

**OUTCOMES REPORT  
SUMMARY**

*Women*  
**IN MINING  
CONFERENCE**

**Madang  
Papua New Guinea  
August 2003**



*Voices  
for Change*



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DEPARTMENT OF MINING



## Summary

This Summary of the Outcomes Report provides an overview of the "Women in Mining – Voices for Change" Conference which was held in Madang, Papua New Guinea (PNG) from 3 – 6 August, 2003.

## Background

### History

The Conference was the third in a series of Mining and Community Conferences held in Madang, PNG and co-organised by the PNG Department of Mines and the World Bank, under the Mining Sector Institutional Strengthening Technical Assistance Project. The second conference, which focused on Mining and Sustainable Development, was held in September 2002 and was attended by a number of women delegates. During the conference, the women engaged in a series of conversations with representatives of the World Bank and the PNG Department of Mining concerning the challenges they experienced in having a voice regarding mining issues. These women, who came from local communities, civil society, companies and PNG Government agencies, all recognized the benefits of directly addressing issues relating to the impacts of mining on women, and requested that a conference be hosted specifically for this purpose.

The concluding remarks from the Sustainable Mining Development Conference, Madang 2002 stated that "Women, youth and children often remain outside the formal decision making structures, especially when located outside the special mining lease area. Yet they are often the ones who bear the heaviest social costs associated with mining development and closure, and thus warrant special attention to give them a voice that will be heard". In closing the Sustainable Mining Development Conference Graeme

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*Sustainable Mining Development Conference, Madang 2002 stated that "Women, youth and children often remain outside the formal decision making structures, especially when located outside the special mining lease area."*

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Hancock representing the PNG Department of Mining and John Strongman representing the World Bank made a commitment that the Women in

Mining Conference would be organised in 2003 as part of the World Bank-supported Mining Sector Institutional Strengthening Project. Subsequently the Department of Mining formed a Working Committee to organise the conference and financial support was obtained from many different sponsors as noted in the acknowledgements in the front of this Report.

The components of the agenda for the "Women in Mining – Voices for Change" Conference were drawn from the proceedings of "Tunnel Vision – Women, Mining and Communities," a forum organised by Oxfam Community Aid Abroad in Melbourne, Australia on World Environment Day, 5 June 2002. This conference emphasized the need for more focus, research and action to address the differential and often detrimental impacts that mining operations have on women from local communities.

At the "Women in Mining – Voices for Change" Conference there were approximately 180 participants of which about 150 were from PNG and 30 were international attendees from 17 other countries, mostly in Asia and Africa, but also Europe and North America. Over 90% of the attendees were women and approximately 10% of the women came from the petroleum (oil and gas) sector in PNG. The majority of women at the conference

The majority of women at the conference were from PNG mining communities providing the conference with a "grass roots" focus and giving a voice to many women who had not previously voiced their experiences and concerns in a public forum. The demographics of the attendees influenced the presentations, survey results and discussions with issues of concern to PNG community women dominating the conference.

### Aims

The aim of the conference was to develop strategies to empower women to have a stronger voice in mining, so that women have more equitable participation, an enhanced role in planning and inclusion in the decision making processes in mining. Specifically the conference aim was to prepare a Vision Statement for addressing women's concerns in mining areas and to develop strategies on how to start moving from harm to benefits, and from no voice to effective voice for women.

More details are given in the full Outcomes Report. The Conference papers are available on a CD ROM. The Outcomes Report and the CD ROM are available from the PNG Department of Mining, email: [wim@mineral.gov.pg](mailto:wim@mineral.gov.pg)



The conference participants were asked to complete a questionnaire. Their responses provided important insights into the impacts of mining on women in Papua New Guinea.

***Common Themes - Negative Impacts of Mining on Women***

There are a number of common themes to the negative impacts experienced by women in the PNG context. These have been grouped in accordance with the Vision Statement and summarized for all the major PNG mining and petroleum projects.

