

WEBINAR

WOMEN AND MINING

HOW POLICY MAKERS, COMPANIES AND INVESTORS CAN PROMOTE
RESPONSIBLE AND GENDER EQUITABLE MINING PRACTICES

WEDNESDAY 4TH MARCH

16:00 - 17:15PM CET/10AM EST/7AM PST

ENGLISH/ESPAÑOL



WOMEN IN TIMES OF ENERGY TRANSITION

An Approach to the Health Cost of Exposure to Heavy Metals and Metalloids and
Care Work

PERU



OXFAM

OBJECTIVE

To analyze the costs of exposure to heavy metals and metalloids related to health and care work between 2015 and 2023.

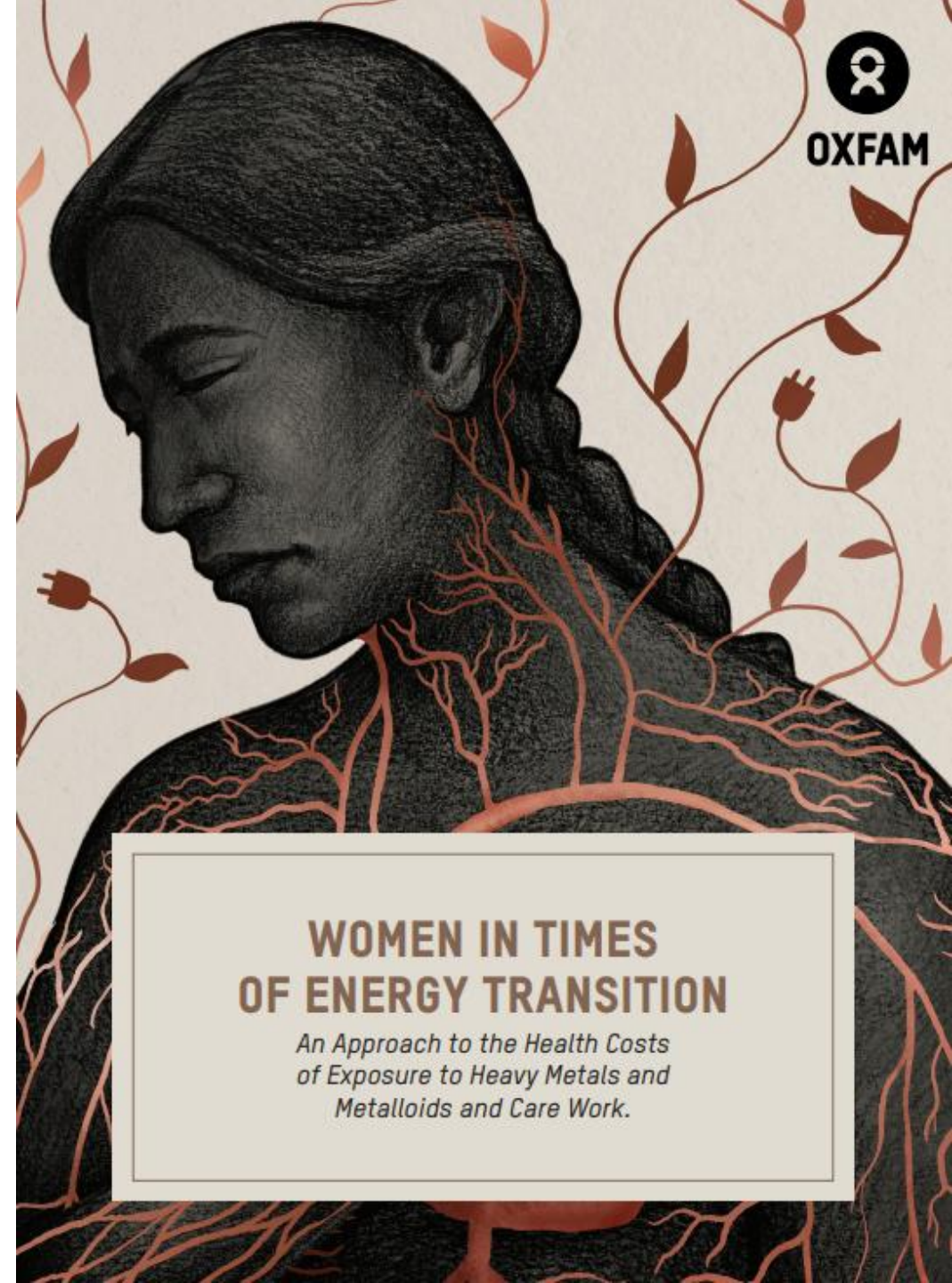
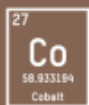


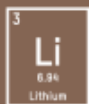
CHART 1
WHAT ARE SOME OF THE CRITICAL MINERALS AND METALS USED FOR?



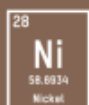
MINERALS AND METALS IN ELECTRIC VEHICLES BY WEIGHT (IN KG) AND MAIN PRODUCING COUNTRIES



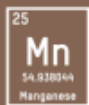
COBALT 13.3 KG
 Australia, Canada, Democratic Republic of the Congo, Madagascar, Philippines, Russia



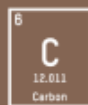
LITHIUM 8.9 KG
 Argentina, Australia, Chile, China, Zimbabwe



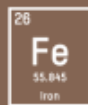
NICKEL 39.9 KG
 Australia, Brazil, Canada, Indonesia, New Caledonia, Philippines, Russia



MANGANESE 24.5 KG
 Australia, Brazil, Ivory Coast, India, Gabon, Ghana, Georgia, South Africa



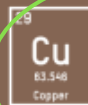
GRAPHITE 66.3 KG
 Brazil, Canada, China, India, Madagascar, Mozambique



IRON AND STEEL
 China, Brazil, India, Germany, Japan, South Korea, United States



RARE EARTHS 0.5 KG
 China, Myanmar, Madagascar, United States

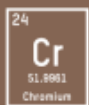


COPPER 53.2 KG
 Australia, Canada, Chile, Democratic Republic of China, Kazakhstan, Mexico, Peru, United States, Zambia

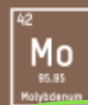
Countries in bold are members of the IGF.



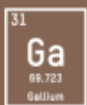
MINERALS AND METALS IN RENEWABLE ENERGIES



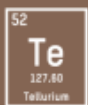
CHROMIUM



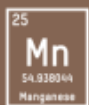
MOLYBDENUM



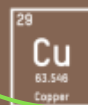
GALLIUM



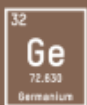
TELLURIUM



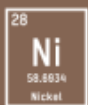
MANGANESE



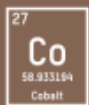
COPPER



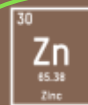
GERMANIUM



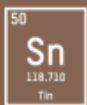
NICKEL



COBALT



ZINC



TIN



TIERRAS RARAS

Source: IGF (n.d.)



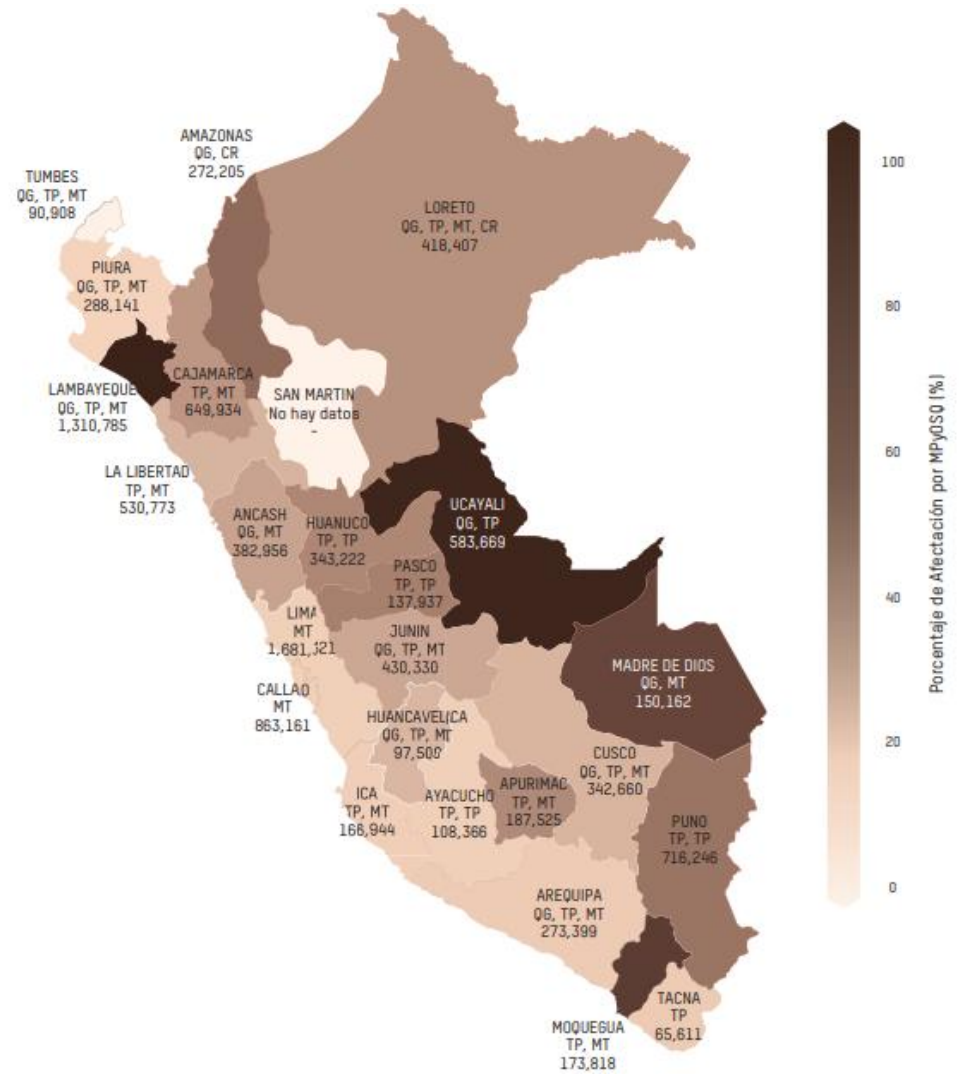
Fotos: Jacob Balzani Lööv.

