



# EITI AND GENDER EQUALITY

## CONTENTS

INTRODUCTION	1
GENDER BALANCE IN EITI MULTI-STAKEHOLDER GROUPS AND SECRETARIATS	3
GENDER EQUALITY IN EITI REPORTING	4
ONGOING WORK BY PARTNER ORGANIZATIONS	4
FUTURE WORK	5
GENDER EQUALITY AND THE EITI INTERNATIONAL	5

## SUMMARY

The extractive industries can have significant social, economic and environmental impacts on host communities. They can change the natural environment, employment opportunities, the cost of living and social dynamics. These negative impacts are frequently faced by women and girls and the most vulnerable and most marginalized members of those communities.

Extractive projects can lead to women losing access to land, sometimes used for agricultural subsistence, or for necessities such as firewood. The loss of traditional livelihoods, coupled with increased wealth in an otherwise poor community, can force some women to engage in other activities such as sex work, increasing the risk to women of experiencing sexual and gender-based violence.

Transparency, accountability, consultations and good governance are key elements of well-managed natural resources. Efforts to enhance women's participation in decision-making around the management, development and use of those resources should be also part of a wider agenda to ensure that extractive resources are managed fairly and in the best interest of all citizens.

The EITI's efforts to gather data on gendered impacts and enhance women's participation and empowerment seek to ensure that extractive resources are managed fairly and in the best interest of all citizens. In this document, the EITI highlights how gender issues have been integrated into EITI implementation.



This brief is issued by

**EITI International Secretariat**

Skippergata 22, 0154 Oslo, Norway

+47 222 00 800

[secretariat@eiti.org](mailto:secretariat@eiti.org)

### Further information

If you would like further information on this topic, please contact:

**Gisela Granada**

Country Manager

[ggranado@eiti.org](mailto:ggranado@eiti.org)

## INTRODUCTION

The extractive industries can have significant social, economic and environmental impacts on host communities; from the natural environment to access to jobs, changes in the cost of living and traditional social dynamics. Men and women often experience these changes differently<sup>1</sup>. Men may have greater access to jobs, and women may be excluded from community consultations and allocation of community development funds. Social and health issues linked to direct and peripheral work in mining, may be ignored<sup>2</sup>. Natural resources projects can lead to high influx of male workers in a community, which can be associated with increased gender-based violence, prostitution, human trafficking as well as increased rates of teenage pregnancy, HIV/AIDS, and other sexually transmitted diseases. Gender based violence in mining areas controlled by militia groups can be deeply troubling, such as in the Democratic Republic of Congo's mineral-rich eastern region, where rape had been used as a way of controlling the supply of coltan, tungsten, tin ore, tantalum, diamonds and gold<sup>3</sup>. In recognition of the principle of accountability to all citizens for the stewardship of revenue streams and public expenditure, it is important to address the structural barriers that impede women, girls and other marginalized groups from equally contributing to and benefitting from sustainable natural resource management as well as potential gender impacts of extractive activities<sup>4</sup>.

The Extractive Industries Transparency Initiative (EITI) is a global standard to promote the open and accountable management of oil, gas and mineral resources. The successful implementation of the EITI can contribute towards gender equality and SDG 5 **indirectly** and **directly**:

- Natural resources for development. Well-managed natural resources can lead to sustainable development and contribute to gender equality.
- Women in natural resource development. **The EITI can directly** contribute to empower women and support their participation and leadership in the sector and ensure that they can contribute towards improving governance of the extractive industries.

This brief includes a review of coverage of gender in the EITI, both at the global and national level.



Gender equality is a key component of sustainable development as highlighted by the United Nations Sustainable Development Goal 5. "Gender inequality persists worldwide, depriving women and girls of their basic rights and opportunities. Achieving gender equality and the empowerment of women and girls will require more vigorous efforts, including legal frameworks, to counter deeply rooted gender-based discrimination that often results from patriarchal attitudes and related social norms" (UN SDG 5).

“*The extractive industries have a key role to play in attracting women and advancing gender relations within the broader transparency agenda. Women make up half the population and should be represented in all walks of life.*”

Simone Niven, Group executive, Corporate Relations, Rio Tinto and EITI Board member

1 [https://olc.worldbank.org/sites/default/files/WB\\_Nairobi\\_Notes\\_1\\_RD3\\_0.pdf](https://olc.worldbank.org/sites/default/files/WB_Nairobi_Notes_1_RD3_0.pdf)

2 [http://siteresources.worldbank.org/EXTOGMC/Resources/eifd8\\_gender\\_equity.pdf](http://siteresources.worldbank.org/EXTOGMC/Resources/eifd8_gender_equity.pdf)

