

I -II 2014

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MAGAZINE

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Women in
Small Scale
Mining in Africa

Women
in Mining
Latin America

Gender Inclusion
at the Work Place

ESPAÑOL ISSUE 2
ISSN: 2207 - 7359



Editorial/Content



On behalf of Invest eWisely (Women in Sustainable Extractives (mining, oil & gas) eResearch Hub, I am pleased to announce the publication of our second newsletter Invest eWisely. We at eWisely are a collaborative research hub that supports actions aimed at promoting human capital and the social development of women involved in mining industries.

In this edition

- Workshop presentations
- Photographic exposition
- Acknowledgments

Our Approach



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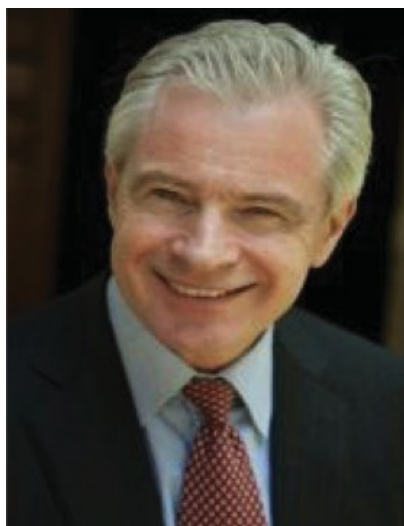
Integrating a gender lens into the industry



On April 12th 2014, the project Women in Mining and Resources in Latin America from Invest eWisely conducted the first round of workshops entitled “Integrating a Gender Lens into the Industry”. As part of the workshops, a methodological guide was developed for the integration of a gender lens into the workplace, participation and into social impact assessment.

Throughout the day, we had the support of the International Mining for Development Centre, the Observatory for Gender and Equality, the Instituto Nacional de Normalización and Mujer Opina. The event was attended by representatives from the world of mining (AngloAmerican Chile), foundations (Fundacion Los Pelambres), consulting (Crecer Consultores, Gestion Social) and academia.

We would like to take this opportunity to thank all those who collaborated in the development and implementation of these workshops and participated in them.



Ian Satchwell is the Director of the International Mining for Development Centre.

Ian has more than 25 years of experience in development policy in the industry and government bodies at state, national and international levels.

Prior to his appointment as director of IM4DC, Ian held diverse high level positions in four mining and energy companies.

Connecting Australia and Latin America through a gender lens in the extractive industry

International Mining for Development Centre (IM4DC)

The round of workshops, WIMLATAM (Women in Mining and Resources Latin America) by Invest eWisely 2014, was opened by Ian Satchwell, Director of the International Mining for Development Centre. Ian's talk and welcome introduced us to the theme of the workshop series aimed at connecting a gender lens to the extractive and resources industry. Ian lent his 25 years of industry experience to our workshops, shedding light on his experience on the issue of gender in Australia and IM4DC's activities in this area.

Ian Satchwell is the Director of the International Mining for Development Centre. Ian has more than 25 years of experience in development policy in the industry and government bodies at state, national and international levels. Prior to his appointment as director of IM4DC, Ian held diverse high level positions in four mining and energy companies. With respect to the innovations Australia has made in this area, Ian commented on the efforts that the industry has made for women to be able to combine their work and family life. Flexibility and improvements in the co-ordination of shift systems, along with improved access to kindergartens, health services and schools characterize the industry's initiatives.

IM4DC efforts to address the issue of gender emphasize research sponsorship, seminars and workshops on the subject. The IM4DC was established as a joint venture between The University of Western Australia and The University of Queensland in October 2011, and is funded by the Australian Government. The IM4DC initiative offers education and training services in developing countries in Latin America and Asia- Pacific.

WIMLATAM recognizes gender lens as taking into account the social relations and structures existing between men and women and the distinct roles socially assigned to them. Gender relations emerge from the ways in which cultures assign roles and responsibilities to women and men (FAO, 2014).

A gender lens transcends the incorporation of a female workforce in traditionally masculine roles. It relates to the preparation, consideration and response to power, participation and resources imbalances between men and women. As such, gender mainstreaming includes equal access to decision making, grants an equal voice to women and men and assures the participation of women in community consultation and in the extension of industry profits.

