



GENDER APPROACH

ARM Positioning 2024

Gender and ASM context

Mining communities are often marked by a strong sexist culture that is violent, hinders, and limits the autonomy and agency of women belonging to these communities, negatively impacting the exercise of their human rights. In fact, artisanal and small-scale mining (ASM) is one of the most precarious subsectors for women, with an estimated 30% of the population engaged in ASM being women. Factors such as isolation, lack of access to services, high levels of poverty, and limited state presence increase the risks of exploitation and violation of rights for women and other minority groups.

In ASM communities, there is often the feminization of poverty due to low or risky participation. This, combined with the burden of care work leading to double or triple workdays, contributes to the exploitation and sexual abuse common in the sector. The dynamics of the industry, coupled with political, social, institutional, and economic violence, result in cases of exploitation and abuse. Additionally, the isolation of some areas has kept traditional patriarchal structures and cultural sexism alive, reducing opportunities for economic independence and dignified participation for **women in ASM**.

Societies must move towards gender equality and eradicate gender-based discrimination and violence.





For this, justice and equity are necessary, and achievable through the incorporation of a gender perspective.



A transversal gender approach

A transversal gender approach is **the process of identifying situations of discrimination and violence that persist in social relations across all areas (cultural, social, political, scientific, etc.)** to manage context-appropriate actions and thereby mitigate and eliminate existing gaps and barriers.

For ASM mining communities, applying a gender perspective means **identifying and recognizing how unequal gender relations affect labor relations, economic autonomy, decision-making, active participation, and access to opportunities**, among other issues affecting women. Therefore, introducing a gender approach within ASM communities allows the design and implementation of actions that **promote equality**.

CONCEPT OF GENDER

The **Alliance for Responsible Mining (ARM)** starts with the premise that the term gender does not only refer to women; however, the female gender is the most excluded by our patriarchal societies. Therefore, **our main actions for gender equality usually begin by working with women miners to enhance their leadership and empowerment, allowing them to play an active role in their communities.**

TREATIES AND INTERNATIONAL DECLARATIONS

The different concepts and approaches outlined in the previous section are contained in the following international **treaties and declarations that ARM uses as a guide for its interventions:**

- Universal Declaration of Human Rights.
- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 1979).
- Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women (Convention of Belém do Pará, 1994).
- Declaration and Program of Action of the International Conference on Population and Development (Cairo, 1994).
- Declaration and Platform for Action of the Fourth World Conference on Women (Beijing, 1995).
- Various ILO conventions related to women's labor rights (Numbers 100, 111, 156, and 183).



■ ASM has been a highly male-dominated sector marked by patriarchal dynamics. Therefore, **it is necessary to address the gender approach in an interdisciplinary and intersectoral manner.** That is, with women as individuals and, additionally, in their different environments, to generate collective responsibilities aimed at achieving gender equality



PRIORITIZED ACTIONS IN ASM

ARM has identified the following **priority actions to be implemented to strengthen the gender perspective in ASM**, tailored to specific contexts (e.g., artisanal or subsistence women miners, or women working in small-scale mining organizations):

- Identify the needs and violence against women in the ASM sector, including them in the process to avoid revictimization and enhance their empowerment.
- Raise awareness and dignify the work of women miners at the political and public levels.
- Prioritize and incentivize/facilitate women miners' access to education and training.
- Promote critical thinking in communities, especially among children and adolescents, about gender equality, including the topic in public education.
- Promote associations of women miners, which, in addition to providing economic benefits, can be platforms for defending their rights.
- Promote women's networks to strengthen women's governance structures in their territories.
- Incentivize economic alternatives to offer less precarious and risky options for the financial sustainability of women.
- Integrate men as agents of change and deconstruction of violent patterns.
- Promote and create policies, procedures, and protocols to integrate gender equality into ASM, specifically to prevent and eliminate gender-based violence.
- Promote models of social and solidarity economy in ASM based on gender equality.
- Participate in political discussions for ASM with a gender perspective.
- Prioritize and implement actions to strengthen gender equality in ASM, considering women's leadership, economic empowerment, and rights.

At ARM, we believe that male miners should be allies and participants in advancing towards a more equitable mining sector. Therefore, we promote an approach that not only focuses on women but also considers how gender—as a social and cultural construct—affects men and how they can promote or hinder actions for equity and gender equality. In this regard, **ARM works with communities in general, involving, sensitizing, and training men specifically to motivate them to be agents of equity**, where they deconstruct normalized cultural patterns to promote safe spaces and build gender equality collectively and horizontally.



ARM’S PROJECTS AND CONSULTANCIES PROMOTING GENDER EQUITY

PROYECT	LOCATION	ACTIONS	PARTICIPANTS
2020-2023. Scaling an inclusive, responsible, and gender-sensitive model of Artisanal and Small-Scale Mining (ASM) based on Fairmined certification in the Puno Region of Peru – Inclusive Charpitás, Ensemble Foundation	Ananea, Rinconada, Juliaca, Perú	Support in formalization processes and promotion of labor rights. Promotion of women's empowerment in entrepreneurship and business leadership. National recognition. Support to the National Women's Network. Creation of revolving funds in association with women miners.	Women miners from CECOMIP (known as batteadoras) and Pallaqueras Association of La Rinconada (pallaqueras).