3 <http://www.genderaction.org/case/drc.html>

4 <https://eiti.org/blog/empowering-women-through-eiti>

### EITI suggestions for natural resources for gender equality:

- The EITI, at the global and national level, should ensure that women play a leading role in the consultation and decision-making processes involved in overseeing implementation of the EITI.
- In developing the objectives for EITI implementation and writing their work plans, multi-stakeholder groups should consider how the development of the extractive industries can contribute towards achieving gender equality (SDG 5), and the opportunities for the EITI to promote gender equality. EITI multi-stakeholder groups should consider opportunities to collect gender disaggregated data in the extractive industries (employment, local procurement, training, etc) and disclose this information publicly.
- EITI multi-stakeholder groups should ensure that EITI communication and disseminations activities are widely accessible, and that they promote gender equality and work to address and change the attitudes, values and social norms that perpetuate gender inequality. EITI multi-stakeholder groups are encouraged to work with local women's organizations, and industries and governments to identify ways to help address the different needs of women and men through laws, policies, and services.
- EITI multi-stakeholder groups are encouraged to increase training for women's rights organizations on how to track payments made to governments from extractive operations.
- EITI multi-stakeholder groups are encouraged to document activities aimed at gender equality in their annual activity reports.
- EITI Validation should consider the impact of the EITI on gender equality.
- The International Secretariat should continue to raise awareness, and document case studies and impact stories.

## GENDER BALANCE IN EITI MULTI-STAKEHOLDER GROUPS AND SECRETARIATS

In each of the 51 implementing countries, a multi-stakeholder group (MSG) comprised of representatives from government, companies and civil society is established to oversee EITI implementation. The EITI Standard, which evolved from the EITI Principles, outlines the requirements applicable to countries implementing the EITI. The EITI Standard states that “Each stakeholder group must have the right to appoint its own representatives, bearing in mind the desirability of pluralistic and diverse representation”.

In the majority of implementing countries, the government decides to establish a national EITI secretariat or similar structure to support the MSG by carrying out the day-to-day activities related to EITI implementation. In January 2018, at least 20 of the National Coordinators/Head of Secretariats were female<sup>5</sup>. There were female MSG Chairs in a wide spread of regions including countries such as Afghanistan, Burkina Faso, Guatemala, Philippines, Tajikistan and Tanzania. In Guatemala, the entire MSG was made up of women. There were organizations dedicated exclusively to gender equality serving on MSGs in at least nine countries<sup>6</sup>. In some instances, the participation of women has been enhanced by the involvement of the federation of small-scale miners on the MSG, which had work focused on gender equality, such as in Tanzania.

Even though these numbers point to good practice in several countries, there is still a lack of gender diversity in MSGs. In February 2015, the Institute for Multi-Stakeholder Initiative Integrity (MSI Integrity) conducted an assessment of the governance of EITI MSGs in 23 EITI implementing countries that had published MSG membership lists with sufficient detail to conduct a gender analysis<sup>7</sup>. The report found that some MSGs, such as in Côte D'Ivoire and Yemen, had no female representatives in their MSGs at all. Only four countries

“We need to use the EITI and other such efforts to improve the understanding and use of data by both women and men.”

Agnès Solange ONDIGUI OWONA, EITI National Coordinator Cameroon, and EITI Board member

(Madagascar, Mozambique, Norway, and Trinidad and Tobago) had 40% or more females. Further, their research showed that the majority of MSGs were composed of less than 25% female representatives. The study concluded that there was a “clear indication is that overall level of gender diversity throughout MSGs in EITI implementing countries is worryingly low<sup>8</sup>”.

Some EITI implementing countries have begun to include gender equality in the terms of reference for their MSGs or founding decrees, annual work plans and outreach activities. In **Tanzania**, section 5 of their founding law, required that the composition of the MSG (TEITI Committee) was gender balanced. **Zambia** EITI confirmed that it has made presentations to various women’s organizations on licensing procedures as part of its outreach work. **Myanmar** EITI noted that women have been actively involved in organizing dissemination activities. The 2017-2019 Burkina Faso work plan includes several activities specifically targeting women. These included a training session targeting female members of parliament on women in mining, a television debate on female leadership in the sector and awareness campaigns on the condition of women in artisanal and small-scale mining. The Malawi 2015-2017 work plan included an activity to undertake a gender based study on fiscal regime and socio-economic impacts with gender disaggregated data along the decision/value chain in the extractives sector.

5 Albania, Armenia, Burkina Faso, Cameroon, Chad, Colombia, Dominican Republic, Germany, Guatemala, Kazakhstan, Kyrgyz Republic, Madagascar, Mali, Norway, the Philippines, Senegal, Seychelles, Sierra Leone, Timor-Leste and Ukraine.

6 Burkina Faso, Democratic Republic of Congo, Guinea, Indonesia, Mali, Trinidad and Tobago, Tanzania, Timor-Leste and Zambia.

7 MSI Integrity, Protecting the Cornerstone: Assessing the Governance of Extractive Industries Transparency Initiative Multi-Stakeholder Groups, February 2015 <http://www.msi-integrity.org/assessing-eiti-msg-governance/>.

8 MSI Integrity, Protecting the Cornerstone: Assessing the Governance of Extractive Industries Transparency Initiative Multi-Stakeholder Groups, February 2015, p. 59.