DATA

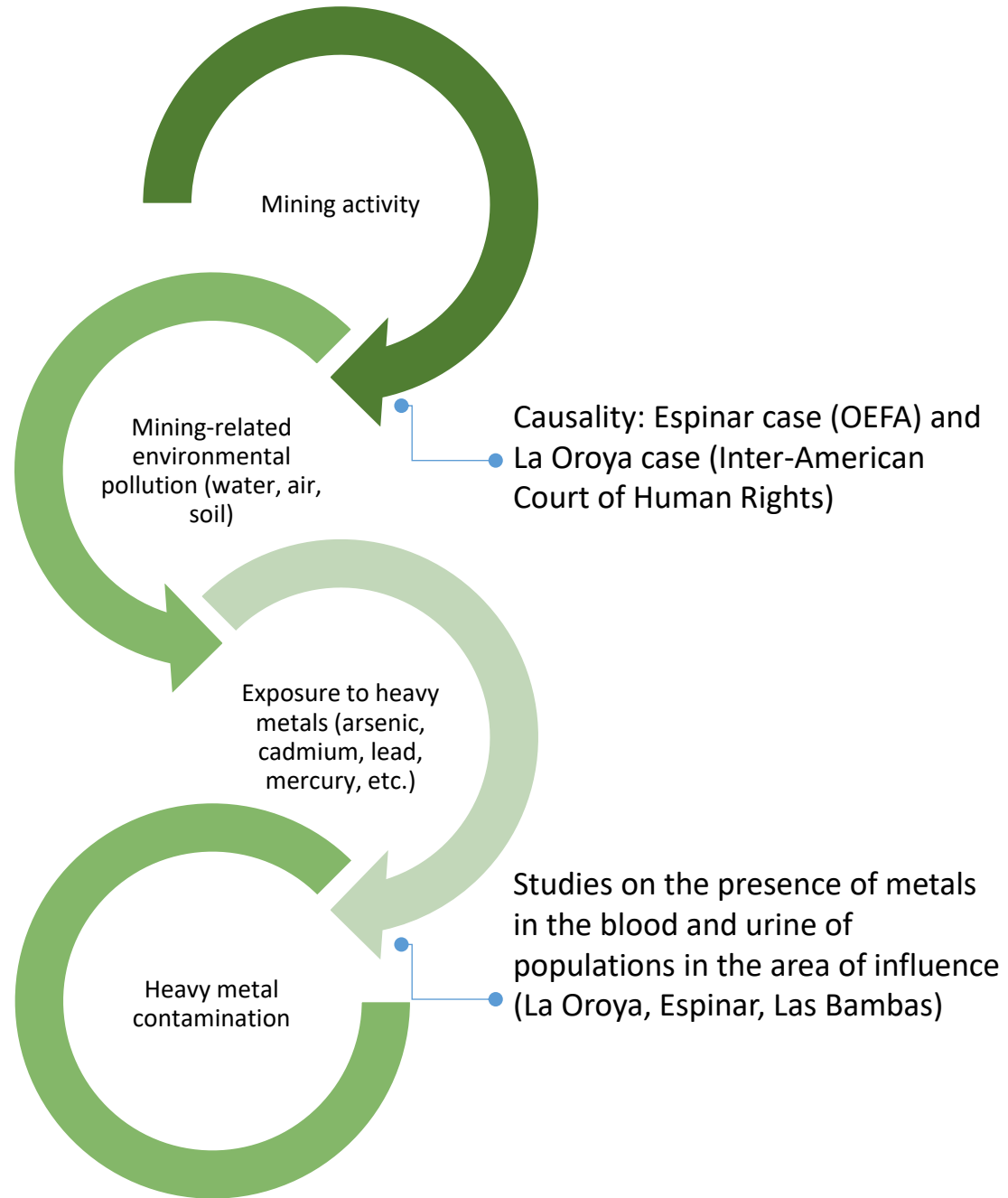
- +3 billion tons of minerals and metals for the energy transition (World Bank)
- **50% and 80% of these minerals are found on indigenous peoples' land (Oxfam, 2023)**
- Peru: 3rd largest copper producer and 2nd largest copper reserve in the world.

In Peru, 1 in 3 people are at risk of exposure to these metals and may develop chronic diseases.

*Ministerio de Salud [2020].



QG: Químicos Generales, CR: Crudo de Petróleo, MT: Metales, TP: Elementos Tóxicos Peligrosos
Fuente: Informe N060-2020-JAMC-DENOT-DGISEP/MINSA



- Different levels of impact
- Specific effects of lead (PAHO, 2024) and mercury (WHO, 2014)
- Chronic diseases
- Differentiated impacts (mercury, fetal development).

10 million people in Peru are at risk of exposure to heavy metals, metalloids, and other toxic substances.*

WOMEN ARE THE MOST AFFECTED:

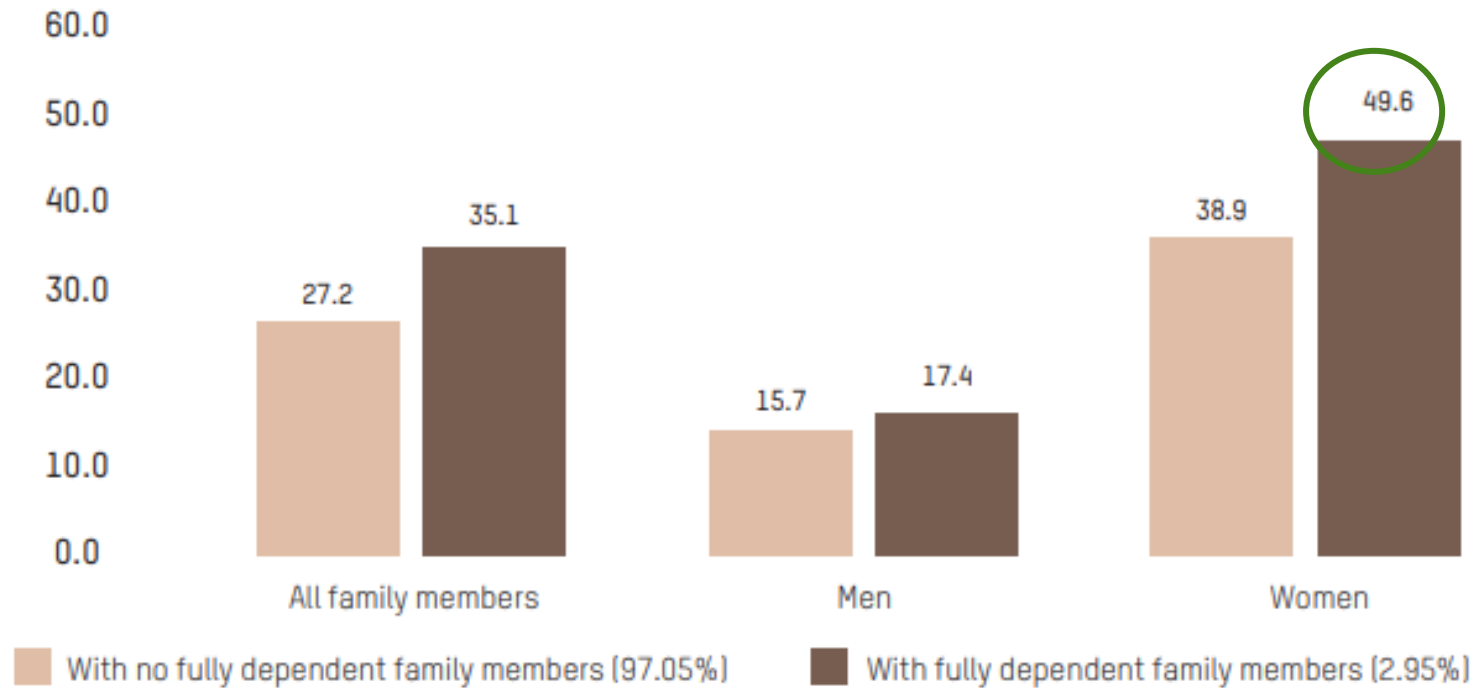
In addition to getting sick, they also take care of others.