**Health and Education**

The land clearing associated with mining developments has caused the destruction of women's traditional homes and gardens and the pollution of waterways. This has caused women to have to travel further to make new gardens and collect clean water. The workload of women has also increased as men are away working in the mines. These men often return infected with sexually transmitted diseases (especially AIDS / HIV) from contact with prostitutes and pass this onto their wives.

The difficulty in making new gardens has led to a dependence on processed foods imported into the area. This in turn has resulted in lifestyle diseases such as obesity and high blood pressure.

**Economic**

In most mining projects, the majority of cash benefits are paid directly to men,

even in matrilineal societies. This sudden increase in cash flow has created local inflation and economic dependency on the mine.

The number of women employed at project sites is much less than the number of men employed.

**Social**

Women have not been adequately represented in negotiations at all stages of the mine life. At many project sites, men were the only ones consulted with regard to benefits and decisions which effect the community.

**Safety and Security**

Large increases in cash and new people in the communities surrounding the project sites have resulted in increases in alcohol and drug use, gambling, violence against women, prostitution, polygamy and general lawlessness.

***Common Themes - Positive Impacts of Mining on Women***

There are a number of common themes to the positive impacts experienced by women in the PNG context. These have been grouped in accordance with the Vision Statement and summarized for all the major PNG mining and petroleum projects.

**Health and Education**

All communities adjacent to project sites have experienced improvements in housing, health and education services and facilities. Child and maternal health care has improved and incidences of

infant mortality have declined significantly. There are education scholarships and more girls are staying at school for longer, and going onto colleges and universities. Adult literacy and vocational training courses have been established at some project sites. Education on HIV / AIDS has commenced in some project sites and adjacent communities.

Some project sites have established agricultural and clean water programs which involve women.

**Economic**

Some project sites are paying royalties directly to women as cash or cheques. Some Women's Associations have established micro-credit and / or grant schemes to enable women to establish small businesses. Some project sites have supported women to run small businesses.

Women are overcoming social and traditional pressures to obtain employment at the project sites.

