



**Supporting Inclusive Resource Development (SIRD)
East Africa
TRAINING PROGRAM
2019**



THE CANADIAN
BAR ASSOCIATION



Global Affairs
Canada Affaires mondiales
Canada



LAW SOCIETY OF KENYA



Tanganyika
Law Society



UGANDA LAW SOCIETY

Gender-Sensitive Policy Making in the Extractive Sector

Introduction and Overview

- What is the policy-making cycle generally?
- What do we mean by gender and gender mainstreaming?
- Why consider gender in extractive sector policy-making?
- How to effectively mainstream gender considerations in policy making?
- Gender mainstreaming in action – the policy making cycle, fact scenario.



The Policy Making Cycle

The multi- staged policy-making cycle includes:

Defining;

Planning;

Acting (implementing); and

Checking (monitoring and evaluating)



What is Gender?

The social attributes and opportunities associated with being male and female.

The relationships between women and men and girls and boys, as well as the relations between women and those between men (mostly “Power Relations”).

These attributes, opportunities and relationships are socially constructed and are learned through socialization processes.



Gender is not Sex

SEX:

biological & physical differences between males and females

Examples:

- Males produce semen; females produce eggs.
- Females have breasts that produce breast milk. Males can have breasts but they do not produce milk.
- Females can become pregnant and give birth. Males cannot.

GENDER

behaviours, beliefs and values about men and women, boys and girls held by a social or cultural group

Examples:

- Women care for children, women fetch water and cook.
- Men make final decisions about money in the household.
- Men are physically strong. Women are physically weak.



What is Gender Mainstreaming?

What is it?

- The process of assessing the implications for men and women in any planned action including legislation, policies and programmes at all levels of the economy including the extractive sector.
- Not “one size fits all”.
- The common element: a concern for gender equality is brought into the ‘mainstream’ of activities rather than deal with as an ‘add-on’.



What is Gender Mainstreaming?

What does it do?

- Ensures that the analysis of issues and formulation of policy options are informed by a consideration of gender differences and inequalities.
- Ensures opportunities are sought to narrow gender gaps and support greater equality between women and men.
- Ensures policy making and legislative work is a higher quality and has greater relevance to society. It makes policies respond more effectively to the needs of all citizens.

Why Consider Gender in Extractive Sector Policy-Making?

- Sustainability of extractive industries could increase significantly by identifying bias and defining strategies to ensure equal benefits.
- Employment of women brings community gains.
- Consultation of women in spending leads to more sustainable investment.
- Women can make better employees.
- Gender responsiveness can improve management efficiency.
- Gender equity can reduce community disruption or protest.
- Women's economic empowerment can be good for community (and national) development.



See Handout - *Gender and the Extractive Industries: An Overview*. World Bank.

Enabling Conditions for Gender Mainstreaming



Photo: A mining official conducts a focus group with young women and men (Photo: J. Hinton)

- Preparation.
- Resources.
- Stakeholder involvement.
- Monitoring and evaluation.
- Knowledge generation.
- Gender expertise.
- Transparency.
- Allies.



Gender Mainstreaming In Action: Fact Scenario

*Handout:
Supporting the Ministry of Mines
in Ethiopia*

How does Ethiopia develop a sustainable mining sector?

Apply the gender mainstreaming approach using the policy-making cycle.



Key Gender Equality Issues

- Employment and income
- Access to and control over resources
- Health issues
- Rights and decision-making
- Special issues – men and boys, artisanal mining, Indigenous women, fragile states

See Handout – *Promoting Gender Equality in the Extractive Sector: A Tool Kit*. DFAIT Canada.



Define

What are Key Gender Equality issues?

Are women and men likely to be differently impacted in positive and negative ways by (aspects) of an extractives policy? How

In which ways does the policy affect the everyday lives of women and men in general or specific groups of women and men?

Are there any gender differences and/or gaps in the policy (with regard to rights, participation/representation, access to and use of resources, values and norms that affect gender-specific behaviour)?

Are there any opportunities to address gender inequality?

Who will you consult?

Apply to Fact Scenario:



Plan

Identify the gender policy objectives and appropriate approaches and interventions to achieve them.

Analyze workplans/action plans and budgets from a gender perspective.

Establish indicators for monitoring.

Apply to Fact Scenario.



Act

Communicate the gender objectives and plans.

Identify internal obstacles in the organization.

Build capacity.

Provide support.

Share lessons learned.

Publications that are consistent with gender goals.

Apply to Fact Scenario.



Check

Monitor on-going work. You need to measure to evaluate.

Collect data and information based on identified indicators.

Monitor time lines, take corrective action.

Report on monitoring results: improves learning, promotes accountability.

Evaluate.

Publish.

Apply to Fact Scenario.



...and Repeat.

The policy-making cycle continues.



More to come in the next sessions...

Questions?

