

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
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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?

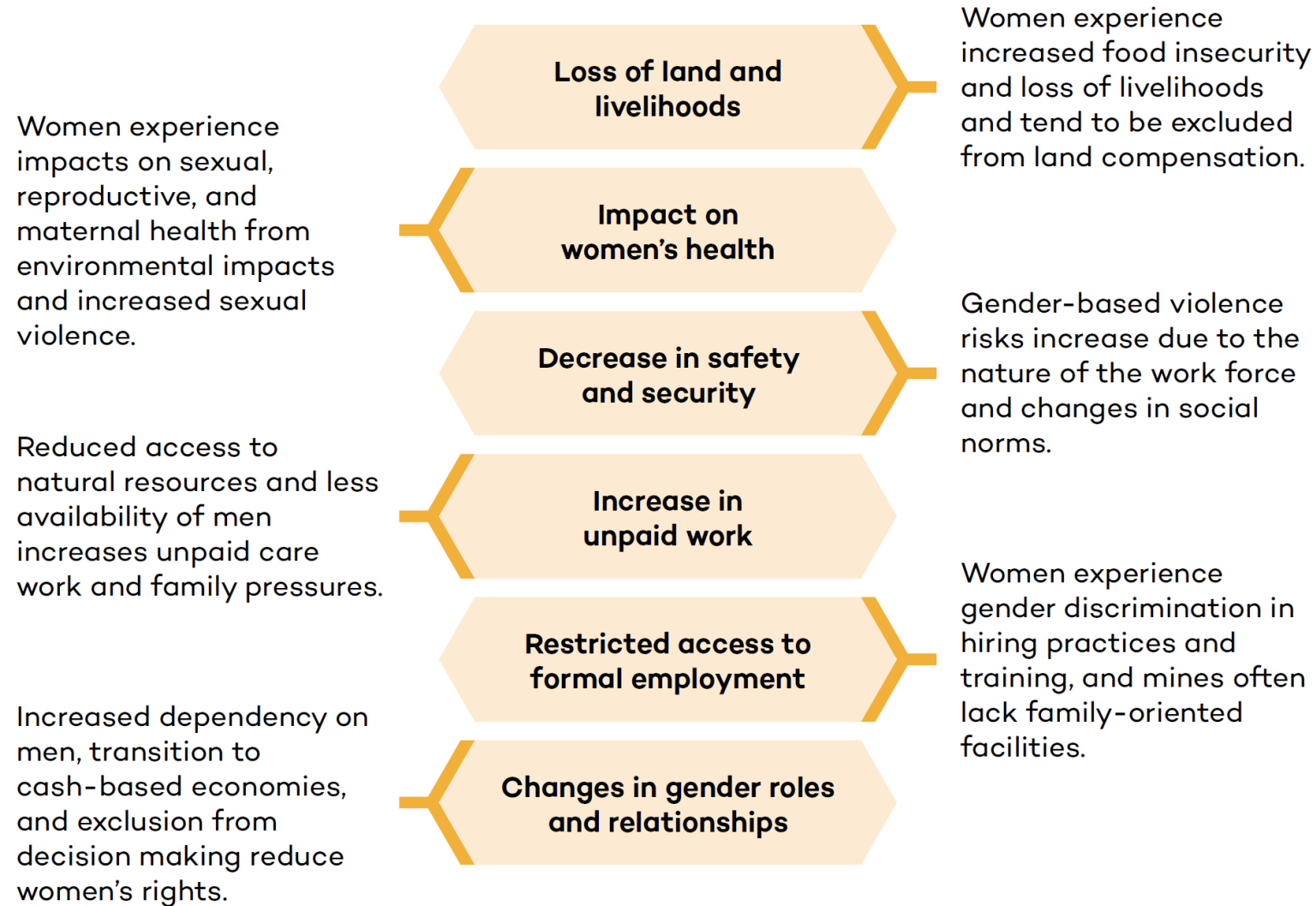
Mine Closure and Gender Equality

- “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,



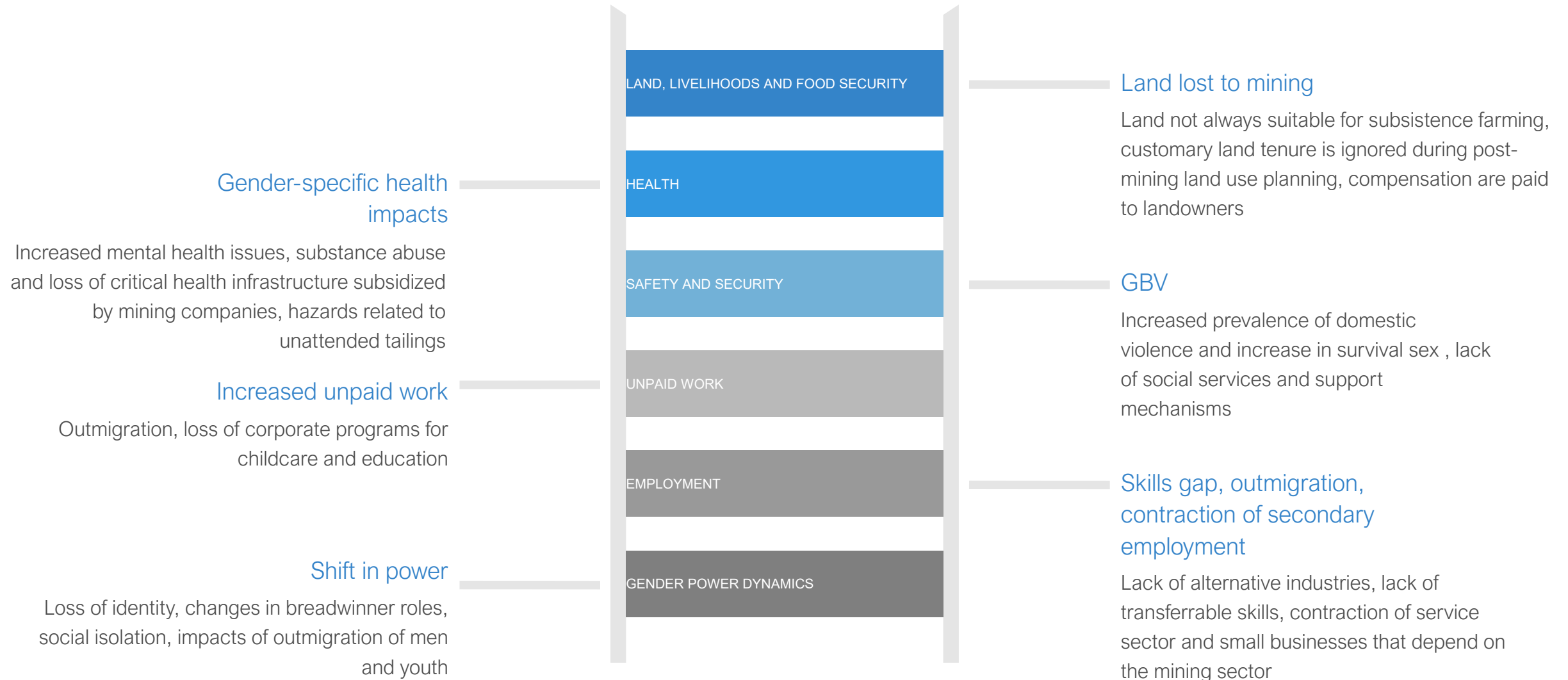


Gendered Impacts of Mining





Gendered Impacts of Mining – Closure & Post Closure





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

Prior to mining

- 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 gender-disaggregated data
- Initiate measures to address social and economic impacts of closure

During mine operations

- 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

Post-mining transition





Recommendations and Actions for Governments

Recommendations	Actions
Develop a gender mining strategy	<ul style="list-style-type: none">• Set achievable, measurable, and clear targets and indicators for government and mine operators.• Ensure the strategy supports the advancement of women in the mining workforce and equality, empowerment, and well-being in mining communities.
Require the use of GBA in ESIA	<ul style="list-style-type: none">• Require that mine operators develop a gender-responsive workplan and demonstrate how issues identified in GBA have been addressed.• Require updates to assessments as closure approaches to address changes over the mine life.
Require inclusive community and stakeholder engagement in the development and implementation of mine closure	<ul style="list-style-type: none">• Require that mine operators undertake meaningful engagement with communities that include women and women's groups.• Consider leadership training for women• Observe and participate in engagement activities to inform and support government actions related to closure.



Recommendations and Actions for Governments

Recommendations	Actions
Require the formation of closure committees that include women and women's groups	<ul style="list-style-type: none">• Require the inclusion of women and women's groups on closure committees and ensure that gender-based issues are addressed.• Actively participate on committee(s) to ensure the interests of government and society are represented.
Ensure the impacts, benefits, and rights of women are part of post-mining land-use decisions	<ul style="list-style-type: none">• Require that inclusive engagement activities and gender-based assessments inform discussions and decisions and that a gender-based workplan is implemented.• 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.
Support the post-mining transition of workers in the direct and indirect service and supply sector	<ul style="list-style-type: none">• Integrate gender disaggregated employment data into decisions.• 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.



Recommendations and Actions for Governments

Recommendations	Actions
Provide social services and support to women during the post-mining transition	<ul style="list-style-type: none">• Provide social services and support networks to women, such as shelters, counselling centres, and health facilities.• 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.
Encourage mine operators to include community members and women’s groups in closure monitoring	<ul style="list-style-type: none">• Require that women and women’s groups participate in monitoring.• 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.

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