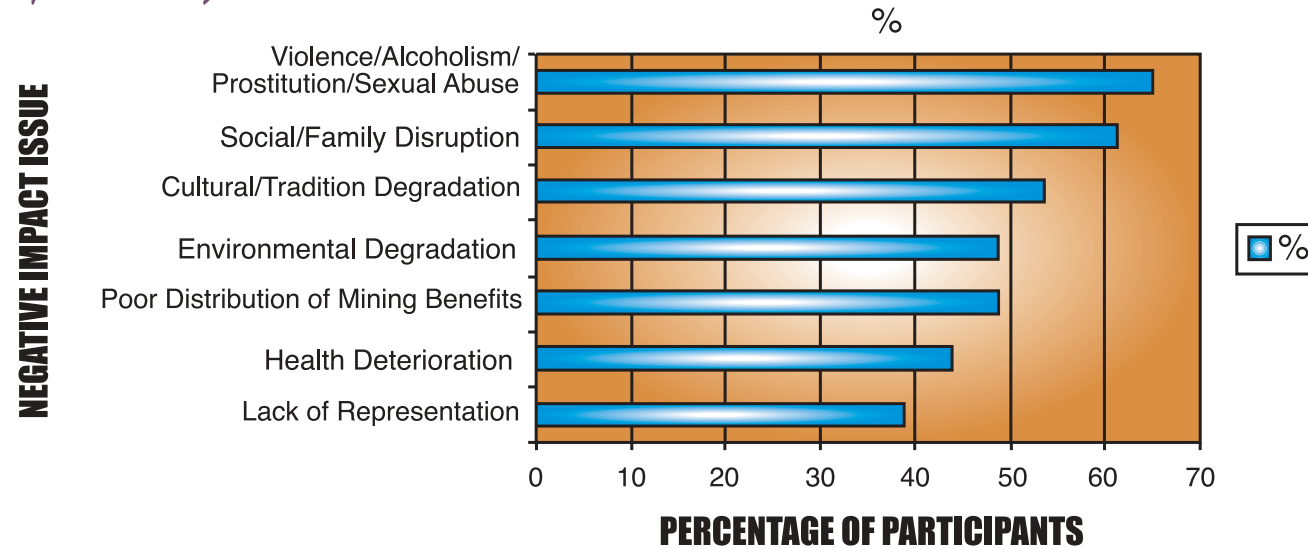
**Social**

Through the formation of Women's Associations, women have begun to be represented in discussions which concern the community. Some project sites have established a Gender Desk to represent and support the needs of women.

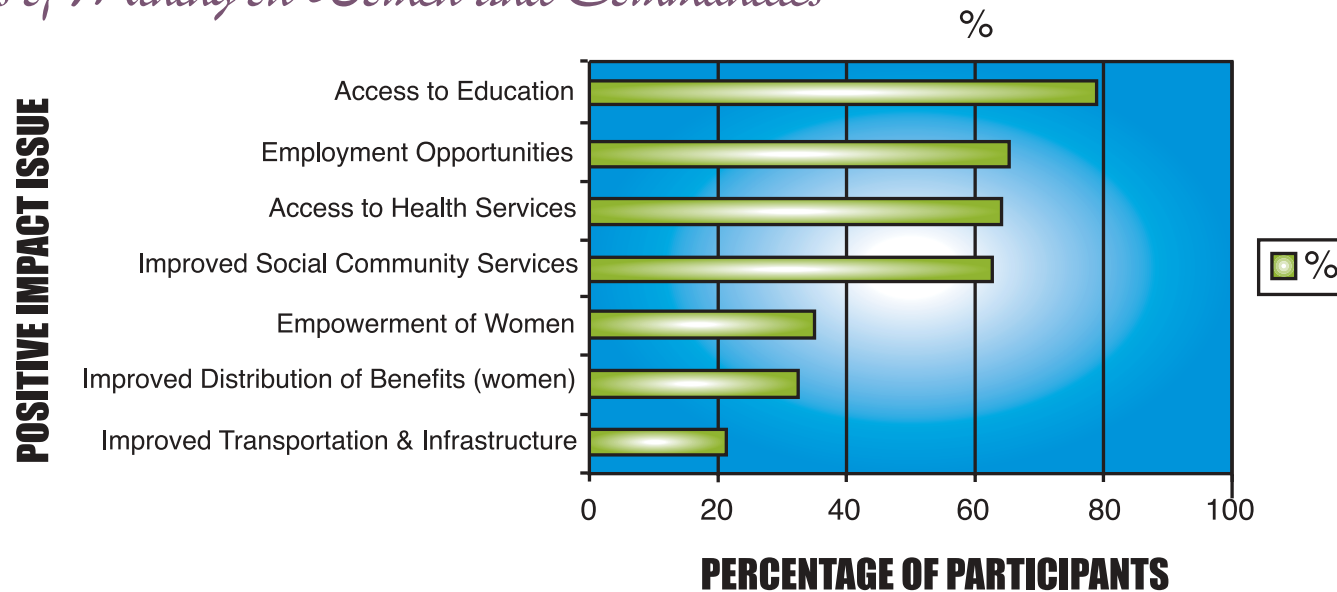
**Safety and Security**

Women in some project areas have demonstrated against violence and other social problems. Some project sites provide medical assistance and counselling to victims of violence.