Gender diversity in the workplace



Tatiana Hernández from the Observatory for Gender and Equality and Marly López from the Instituto Nacional de Normalización led us through the issue of gender in the Chilean context. Tatiana Hernández presented an analysis of the participation of women in the mining sector. According to Tatiana, only 7% of women actively participate in the industry, of which only 1% reaches leadership positions. 10% are professionals; 88% are operators and 1% occupies administrative positions. According to Tatiana, low female participation is due to various factors such as barriers to entering the industry, the high turnover of personnel, human capital requirement projection, global market dynamics, masculinization and highly competitive businesses. These factors have also hindered the integration of a gender lens into the corporate practices in the mining industry. Marly López then shared guidelines from the Chilean Standard (Norma Chilena 3262:2012) which regulates the Management Systems- Gender Equality Management and the reconciliation of work, family and personal life.

The integration of a strategy of gender and diversity has been defined as a central pillar in workplace practices in the extractive and resource sectors. Lessons learned from this workshop indicate that the scaling of the most diverse practices responds considerably to the satisfying of local and international regulations and to the need to compensate for the lack of human resources confronting the extractive industry. The integration of the issue of diversity into the workplace has had significant implications for the productivity of companies and the behaviour of employers, employees and the overall cultural organization of the company.

Nevertheless, concepts pertaining to the integration of gender and diversity in the workplace are difficult to adopt due to the lack of relevant skills in the extractive and resource sector to make these concepts operational. Consequently, the workshop was directed towards sharing methodologies for the effective adoption of these concepts in the workplace.

Women in Small -Scale Mining in Africa



Lynda Lawson donated photographs portraying the work of Women in Small-scale Mining in Africa, for exhibition during the workshops.

Each participant had the opportunity to take a photograph as a memory and tribute to the work of these women in Africa.

Lynda shared some of her experiences in Africa in our previous newsletter. Lynda commented “I have travelled to small-scale mining sites in Africa over the last year. What most surprised me was seeing women frequently doing the most difficult manual work such as excavation sometimes with their own hands, working with mercury and sometimes up to their waists in toxic water and generally with their children very close by”.

“I don’t wish to idealize this, but I have also sensed the enjoyment, happiness and empowerment of these women. Many of them are proud to be miners and this income allows them to buy textbooks for themselves or for their children.”

“We have to take care when judging situations before understanding their dynamics. Well-intentioned legislation such as legislation by the Democratic Republic of Congo has denied many women access to Responsible Artisanal Small Scale Mining (ASM). This has resulted in catastrophic losses to their livelihoods”.

Photographic expedition during the workshops

Lynda Lawson, Training Manager at CSR, UQ, Australia, donated a collection of photos of her work in the Ivory Coast and Madagascar in Africa.

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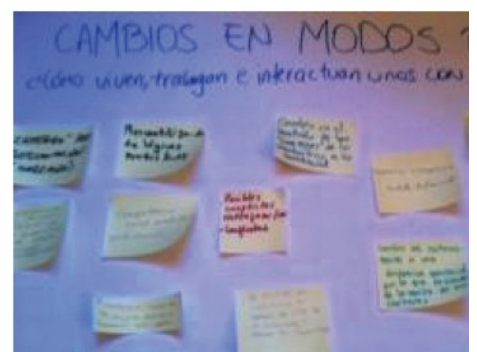
Gender lens in social impact assessment



In this workshop, Carla Martínez, General Manager of Southern Gateway and representative from Wimlatam in Chile, addressed social impact assessment with a gender lens. The motivation for the development of this workshop stemmed from the unequal distribution of positive and negative impacts from the industry among women and men.

The participants trialed the proposed methodology through participatory methods during the workshop. The first stage took place at work stations where participants identified the different changes a community can experience as a result of a project; changes which extend as much to their lifestyle and culture as to their access to resources and to their health and wellbeing.

The second stage involved a case study, in which the participants developed a profile of a mining community and identified the impacts experienced on three levels: micro (family level), meso (community level) and macro (macro level). They identified how the impacts were experienced differently by men and women at each of these levels.



Acknowledgment



eWISELy would like to acknowledge the invaluable support given by our sponsor and collaborators. We would like to specially acknowledge Ian Satchwell Director at the

International Mining for Development Centre (IM4DC) for his contribution and participation during the workshop session. Many thanks are also due to Robin Evans, Julie Plane and Sandra Dyer and IM4DC staff for their administrative assistance.

Isabel Buitrago (PhDc)
Founder-Director eWISELyDisandes
and International Foundation



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