*Ministerio de Salud, 2020



WHAT IS THE COST OF CAREGIVING WORK DUE TO EXPOSURE TO HEAVY METALS AND METALLOIDS?

CHART 8
TIME SPENT ON CARE WORK IN HOUSEHOLDS WITH OR WITHOUT FULLY DEPENDENT MEMBERS,
BY SEX OF THE HEAD OF HOUSEHOLD, 2010
(HOURS PER WEEK)



Source: Prepared by the authors based on data from ENUT (INEI, 2010).

CHART 9
TIME SPENT ON CARE WORK IN HOUSEHOLDS WITH OR WITHOUT FULLY DEPENDENT
HOUSEHOLD MEMBERS, BY SEX OF THE HEAD OF HOUSEHOLD AND AREA OF RESIDENCE, 2010
(HOURS PER WEEK)

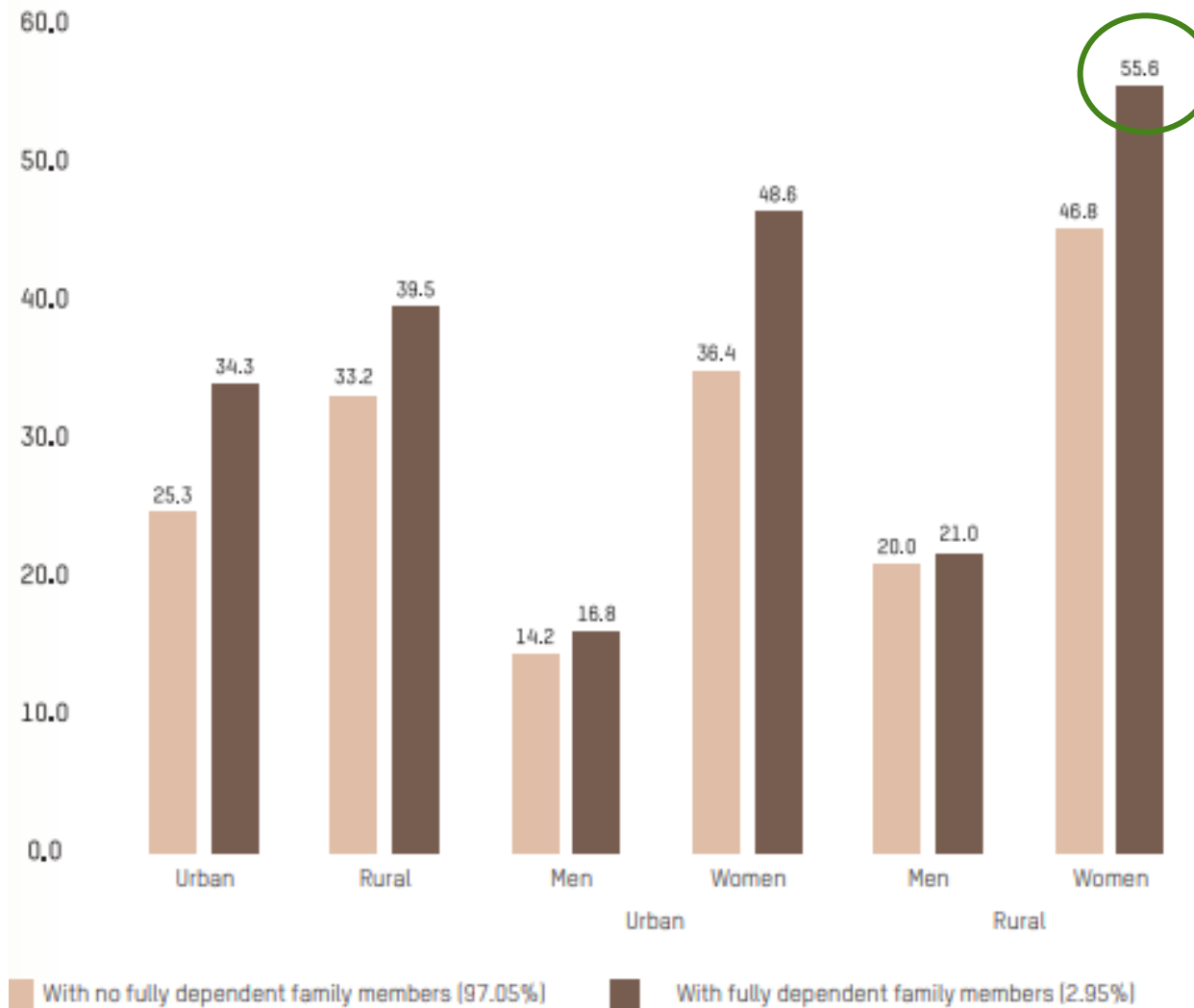


TABLE 11
DIFFERENCE IN TIME SPENT ON CARE WORK BY MEN AND WOMEN IN HOUSEHOLDS WITH FULLY DEPENDENT MEMBERS, 2010

Sex	Sex composition of the sample dedicating time to caring for a fully dependent family member (2.95%)	Average time spent caring for fully dependent family members
Women	67.8 %	16.8
Men	32.2 %	8.9

Source: Prepared by the authors based on ENUT (INEI, 2010).

TABLE 12
DIFFERENCE IN TIME SPENT ON CARE WORK BY MEN AND WOMEN IN HOUSEHOLDS WITH FULLY DEPENDENT MEMBERS BY AREA OF RESIDENCE. 2010

Sex	Sex composition of the sample dedicating time to caring for a fully dependent family member (2.95%)		Average time spent caring for fully dependent household members	
	Urban	Rural	Urban	Rural
Women	68.5 %	63.3 %	17.1	14.5
Men	31.5 %	36.7 %	9.3	6.8

Source: Prepared by the authors based on ENUT (INEI, 2010).

TABLE 13
DIFFERENCE IN TIME SPENT ON CARE WORK BY MEN AND WOMEN IN HOUSEHOLDS WITH FULLY DEPENDENT MEMBERS BY SEX OF THE HEAD OF HOUSEHOLD, 2010

Sex	Sex composition of the sample dedicating time to caring for a fully dependent family member (2.95%)			Average time spent caring for fully dependent household members		
	Male head of household	Female head of household	Single female head of household	Male head of household	Female head of household	Single female head of household
Women	59.1 %	85.3 %	84.0 %	15.9	18.1	16.4
Men	40.9 %	14.7 %	16.0 %	9.9	3.6	3.6

Source: Prepared by the authors based on ENUT (INEI, 2010).

In Espinar, 75% of women exposed to heavy metals (who participated in the study) suffer from depression, concerned about their health and that of their families.

*Derechos Humanos Sin Fronteras, 2019



- Extraordinary revenue between 2020 and 2023: more than **\$42 billion**.
- In 2023, the mining sector contributed only **9.7%** of the total taxes collected in the country.



In 2025, the government allocated only 2 soles (0.60 USD) per person exposed to heavy metals for healthcare in the public budget.

(Oxfam, 2025)

RECOMMENDATIONS

HEALTH

- Implementation of a registry of people **exposed to and affected** by heavy metals, metalloids, and other toxic substances.
- Improvement of health infrastructure to ensure **comprehensive health care** with a gender-sensitive, culturally and community-appropriate approach.
- A public policy specifically aimed at women and children, who are the population most at risk, is required.
- Tax policy that guarantees rights.

UNPAID CARE WORK

- Characterize the care work performed by rural and indigenous women in areas exposed to heavy metals and metalloids.
- State co-responsibility and fair social organization of care in rural and indigenous territories.
- Address the mental health of caregivers.