PROYECT	LOCATION	ACTIONS	PARTICIPANTS
<p>2020-2022, MIT D-Lab Inclusive Economies - RISE Project, Creation of creative capacity to address gender-based violence in mining communities.</p>	<p>Andes, Zaragoza, Nechí y El Bagre, Antioquia</p>	<p>Generate a safe space for mining women from the four municipalities so that they can share stories of their reality of gender-based violence in mining through the construction of a “movement building” approach combining the methodologies designed and implemented by Harvard University, MIT, and ARM. Mobilize groups to action around joint objectives using personal and collective stories (Public Narrative – Harvard). Use co-design to harness creativity and local knowledge to design solutions to identified challenges. (Creative Capacity Building (CCB) – MIT D-LAB). Train mining companies so that they can influence changes in governance at the local and national level (Advocacy Capacity Building – ARM)</p>	<p>50 women miners (20 in Andes and 10 in each of the other municipalities).</p>
<p>2021-2022. Project to strengthen the economic resilience of artisanal and small-scale mining (ASM) communities - EGPS (Extractives Global Programmatic Support) and World Bank.</p>	<p>Réo, Sanmatenga, Gaoua, Sanguié, Ioba, Ouagadougou - Burkina Faso</p>	<p>Awareness on sexual and reproductive health, gender-based violence. Gender diagnosis construction. Training for financial autonomy (savings, credit, project setup training) + provision and training for income-generating activities with AFEMIB (Association of Women Miners of Burkina).</p>	<p>Over 150 women.</p>
<p>2021-2022. Preparatory phase for the GEF GOLD+ project in Nicaragua: Improvement of formalization and reduction of mercury use in ASM Gold.</p>	<p>Santo Domingo, La Libertad, Santa Rosa, El Rama -Nicaragua</p>	<p>Santo Domingo, La Libertad, Santa Rosa, El Rama, Nicaragua. Gender analysis on the context of organized and unorganized women miners in Nicaragua, identifying violence, leadership, interests, and situations around mining. Gender action plan transversal to the project implementation to support and benefit women miners within the project framework, focusing on their contextual needs.</p>	<p>68 women from different municipalities.</p>

PROYECTO	LOCATION	ACCIONES	PARTICIPANTES
2020-2023 PNUD, PlanetGOLD	Suárez, Cauca	Support in the process of associativity of women in Cauca (AGROMIN and ASOMUSELUPAZ). Support in the formalization process of women in Cauca. Training on gender, child labor, and negative effects of mercury. Pilot sales with associated women from Cauca.	Associates of ASOMUSELUPAZ and AGROMIN.
2017 - 2020 CAPAZ, Chains for Peace Suárez, Cauca	Suárez, Cauca	Empowerment through the constitution of an association of women mineral selectors; registration as artisanal miners (subsistence); application of the CRAFT code and its tools, among others.	66 Women mineral selectors.
2018 - 2019 Proudly Miners	Sogamoso, Tópaga, Gameza and Mongua; Boyacá	Creation of an association of women miners. Promotion of their leadership; participatory creation of tools for gender equity; articulation of certified training with SENA; creation and implementation of a sensitization strategy on gender equity in ASM; workshops on new masculinities, gender roles and stereotypes with miners; training in women's rights, leadership, project formulation, accounting and administrative issues, labor legislation, safety and health at work, and action and attention routes to gender violence.	69 coal miners, potters (brickmakers), and female students from SENA mining center; 61 coal miners.

PROYECT	LOCATION	ACTIONS	PARTICIPANTS
2013 - 2019 “Somos Tesoro” (We are treasure)	Ópaga, Gameza, and Mongua; Boyacá El Bagre, Zaragoza, Segovia, and Remedios	Antioquia Women mining groups received support as their empowerment is important to eradicate child labor. A study on gender gaps in gold and coal ASM, in which around 500 participants from “We Are Treasure” participated, was also published	483 gold panners.
2018. Promote a national network of women miners in Colombia	Suárez, Cauca Sogamoso, Boyacá	Boyacá Identification and mapping of women mining leaders; gender gaps in ASM; empowerment of women mining leaders through exchanges of experiences on gender issues.	130 women coal miners and mineral selectors, 19 male coal miners.
2017 Strengthen the capacities of 3 women miners' associations	El Bagre and Zaragoza, Antioquia	Drafting of technical and financial proposals according to their needs and those of their communities, and support in finding funding to implement their productive projects.	75 gold panners, 10 gold panners.
2016. Strengthen gender and community approaches in mining organizations and communities	Sogamoso, Tópaga, Mongua, and Gameza, Boyacá El Bagre and Zaragoza, Antioquia Vetas-California, Santander La Llanada, and Los Andes, Nariño	Training in basic digital literacy, women's rights, leadership and participation tools, and gender concepts. In addition, a virtual module on gender equality and basic rights in mining communities was developed.	56 women gold miners, coal miners, and gold panners.



ALLIANCE FOR
RESPONSIBLE MINING

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