# Integrating Gender Equality and Mine Closure:

**Actions for Governments** 

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# **Presentation Overview**

- Mine Closure and Gender Equity Why is this important?
- Overview of the Gendered Impacts of Mining
- Overview of Mine Closure
- Intersection of Gender and Mine Closure
- Recommendations and Actions for Governments



# Mine Closure and Gender Equality – Why?

#### Mining and Gender Equality – A snapshot



- Women often receive a minimal share of the benefits of the mining sector while being disproportionately affected by its environmental, social, economic, and cultural impacts.
- Women are employed either formally or informally in the mining sector and its auxiliary sectors,
   albeit at a lower rate than men.
- Many countries mining laws and regulations do not mainstream the principle of gender equality nor acknowledge women as active participants in the sector.



# Mine Closure and Gender Equality – Why?

#### **Mine Closure and Gender Equality**

 "socioeconomic and political impacts that arise during operations are nearly always present in a more acute form towards the end of the project life-cycle", however, 40% of mining jurisdictions have no requirement for the consideration of social and community impacts as part of mine closure planning,





# **Gendered Impacts of Mining**

Women experience impacts on sexual, reproductive, and maternal health from environmental impacts and increased sexual violence.

Reduced access to natural resources and less availability of men increases unpaid care work and family pressures.

Increased dependency on men, transition to cash-based economies, and exclusion from decision making reduce women's rights. Loss of land and livelihoods

Impact on women's health

Decrease in safety and security

Increase in unpaid work

Restricted access to formal employment

Changes in gender roles and relationships

Women experience increased food insecurity and loss of livelihoods and tend to be excluded from land compensation.

Gender-based violence risks increase due to the nature of the work force and changes in social norms.

Women experience gender discrimination in hiring practices and training, and mines often lack family-oriented facilities.



## **Gendered Impacts of Mining – Closure & Post Closure**

# Gender-specific health impacts

Increased mental health issues, substance abuse and loss of critical health infrastructure subsidized by mining companies, hazards related to unattended tailings

#### Increased unpaid work

Outmigration, loss of corporate programs for childcare and education

#### Shift in power

Loss of identity, changes in breadwinner roles, social isolation, impacts of outmigration of men and youth

LAND, LIVELIHOODS AND FOOD SECURITY HEALTH SAFETY AND SECURITY **EMPLOYMENT** GENDER POWER DYNAMICS

#### Land lost to mining

Land not always suitable for subsistence farming, customary land tenure is ignored during postmining land use planning, compensation are paid to landowners

#### **GBV**

Increased prevalence of domestic violence and increase in survival sex , lack of social services and support mechanisms

# Skills gap, outmigration, contraction of secondary employment

Lack of alternative industries, lack of transferrable skills, contraction of service sector and small businesses that depend on the mining sector



Key Aspects of Social Closure

- ► Inclusive community engagement (closure committees)
- Environmental and Social Impact Assessment
- ► Decisions on post-mining land uses
- ► Post-mining social and economic transition
  - Transition workers
  - Support the social and economic transition of local communities
- Monitoring and approval of final closure and relinquishment

# Intersection of Gender Equality and Mine Closure Over the Mine Life Cycle

- Integrate gender-based analysis into ESIA and development of closure plans
- Ensure gender-responsive approaches to community engagement
- Consider benefits and impacts to women of post-mining land use plans

- Revise and update gender-based analysis that consider local social and economic changes and employment in direct and indirect jobs
- Update the collection and analysis of genderdisaggregated data
- Initiate measures to address social and economic impacts of closure

- Extend transition support to employees in the service and supply sectors where women are more often employed
- Implement gender-based violence prevention and protection programs
- Invest in community support such as social workers and community centres
- Include women and women's groups in monitoring and approval process

Prior to mining

**During mine operations** 

Post-mining transition





### **Recommendations and Actions for Governments**

Recommendations	Actions
Develop a gender mining strategy	<ul> <li>Set achievable, measurable, and clear targets and indicators for government and mine operators.</li> <li>Ensure the strategy supports the advancement of women in the mining workforce and equality, empowerment, and well-being in mining communities.</li> </ul>
Require the use of GBA in ESIA	<ul> <li>Require that mine operators develop a gender-responsive workplan and demonstrate how issues identified in GBA have been addressed.</li> <li>Require updates to assessments as closure approaches to address changes over the mine life.</li> </ul>
Require inclusive community and stakeholder engagement in the development and implementation of mine closure	<ul> <li>Require that mine operators undertake meaningful engagement with communities that include women and women's groups.</li> <li>Consider leadership training for women</li> <li>Observe and participate in engagement activities to inform and support government actions related to closure.</li> </ul>



### **Recommendations and Actions for Governments**

Recommendations	Actions
Require the formation of closure committees that include women and women's groups	<ul> <li>Require the inclusion of women and women's groups on closure committees and ensure that gender-based issues are addressed.</li> <li>Actively participate on committee(s) to ensure the interests of government and society are represented.</li> </ul>
Ensure the impacts, benefits, and rights of women are part of post-mining land-use decisions	<ul> <li>Require that inclusive engagement activities and gender-based assessments inform discussions and decisions and that a gender-based workplan is implemented.</li> <li>Participate in decisions to support community interests, to integrate development plans and objectives, and to meet the needs of women in post-mining land uses.</li> </ul>
Support the post-mining transition of workers in the direct and indirect service and supply sector	<ul> <li>Integrate gender disaggregated employment data into decisions.</li> <li>Provide support to women and men from the service and supply sector with actions such as retraining, employment services, relocation allowances, and support for new business development.</li> </ul>



### **Recommendations and Actions for Governments**

Recommendations	Actions
Provide social services and support to women during the post-mining transition	<ul> <li>Provide social services and support networks to women, such as shelters, counselling centres, and health facilities.</li> <li>Provide education and awareness activities on gender-based violence particularly targeting men and boys, and partner with the mine operator, local women's organizations, and civil society organizations to deliver these activities. Ensure that law enforcement agencies are included in training programs.</li> </ul>
Encourage mine operators to include community members and women's groups in closure monitoring	<ul> <li>Require that women and women's groups participate in monitoring.</li> <li>Ensure that both environmental and social completion criteria and commitments are approved by the regulator before closure is deemed complete and the mine site relinquished.</li> </ul>

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