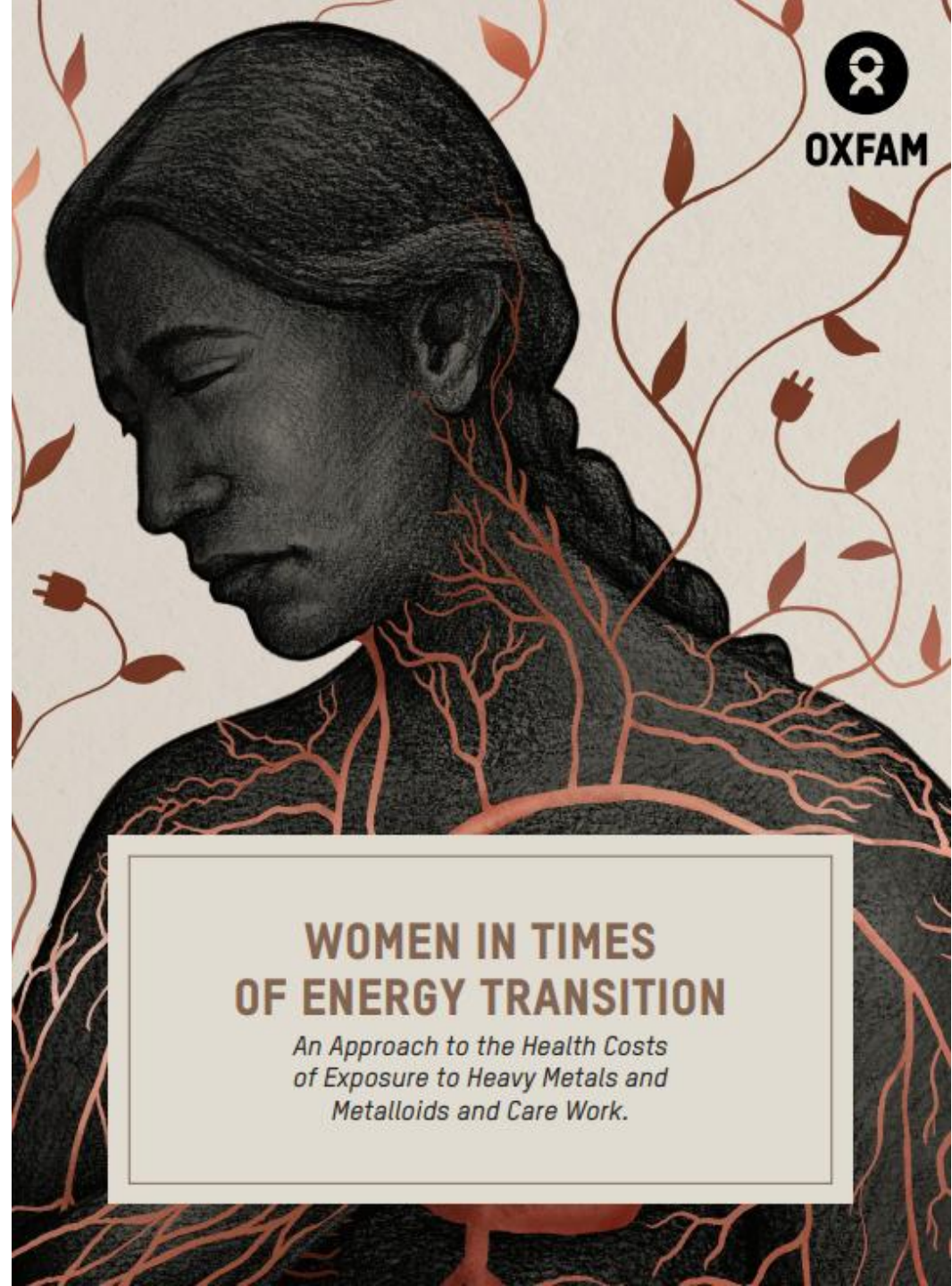
RECOMMENDATIONS

ENVIRONMENTAL ISSUES

- Reverse the conditions that increase the risk of exposure to heavy metals: environmental pollution.
- Land use planning
- Remediation of areas impacted by environmental contamination
- Ensure environmental institutionalities for monitoring and enforcement.

FAIR ENERGY TRANSITION

- Ensure conditions for a **just energy transition** for rural and indigenous communities and women.
- Compliance with **international standards** by actors in the global mineral supply chain.
- Application of **due diligence** and implementation of prevention, mitigation, and accountability mechanisms.
- Advance toward mechanisms of **reparation for women** who have sustained life in the impacted territories.



OXFAM

WOMEN IN TIMES OF ENERGY TRANSITION

*An Approach to the Health Costs
of Exposure to Heavy Metals and
Metalloids and Care Work.*



ENGLISH



ESPAÑOL



THANK YOU



OXFAM

www.oxfam.org



Handle



Handle



Handle



Handle

a Final Recording

RICHTERSVELD NAMA COMMUNITY

*Sharing The Experiences Of
The Indigenous Nama People
With
Diamond Mining
In
South Africa*

Presented by
Mariska Joseph



!hao !nasi
Nama †gae†guis

!KHUBUS
NAMA !HAO !HASI
!HUS TSI ꞤGĪSASĪB



© 2014 Encyclopædia Britannica, Inc.





- 3500 households, 6 towns
- Nomadic Pastoralists
- Community mining: diamonds, gold, copper
- Livelihood activities include traditional clothing, selling food to tourists, needlework



CHALLENGES

- Faulty Deed of Settlement which does not serve community interests.
- Lack of implementation and access to mineral rights.
- Lack of recognition as Indigenous custodians.
- Environmental pressures such as droughts and biodiversity loss.
- We don't have the necessary access to our customary grave sites.
- Free, prior and informed consent is not properly implemented pertaining our customary rights as affirmed in the 2003 Constitutional court decision.
- A "Green" hydrogen project which will deny community access to ancestral, court-restituted land/
- Women are not given equitable access to benefit from the mining industry

BIOCULTURAL COMMUNITY PROTOCOL



**The Biocultural Community Protocol
of the
Nama Peoples from Richtersveld,
South Africa**

- The BCP was developed by our Nama Indigenous community of Richtersveld.
- It sets out:
 - Our identity,
 - Our values,
 - Our customary laws,
 - Our governance and,
 - Our stewardship relationship with our ancestral lands and resources.
- The BCP is our tool to ensure that our traditional knowledge and biocultural resources – including our laws, culture, language, biodiversity and mineral resources – are respected and protected.



**The Biocultural Community Protocol
of the
Nama Peoples from Richtersveld,
South Africa**

**“Hear and listen to the cry of distress from the
youth and women of the Richtersveld
communities”**

GAN-GAN / THANK YOU

WEBINAR

WOMEN AND MINING

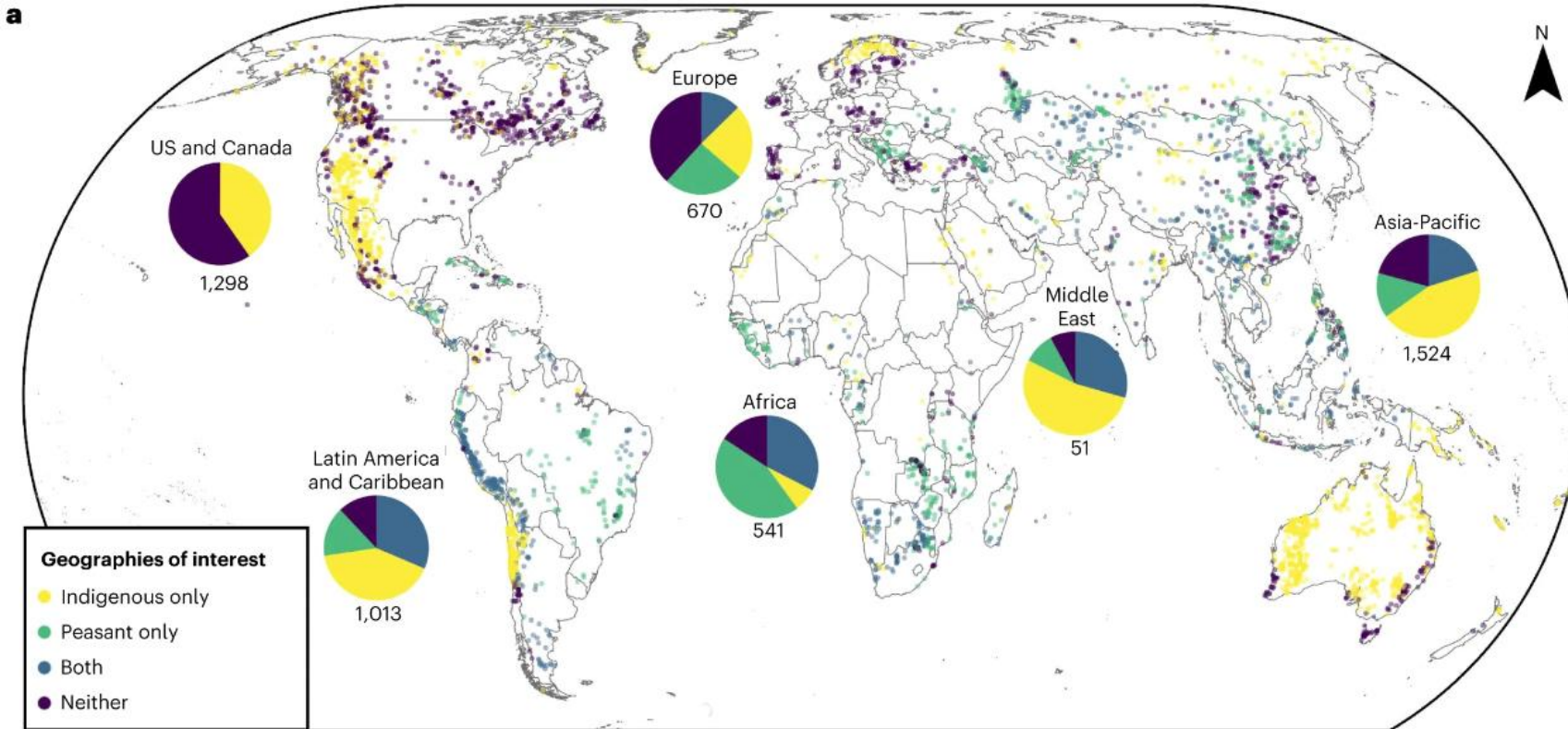
HOW POLICY MAKERS, COMPANIES AND INVESTORS CAN PROMOTE
RESPONSIBLE AND GENDER EQUITABLE MINING PRACTICES

