



**International  
Finance Corporation**  
World Bank Group

# Women, Mining and Communities

*Adriana Eftimie*  
*Strategic Community Investments - IFC*

# Local communities benefit from extractive industries

Instruments to ensure that local communities benefit from the extractive industries include:

- *community consultation framework* to assess and assign the roles and responsibilities of government(s), the company(s), NGO's and donors, and local affected communities on measures to address environmental and social impacts; and
- *community development plan* facilitated and coordinated by the Government both at central and local level, in consultation with stakeholders, including the active participation of communities, to integrate mining and mine closure planning with broader regional economic development plans. The ultimate goal should be to transform the community into a reliable partner from just being a beneficiary.

# Elements of Community Benefits Sharing Scheme

A comprehensive community benefits package, in principle, should include:

1. *employment and income-related benefits*
2. *benefits aimed at building local human capital and institutional capacity*
3. *benefits for the community resulting from the development of infrastructure*
4. *trust funds*

# Benefits Sharing Scheme

## Role of Relevant Stakeholders

	Advantages	Risks
Companies	<ul style="list-style-type: none"> <li>• Large corporations may have better capacity and experience in supplying infrastructure than remote and under-funded local governments</li> <li>• Fosters trust with mining sector</li> <li>• Builds a mining community that is loyal to the mineral sector or firm.</li> </ul>	<ul style="list-style-type: none"> <li>• Not core business of the mining company, raises business costs</li> <li>• Create mine dependency</li> </ul>
State/Local Government	<ul style="list-style-type: none"> <li>• Overcome collective action problems when there are a large number of mines</li> <li>• Builds capacity of local government and communities</li> </ul>	<ul style="list-style-type: none"> <li>• Lack skills and capacity, Vulnerable to capture by interest groups who divert benefits to other purposes.</li> </ul>
Civil society	<ul style="list-style-type: none"> <li>• Provide services to the affected community (training, awareness programs)</li> <li>• Trusted by communities</li> <li>• Able to mobilize funds</li> </ul>	<ul style="list-style-type: none"> <li>• Have their own agenda and can easily manipulate communities</li> <li>• Represent the interest of the sponsor and not so much the interest of the community</li> </ul>
Community	<ul style="list-style-type: none"> <li>• Knows better what it needs</li> <li>• Partner in the development agenda</li> <li>• Better monitoring of the implementation of development programs and their impacts</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of consensus between different groups</li> <li>• Weak community organizations and easy to be corrupted</li> <li>• Captured by interested groups</li> </ul>

# Women in Mining Initiative

- A WIM initiative is
  - *Good for Development*
  - *Good for Women*
  - *Good for Business*

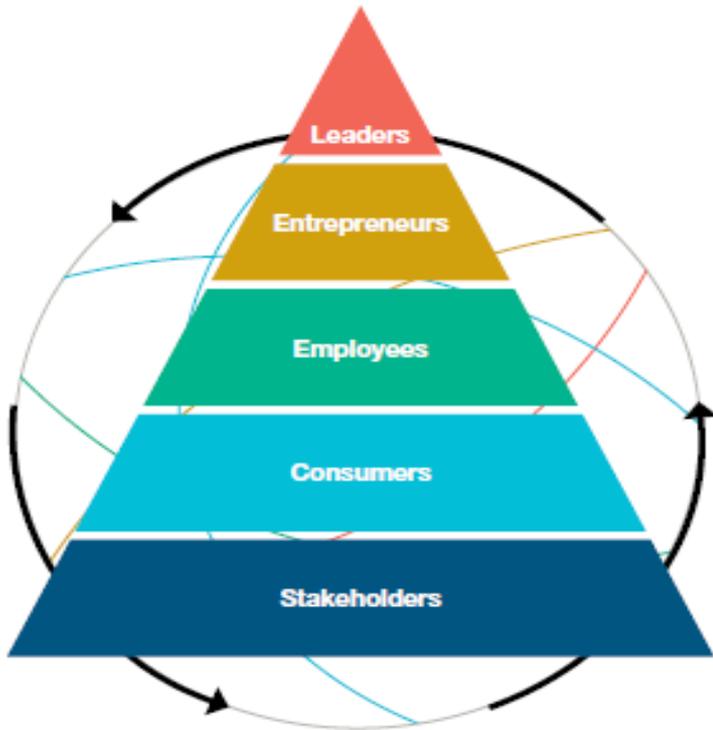


## Business case

- Companies can be key agents of gender improvement in the community.
  - *Engagement with women and support to women's activities*
  - *Improved community relations*
  - *Effective and efficient social investment*
  - *Improved workforce*



# The Private Sector: Opportunities through Women



- **Boards:** When include women → indicator for better managed companies.