## GENDER EQUALITY IN EITI REPORTING

Key information about the governance of the sector is reported annually alongside recommendations for improving sector governance through EITI Reports and data portals. Gender-disaggregated EITI data is already being disclosed in some EITI Reports, particularly with respect to employment statistics. For example, the Philippines 2016 EITI Report, includes a summary of employment data by participating entities for 2014. The report provides information on female permanent and contractual workers, which is further disaggregated by indigenous peoples. There is also evidence of social payments to female organizations in the Democratic Republic of Congo by the company FRONTIER to the association “Femmes sous encadrement du Service du Genre et de la Famille” in Sakania. Some implementing countries, such as Burkina Faso in their 2015 report, also capture the socio-environmental impact of artisanal mining, which is often particularly problematic for women.



### Afghanistan – embedding gender considerations in mining policy

There is a gender department in the Afghan Ministry of Mines and Petroleum. Representatives from the gender department are regularly invited to AEITI events in the provinces and AEITI representatives are regularly invited and encouraged to attend meetings and events organised by the gender department. Both of these measures seek to ensure that discussions on how the sector is governed takes into account gender and the role that women can play/effect decisions have on women.

## ONGOING WORK BY PARTNER ORGANIZATIONS

The current work of the EITI on gender equality builds on previous recommendations by partners on the potential role of the EITI contributing towards gender equality.

- The World Bank has, for example, through contributions by John Strongman (also previously EITI manager at the World Bank), written on the role of gender in the EITI. Recommendations included ensuring that women and women’s groups are well represented on MSGs and in leadership positions within the EITI.
- In 2015, MSI Integrity in their assessment paper of gender diversity in EITI MSGs, proposed several measures EITI MSGs can make in addressing the issue of gender equality. These included encouraging stakeholder groups to appoint women as alternate members, allowing those women to gain expertise and institutional knowledge about the EITI process, and helping to increase the available pool of qualified female candidates for future selection to the MSG.

In 2017, Alice Powell suggested in an article how the EITI and other similar bodies can boost gender equality efforts in the extractives by for example highlighting best practice examples and increasing the emphasis on women as users of EITI data.

“Experience at the World Bank has identified what we call the extractive industries (EI) gender bias. For local communities, the bulk of the benefits are employment and income – which go primarily to men. Typically, 80-90% of the employment at a mining site or oil/gas production area goes to men. In contrast, most of the negative, social, environmental and cultural negative impacts, often including increased domestic and community violence, fall upon women and the families they care for.”

**John Strongman,**  
Mining Adviser at the Oil, Gas, Mining and  
Chemicals Department, World Bank

## FUTURE WORK

The EITI will conduct further work on gender equality in 2018, including seeking to identify and address gaps in knowledge and coordination on gender issues related to the EITI implementation and impact. In 2017, the EITI started collecting information on gender-related issues, focusing mainly on the question of women representation in EITI structures. There has been a demand for further information on these issues from implementing countries around the world.

Actions on the issue of gender equality in the EITI's 2018 work plan include extending the guidance note on MSGs to highlight good practices in gender diversity; encouraging gender-related questions during Validation data collection including documenting case studies and impact stories; improving data collection of gender statistics as part of the EITI's Key Performance Indicators; and produce a short blog-series interviewing women about the EITI and gender equality.

“Women’s voices must be heard in policy formulation for extractive industries and management of natural resources. These voices can articulate the concerns of their communities when women are seated at the table, be it in subnational EITI, the national MSGs, or at the International Board.”

**Ma. Teresa S. Habitan,**  
Assistant Secretary in Department of Finance  
Philippines and EITI Board member

## GENDER EQUALITY AND THE EITI INTERNATIONAL

The implementing country constituency guidelines (February 2016) state that the “constituency groups are encouraged to ensure that both genders are adequately represented”. Similarly, the civil society constituency guidelines state that “women are strongly encouraged to apply and the Nominations Committee will seek at minimum gender balance”.

At the International level, the EITI is governed by a not-for-profit members’ association under Norwegian law called the “EITI Association”. The EITI Association’s Articles provide the governing framework for the EITI. In accordance with the Articles of Association, the EITI arranges a Global Conference at least every three years (article 6). A Members’ Meeting is organised alongside the Global Conferences with the three constituency groups: countries, implementing and supporting;

companies, including institutional investors; and civil society organisations (article 7). A main task of the Members’ Meeting is to appoint the EITI Board (article 8). Constituencies agree among themselves their membership of the Association and who they wish to nominate to the EITI Board (article 5).

The EITI Board has had three chairs over the period 2006 - 2017. The second EITI Chair, Clare Short, was the first woman to Chair the EITI. As of 15 September 2017, 12 of the 21 EITI Board members were women. The EITI International Secretariat supports countries in implementing the Standard and serves the EITI Board. As at 15 September 2017, 50 % of staff members were female, with approximately 40% of managers and directors being female.



Female EITI Board members at the Bogota Board meeting in March 2017



The EITI (Extractive Industries Transparency Initiative) is a global standard that improves transparency and accountable governance of oil, gas and mineral resources. The standard is implemented by governments, in collaboration with companies and civil society.

Countries implementing the EITI disclose information on issues such as tax payments, licenses, contracts, production and national oil companies.

[www.eiti.org](http://www.eiti.org)

EITI International Secretariat  
Skippergata 22,  
0154 Oslo  
Norway  
+47 222 00 800  
secretariat@eiti.org