WEDNESDAY 4TH MARCH

Yblin Román Escobar

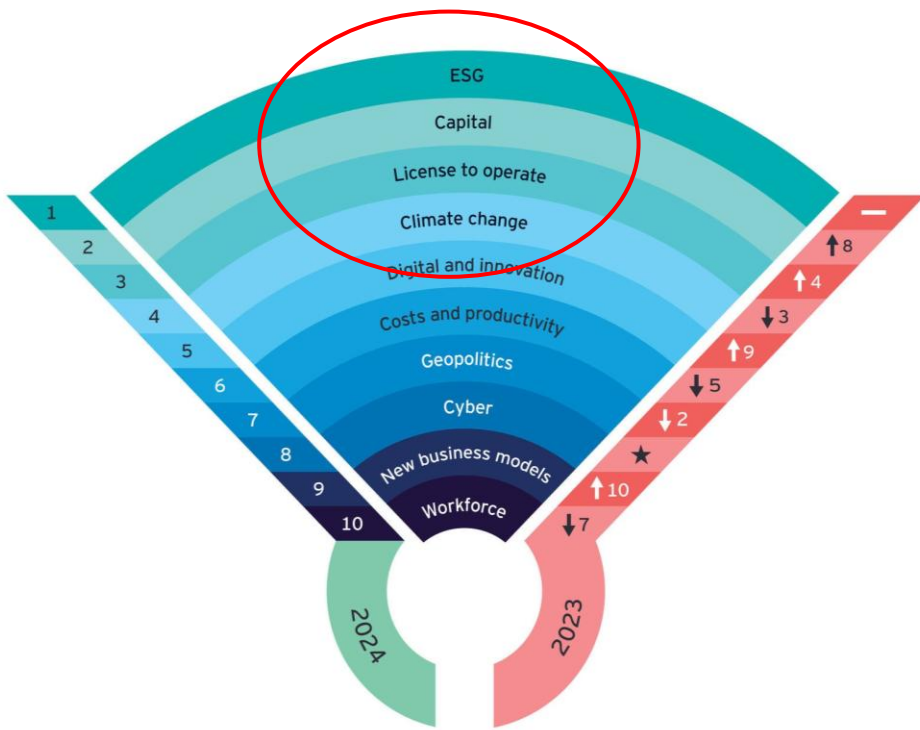
SIRGE
COALITION
SECURING INDIGENOUS PEOPLES'
RIGHTS IN THE GREEN ECONOMY

Distribution of Energy Transition Mining project by Indigenous Peoples and peasants land

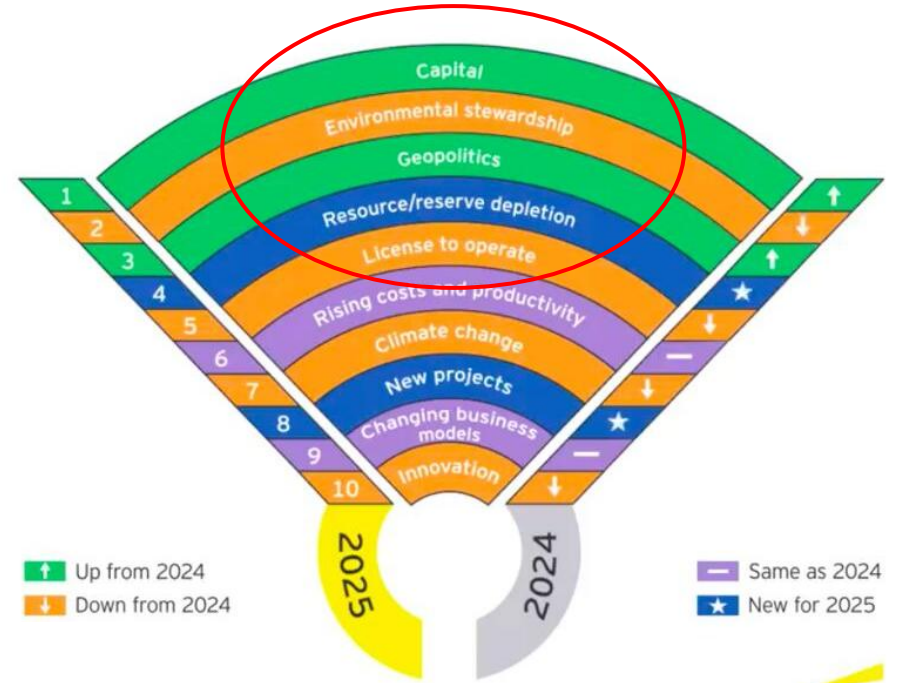


54 % of all ETM projects and 65% of Copper are ON or NEAR Indigenous Peoples' lands

Source: Owen et al., 2023

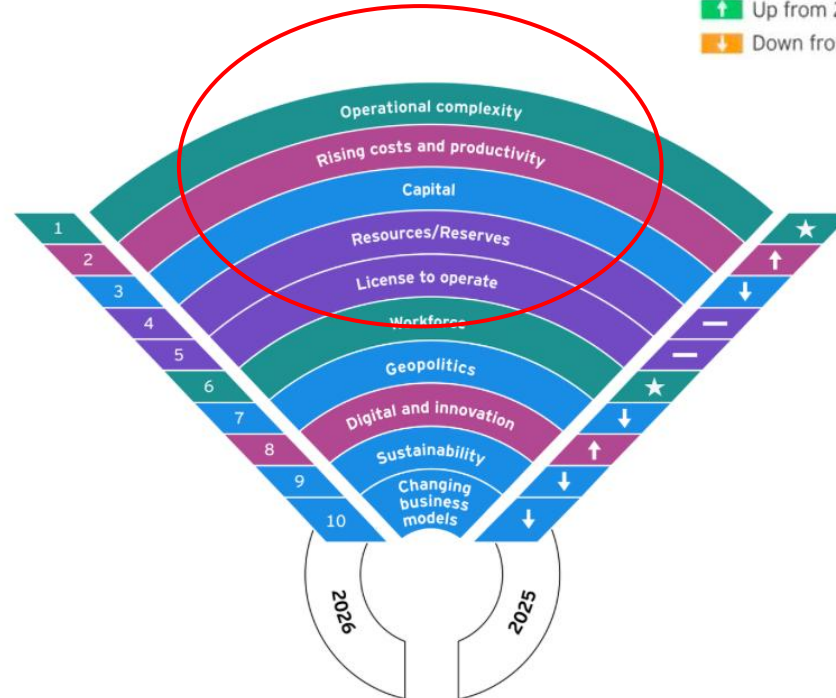


↑ Up from 2023 ↓ Down from 2023 — Same as 2023 ★ New for 2024



↑ Up from 2024
↓ Down from 2024

— Same as 2024
★ New for 2025



↑ Up from 2025 ↓ Down from 2025 — Same as 2025 ★ New for 2026



Norway fund drops Eramet over Indonesia mine threatening forests, Indigenous tribe



