sector in BF. The report was not adopted by the MSG, and focused on women executives in the EI sector, not across all of the value chain/from a broader social justice perspective.

Annex III. 'Mini gender scan' of PWYP structures at the international level (as of September 2018)

The following 'mini gender scan' of PWYP's international structures was done as an illustration to participating National Coalitions in West Africa, as part of the methods development. It is included here for informational purposes, illustrating that – with the PWYP International Secretariat being a notable exception – women are largely underrepresented in PWYP's governance structures. Also, references to gender in key documents are mostly aspirational or normative in nature (with a couple of informational references), with little effort to track results or progress over time.

PWYP documents – Global level	
PWYP Board composition	- Gender break-down: 3 men, 4 women. - Proportion of members/organizations with explicit focus on gender or have gender expertise: None of the members have a profile of explicitly focusing on gender issues.
PWYP International Secretariat	- Gender break-down: 15 staff: 9 women, 6 men. - Gender break-down of leadership positions (Director level and up): Executive Director: Woman, Directors (2): 1 man, 1 woman - Proportion of members with gender skills in profile: None - Existence of organizational gender policy: Not available.
Global Council composition	- Number of women in leadership positions: Chaired by a woman. - Gender breakdown: For a Council with 10 representatives, 4 are women. - Proportion of members/organizations with explicit focus on gender or have gender expertise: None of the members or their organizations have a profile of explicitly focusing on gender issues in the past. - Proportion of members with women constituents at the community level: NA
Africa Steering Committee (ASC) composition	- Gender breakdown: The Steering Committee has 7 members of which 2 are women. - Proportion of members/organizations with explicit focus on gender and/or have gender expertise: 1 member also heads an organization which promotes the rights of women and children (Nigeria) - Proportion of members with women constituents at the community level: NA
PWYP Governance Manual (2015)	Normative: 9 references set out the policy of gender equality in Council and Board. - p.2 "as a coalition with a focus on gender equality, the structure now ensures that women and men have equal places and voice in the coalition's governance." - p.24 "In its election and selection processes, the coalition will strive for gender balance on the Board." - p.34 "The Global Council shall have a maximum of 10 elected members with a good gender balance." - p. 36: : "Decide, for each region, whether the male or female candidate will become the Global Council member, by ensuring that there is overall gender balance on the Global Council; striving to reflect the wishes of each electorate by – where consistent with gender balance – selecting the candidate with the most votes." - p.39: "The Board will also strive for gender balance."
-Global Steering Committee meeting minutes from 2013	- Aspirational: 1 reference to "GSC members approved of PWYP's stated engagement with women and youth and highlighted some interesting avenues for PWYP to pursue in the future." No further specificity or action for follow up.
-GSC meeting minutes Jan. 2014	No mention

PWYP documents – Global level	
-GSC meeting minutes Jan. 2014	- Informational: 1 reference in Annex to an upcoming event on Women in Extractives.
- Global GC/GSC minutes, 2015	- Normative: 1 reference, p. 6: "It was agreed that the final option <for gender balance> be included in the Governance Manual as part of the election process for the GC. For the Board, because there are three 'selected' places that elected board members can fill, the gender balance is easier to achieve. The next draft of the Governance Manual will include language to articulate more strongly PWYP's gender policy for the board and GC. - Aspirational: 1 reference, p. 6. "It was also noted that PWYP needs to work more broadly to achieve a better balance of participation across the entire coalition, and not just at the board and GC level."
-Global Council minutes 2015	- Aspirational: 1 refs. under 'Business Plan development': "Key issues presented for discussion and feedback were: … how to develop better gender-related targets;" - Normative: p 4-6: "On gender, suggestions for targets included aiming for 50% female representation on MSGs and boards and for coalitions to have 50% female participation in capacity building trainings. It was noted that gender is becoming more of a mainstream issue but that there are still challenges in achieving significant female participation in workshops. Others noted that quotas should not override the criteria of competency for participation, especially on boards. It was suggested that more transformative goals should be identified beyond quotas, and these should be reflected in the Business Plan by building basic assessment of gender specific risk assessment into our work (e.g. what are the different risks to women and to gender relationships? What safeguards are necessary to mitigate negative impacts?). It was noted that there is significant gender expertise in the PWYP network and that the different approaches and strategies need to be mapped and experiences shared. The discussion also touched on the question engagement of youth and indigenous peoples. It was agreed that these are separate but equally important issues to discuss in future."
-Global Council minutes 2016	- Normative: 1 reference: p.5 in relation GC election "to one <challenge> was the requirement in the governance manual for gender balance, which meant that where only one male or female had been nominated for a particular region, that person automatically went forward by default to the pool of candidates."
Global Council minutes Apr. 2017	No reference.
Global Council minutes 2017	- Aspirational: 1 reference. "We will also support capacity building on issues related to tax and extractives, gender, contract transparency as well as financial disclosures linked to climate risks." In this type of 'high-level document' no further details is provided on concrete plans or activities.
PWYP Annual Report 2016	No reference.
PWYP Business Plan 2016-19	- Aspirational: 1 reference. p.5 "It is important to note that gender is a cross-cutting theme in this strategy. Our strategy and governance manual is gender inclusive and we ensure that we have an equitable gender representation in both board and Global Council. Programmatically we have been working with UN Women on a gender-responsive Chain for Change, the so-called Extracting Equality Guide."

Other documents – Global level (relevant research etc.)	
'Extracting Equality' – Guide	- Aspirational in nature: Co-authored by PWYP and UN Women. The document is largely aspirational in nature and gives high-level suggestions as to what questions to ask in relation to gender and women's empowerment during the different phases of the extractive value chain. It gives a good entry-point in thinking about gender issues, but does not provide operational guidance or 'how-to' support at a more practical level.

**PUBLISH WHAT
YOU PAY**

Email: info@pwyp.org

@PWYPtweets

www.facebook.com/PublishWhatYouPay

www.pwyp.org