- **Opportunity:** Only 10% of all directorships today are filled with women (globally).

- **Entrepreneurs:** 30-40% of SMEs in our markets are owned by women, but barriers to doing business are higher.

- **Opportunity:** Removing barriers to doing business for women can result in more opportunities and growth.

- **Employees:** About 40% of the world's jobs are filled with women; critical in export sectors (textiles, agribiz, ICT).

- **Opportunity:** Productivity gains could be had from better adjusting workplace conditions to women's contexts.

- **IFC's clients & their client base:** As SME clients or as households: Women take financial decisions differently.

- **Opportunity:** With a little bit of market segmentation, Banks and other Service providers can gain market share.

- **Stakeholders:** Women strong in local community groups.

- **Opportunity:** Ensure outreach for good risk management.

# Investing in women's employment can lead to

## -Rio Tinto, Bunder mine, India

- Program to provide local women with training to become drivers for Rio is a key part of the long-term
- community engagement strategy

## •Anglo-American, Australia

- After women filled 14 out of 19 positions on the truck driving team, *productivity improved*: equipment utilisation and production rates increased by 1 hour each day per truck and excavator

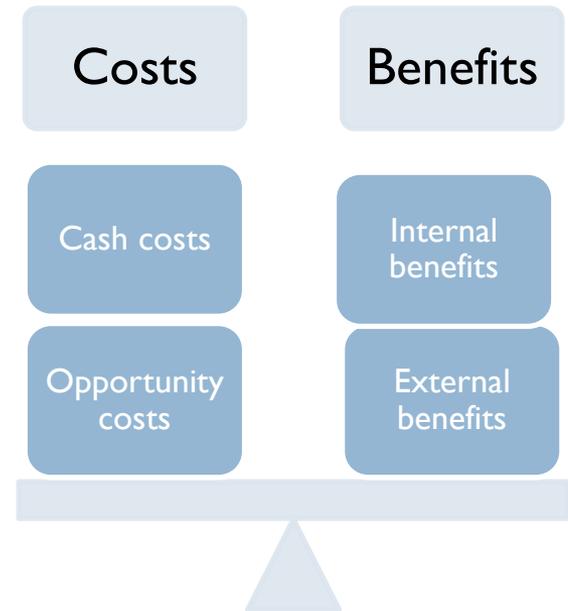
- Broaden engagement with local communities
- Demonstrate commitment to socially-conscious investors, clients and consumers
- Generally enhance a company's 'social licence to operate'



# Investing in Women's Employment: The Business Rationale

## Thought Leadership: WINvest

- Global World Bank Group partnership initiative to generate private sector attention, ideas and best practices around women's employment:
- Produce guidance product based on shared experience and knowledge of successful approaches
- Document and raise awareness of business rationale for improving women's employment opportunities and working conditions
- Completed case studies: Anglo-American, Finlays, Mriya, Nalt Enterprise, Odebrecht (next: Conti)



# What we do

## **-Newmont, Ahafo mine, Ghana**

- Gender Mainstreaming Program to support local women participation in community engagement bodies – increase participation from 10% yo 45%
- Gender sensitization component for men in the communities

• i

## **•Ok Tedi mine, PNG**

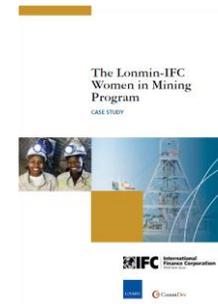
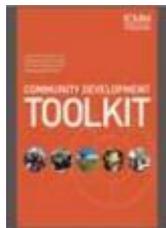
- Capacity building and training for women groups and association
- Women involved in negotiations of benefits and obtain 10% of the proceeds of the trust fund for supporting their led programs

- Help companies to develop strategies for stakeholder engagement and community investments - women participation and engagement in the process
- SMEs support and access to finance
- Capacity building of companies staff and community members using a gender sensitive approach



## What we do (con't)

- Develop resources for community development practitioners in the Extractive Industries, Forestry, Agribusiness and Infrastructure sectors.



Thank you

[AEftimie@ifc.org](mailto:AEftimie@ifc.org)

[Commdev.org](http://Commdev.org)