Hans Nicholas Jong

17 Sep 2025 Asia

Comments

Share article



- *Norway's \$1.6 trillion government pension fund is divesting its \$6.8 million stake in French miner Eramet after its ethics council found "unacceptable risk" of severe environmental damage and human rights violations at the PT Weda Bay Nickel mine the company operates in Halmahera, Indonesia.*
- *Weda Bay Nickel sits in the Wallacea Biodiversity Hotspot and has already cleared about 2,700 hectares (6,700 acres) of rainforest since 2019, far exceeding its plan, threatening endemic species and risking extinctions before they're documented.*
- *The case highlights growing investor scrutiny over whether nickel for electric vehicle batteries and other clean-energy technologies can be sourced without destroying tropical forests or violating Indigenous rights.*



20,000 people around the globe call on Hartree Partners to **divest from Nussir Mine** on Samí reindeer herding lands in Norway and **say no to dumping mine waste in the ocean**

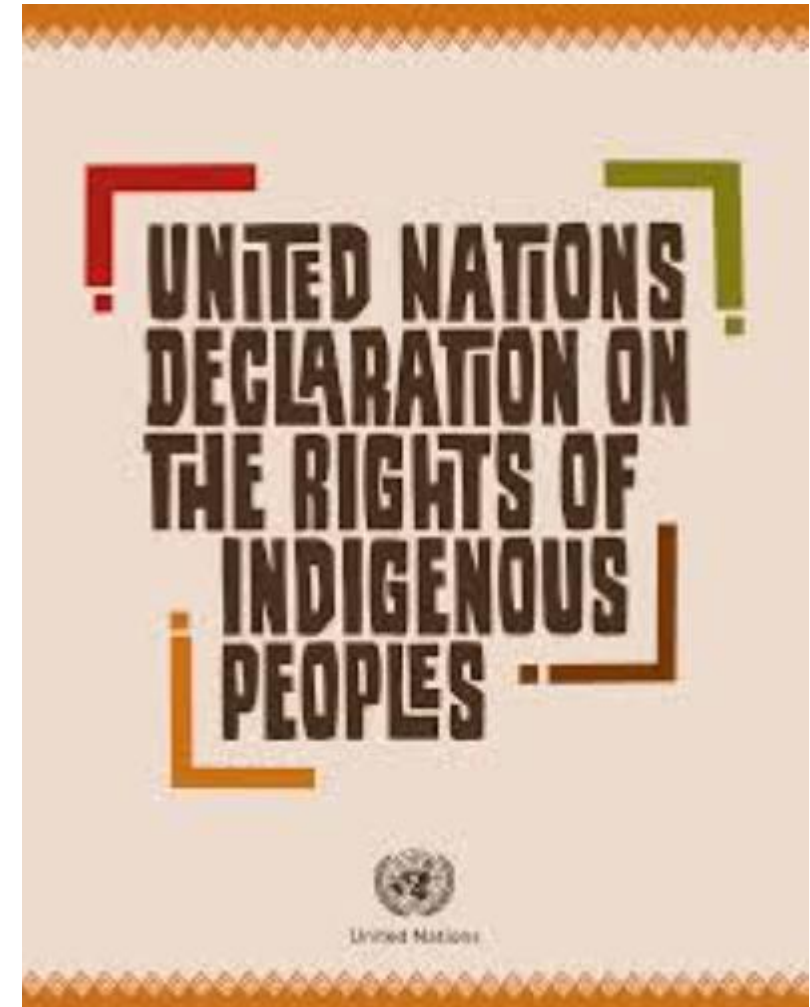


Sami Indigenous People from Norway

- Protest against the Nussir project
 - 🇬🇧 London
 - 🇨🇭 Geneva
 - 🇩🇪 Hamburg
 - 🇦🇺 Melbourne
 - 🇺🇸 New York City
 - 🇫🇮 Helsinki
- The project would dump mining waste into a protected Fjord
- It does not have FPIC
- Sami and allies ask Hartree (and all investors) to NOT support the project

United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), 2007

“Universal framework of minimum standards for the survival, dignity and well-being of the Indigenous Peoples of the world and it elaborates on existing human rights standards and fundamental freedoms as they apply to the specific situation of Indigenous Peoples.”





FPIC is:

- Grounded in Indigenous Peoples' inherent right to Sovereignty and self-determination
- Key to a social license to operate (slo), one of the greatest risks to mining projects
- Community disruptions can cost mining projects, investors and states economic, reputational, legal, operational problems
- Its operationalisation identifies and helps to address and prevent business risks that stem from social conflict and human rights violations



Women are:

- First impacted
- Disproportionally affected by violence near extractive sites, e.g. man camps and gender violence
- Largely excluded from mining employment and benefits. BUT focus should not go only to getting more women on the work floor!
- Largely excluded from decision making



Women are not passive victims, they lead the resistance

- Frontlines defenders of land and life
- Strategic community leaders
- Guardians of culture and future generations.

Targeted due to their leadership, they need to be supported and protected!



Thank you

WOMEN &

MINING

GLOBAL POLICY ISSUES AND RECOMMENDATIONS



OXFAM



“Because I defend my lakes, they want to take my life.”

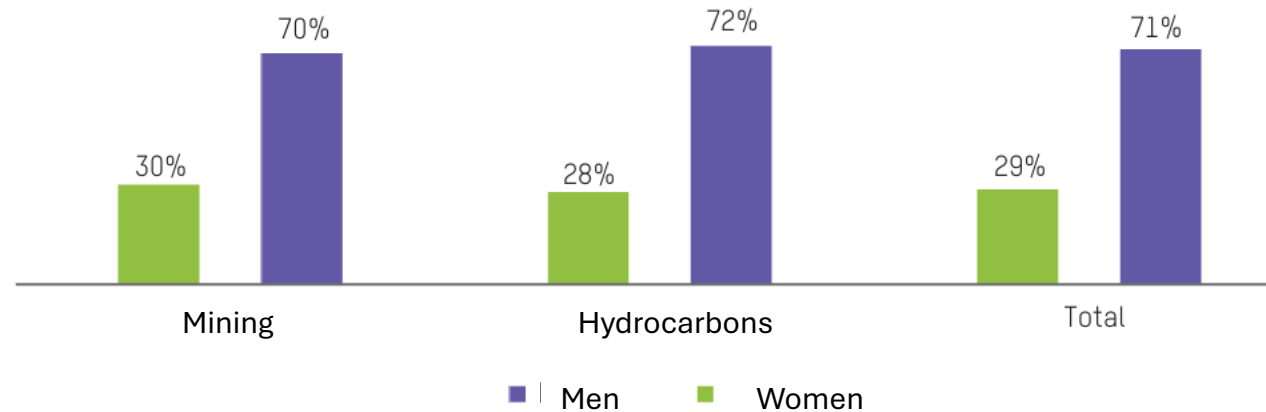
- Máxima Acuña, Peru

Mining fraught with risk; gender-differentiated impacts:

- Pollution and reduced access to resources (water, firewood) can cause **rising unpaid care work**
- Risks of **STIs and violence against women:** influx of workers and the transition to a cash economy
- Women HRDs: misogynistic attacks, gender-based violence
- **Fewer benefits** (jobs and compensation to male heads of household)
- **Gender-blind consultations** exclude women’s voices, limit benefits

ONAMIAP: “Not Without Indigenous Women!” (2019)

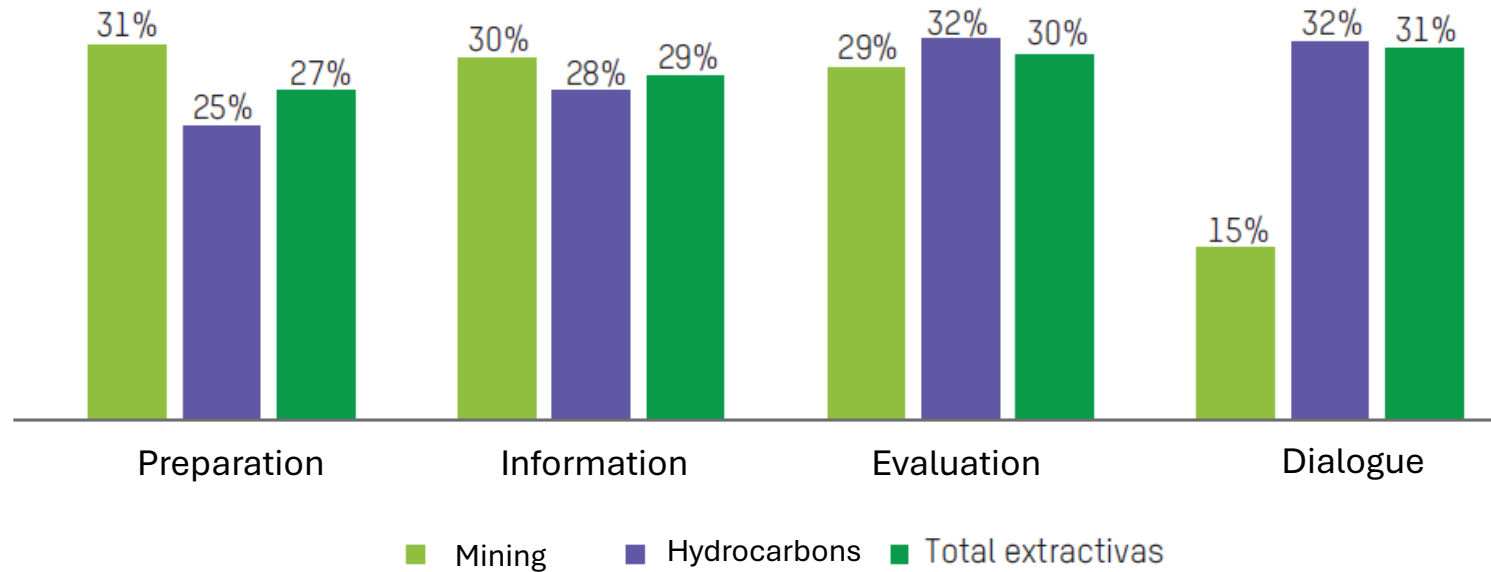
PERU: PARTICIPATION IN CONSULTATION PROCESSES FOR EXTRACTIVE PROJECTS BY GENDER, 2013-2018



Fuente: MINEM. Elaboración propia.

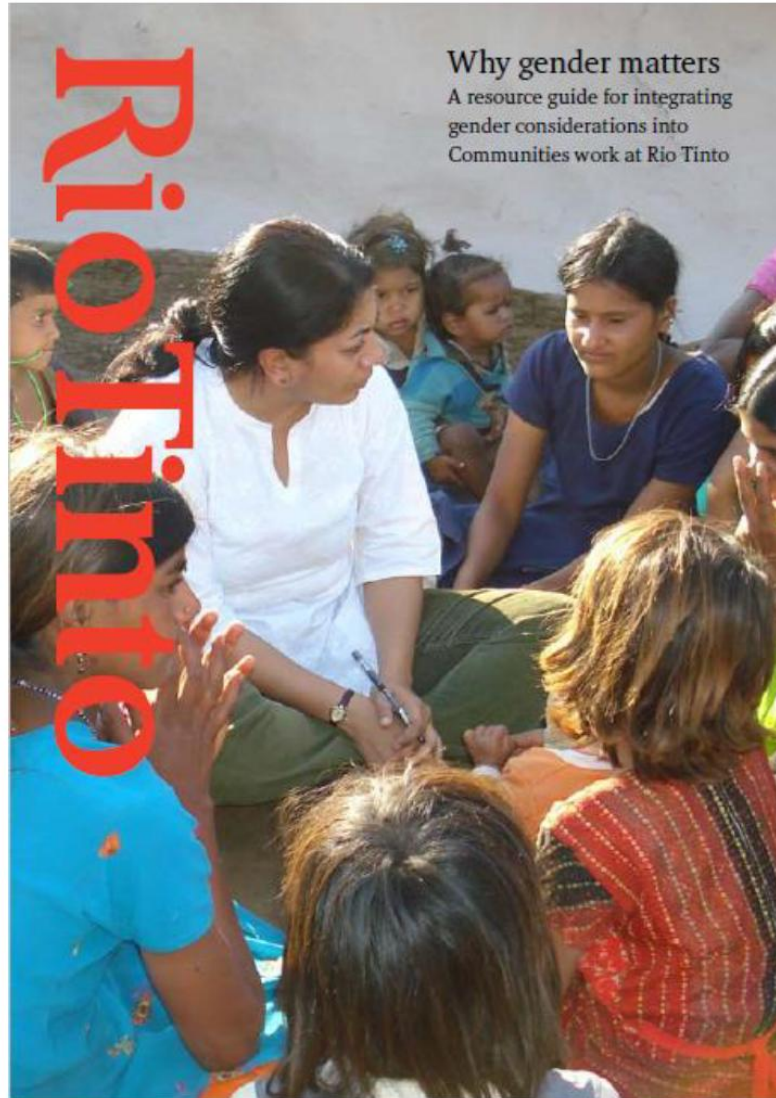
Barriers to women’s participation: childcare demands, language, limited experience with public participation, technical nature of information (education and literacy levels)

PERU: PARTICIPATION OF WOMEN IN EXTRACTIVE INDUSTRY CONSULTATIONS BY PHASE, 2013- 2018



Fuente: MINEM. Elaboración propia.

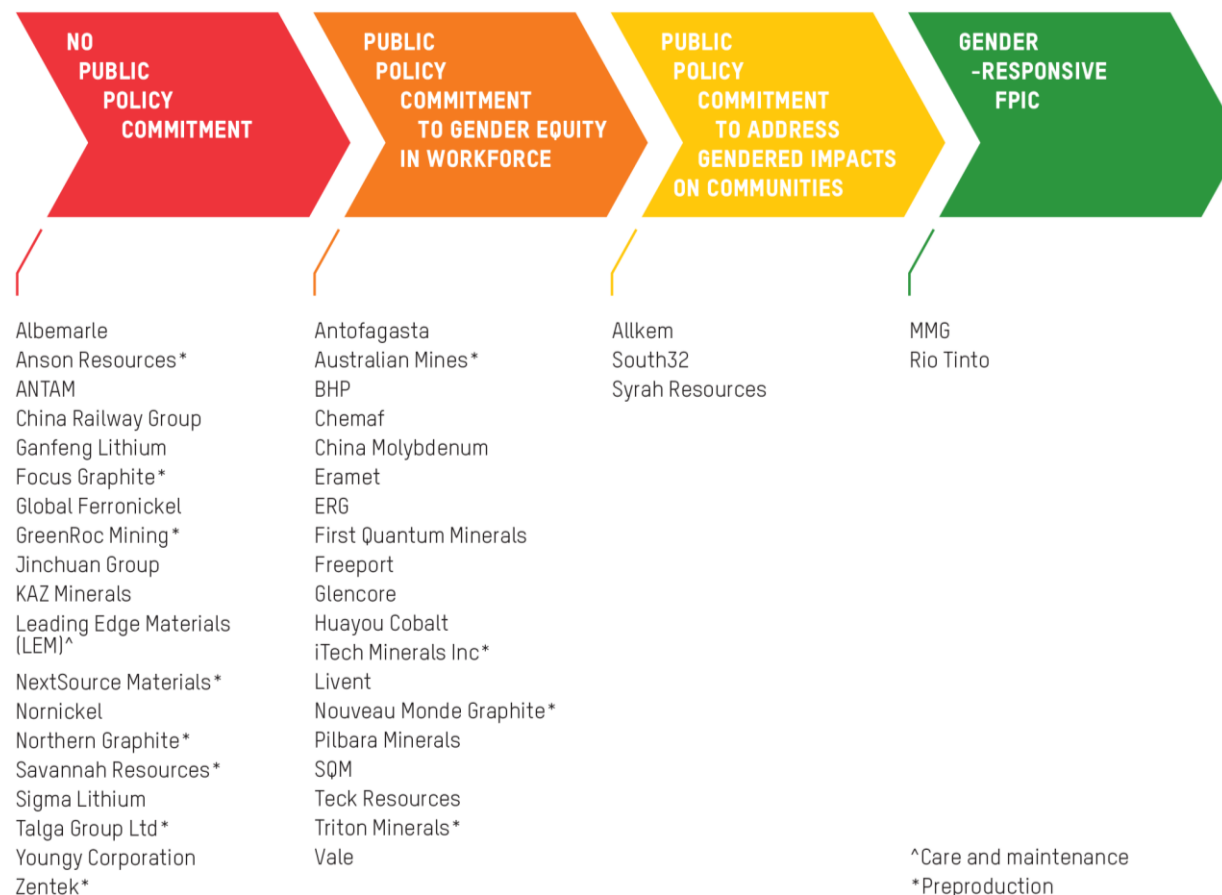
What can mining companies do?

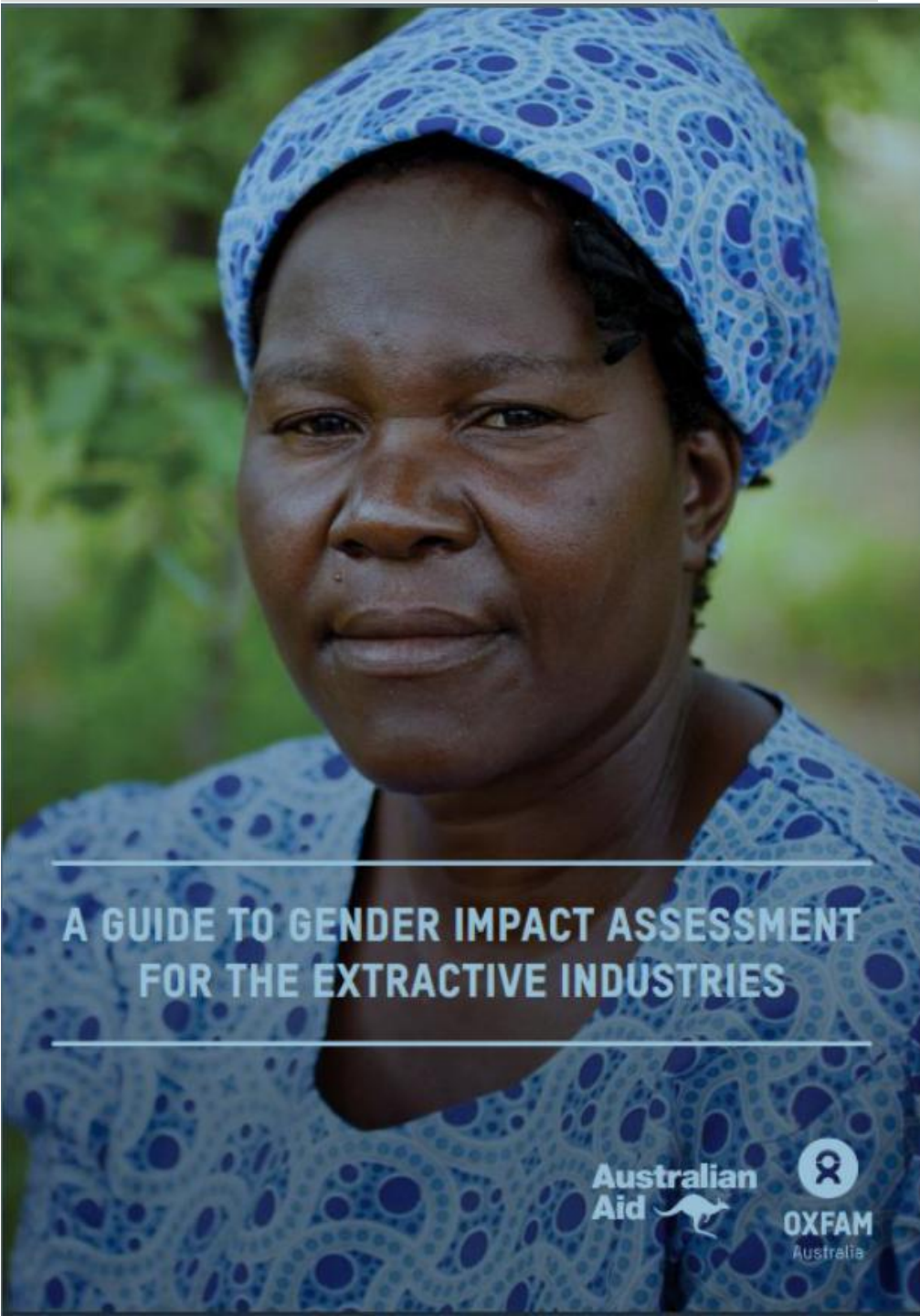


Checklist

- [✓] Have you included information about men and women, boys and girls in social baseline, impact and risk assessments?
- [✓] Have you held consultation(s) with women and men (including separate groups, as appropriate)?
- [✓] Have you broken down socio-economic and organisational data by gender?
- [✓] Have gender and diversity impacts been considered for different stages of mine life including closure?
- [✓] Have barriers and constraints to participation along gender lines been identified?

Most battery mineral company policies still overlook the gendered impacts of their operations on communities.





A GUIDE TO GENDER IMPACT ASSESSMENT
FOR THE EXTRACTIVE INDUSTRIES

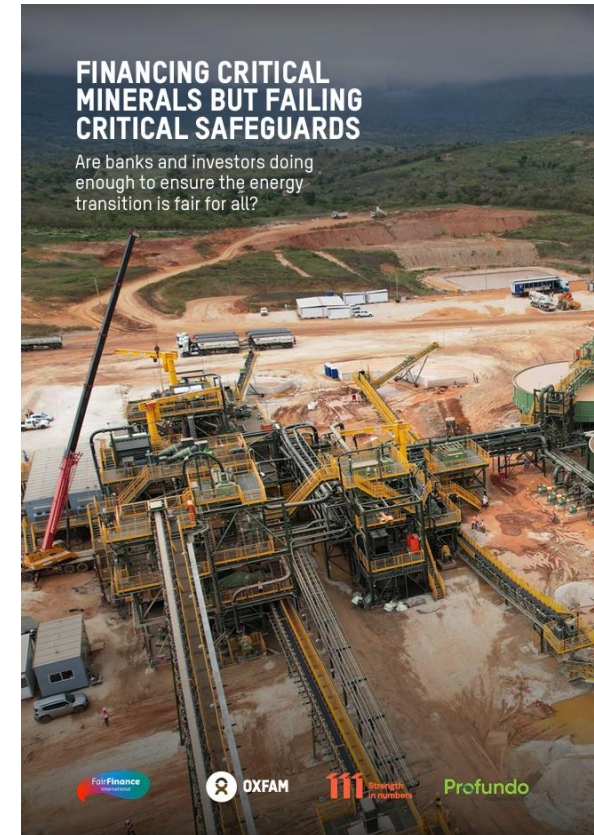
What is GIA?

- Identifies gender-differentiated impacts and opportunities
- Helps to understand causes of marginalization in communities
- Informs design of gender-responsive consultation processes
- Informs decision making on community development projects and benefit sharing

What can investors do?

Raise gender issues with mining companies and urge for stronger policies and practice, including:

- GIA and gender-responsive environmental, social and human rights impact assessments;
- Transparent and gender-responsive grievance mechanism;
- Zero-tolerance policy towards gender-based discrimination and violence;
- Inclusive and gender-responsive community consultation and Free, Prior and Informed Consent;
- Ensuring gender equality in project planning and operations (UNGPs Guidance on Gender Dimensions); and
- Urging for stronger gender provisions in voluntary mining standards.



Proliferation of international mining standards

- Pressure to fast-track mining projects, bypass safeguards
- **Not all mining standards are equal**
- Must defend strong mining standards and prevent greenwashing
 - Consolidated Mining Standard Initiative (**CMSI**) – *under development*
 - Initiative for Responsible Mining Assurance (**IRMA**) – *gold standard*
 - IFC Performance Standards – *global benchmark*
 - Extractive Industries Transparency Initiative (**EITI**)
 - International Organization for Standards (**ISO**) – *global NGO publishing voluntary standards (US Critical Minerals Standards Coordination Group)*
 - Global Reporting Initiative (**GRI**) Sector Standard for Mining (2024)
 - OECD Guidelines for Multinational Enterprises
 - Global Battery Alliance – *Battery Passport (under revision)*
 - CCCMC Guidelines – *for Chinese mining companies*

Consolidated Mining Standard Initiative



RESPONSIBLY
PRODUCED
COPPER



WORLD
GOLD
COUNCIL



IFC

International
Finance Corporation
WORLD BANK GROUP

IRMA

Initiative for Responsible
Mining Assurance



OXFAM

Gender provisions in voluntary standards

Standard	Comments
IRMA	Gender specific requirements on HRDD, ESIA, community health and safety, conflict-affected or high-risk areas, community consultation and stakeholder engagement, ASM, FPIC, resettlement, and delivering community benefits. Also includes gender requirements for workforce. (See details here).
IFC	Opportunity to include explicit language on gender in Performance Standards, for example around risk assessment, community consultation, and FPIC.
CMSI	Second draft stronger than first on gender, but requirements fall below IFC for key performance areas like resettlement, impact assessment, and Indigenous rights. Should require gender-disaggregated data on employee training, as well as education and institutional support outside of their workforce (consistent with ICMM's social and economic reporting commitments).
EITI	Gender-related disclosures, requirements for participation in MSGs, gender equity considerations in work plans, require commitments on gender diversity, etc.: 1.4, 1.5, 2.2, 5.3, 6.1, 6.3, 6.4, 7.1

THANK YOU



OXFAM