*Negative Impacts of Mining on Women and Communities*



*Positive Impacts of Mining on Women and Communities*





*Common Approaches - Examples of Present Activities for Overcoming Negative Impacts and Enhancing Positive Impacts*

The following programs were described as strategies for overcoming some of the negative impacts and enhancing positive impacts for women:

**Health and Education**

- implementation of an AIDS Awareness campaign, co-ordinated by the Red Cross and involving the Lihir Health Centre Staff, the mine's Community Relations staff and Petztorme Women's Association
- establishment of the Mimisa Future Generation Trust Fund with a 50-year perpetual life to be spent of education and health programs
- provision of training by Morobe Consolidated Gold on basic hygiene, nutrition, diet and food handling
- education of parents in communities surrounding petroleum projects to encourage their school-aged children, especially girls, to attend school
- support for adult literacy in schools and training centers at Porgera and at petroleum projects

**Economic**

- establishment on Misima of the Oytatua Placements Joint Venture which is run by three female officers, who are ex-employees

*Dr Dolly Guise, Manager Community Relations Office (CRO) for Tolukuma Gold Mine*

*“The mine makes payments of royalties directly to women, every month in their own envelope.”*

- establishment of the Porgera District Women's Association which focuses on education and training, representation of women and business development through a micro-credit scheme
- allocation of annual funding by Ok Tedi Mining through the Alice River Trust Benefit Packages directly to women in 15 villages for the development of skills and businesses

**Social**

- inclusion of women and children from all landowning villages surrounding the Lihir gold mine into the six Trust Funds negotiated under the initial Integrated Benefits Package
- establishment of a Gender Desk by Ok Tedi Mining in the Community Relations Department to improve gender awareness issues and provide training

- establishment of women's committees at Tolukuma with the aim of developing a sense of community spirit and sustainability, rather than a focus on individual gain and short-term dependence on the mine

**Safety and Security**

- awareness training by Misima law enforcement authorities to inform communities, especially women of their basic rights, counselling services and court procedures
- submission of a proposal to the Central Provincial Government to make Goilala a dry district which would prohibit the transport of alcohol into the area
- counselling for family problems such as rape, polygamy, domestic violence and child abuse and maintenance assistance for deserted wives and children by the Porgera District Women's Association

*Juliet Hmentori from Senamrae Village in the Lower Ok Tedi said "I was the first woman to be invited to the Alice River Trust meetings, I gained experience and confidence in managing projects and I helped other women with their projects."*

### *Future Strategies for Negative Impacts and Enhancing Positive Impacts*

#### Health and Education

- public consultation prior to commencement of mining must ensure that the local people have a thorough understanding of the negative and positive impacts of mining
- development of policies and procedures to ensure that women's concerns and aspirations are integrated into the mine planning process
- relocation planning should consider the long term and the issues of housing and garden land after mine closure
- awareness of and planning for mine closure should be early in the mine life to encourage the community to prepare for and sustain their lives after the mine is closed
- relocation of the Government Development Forum as close as possible to the project location
- employment opportunities and conditions of employment and training for women need to be identified and incorporated into the Project Training and Localisation Plan
- use "bottom up" processes as they have a greater chance of success and sustainability beyond the closure of the mine

#### Economic

- provide skills training in business and community development prior to the commencement of a project's operation (during construction stage)
- men and women should be equally represented as agents for monetary benefit distribution
- the Department of Mining should create a Gender Desk that will co-ordinate, monitor and provide assistance to women and advise project developers on programs for women's development
- that any or all money taken from royalties and put aside for women in mining communities must be subject to incremental achievement processes on the part of women before the next amount is released to associations
- sustainable Development for Women is given a new dimension that incorporates basic personal and community health and education and training standards that are in place before a project is implemented
- change laws to give a percentage of benefits directly to women for spin off business
- improve banking systems in villages

#### Social

- involve women in Memorandum of Agreement reviews
- increased representation of women in Trust Fund committees
- include women and youth from the beginning in any consultations with government officials, resource companies and landowner groups
- ensure that all mining companies establish a Gender Desk at each project site, which preferably has close contact and dialogue with the Government Community Development Officer
- establish a women's section at each mining project site which is staffed by a senior woman officer prior to the commencement of construction
- organise women's groups to form and support only one active association to voice issues and problems in each impact area
- develop a process at national government level to include women as part of Mine Development Agreements
- greater representation of civil society, especially women, in the development and review of legal frameworks (policies and regulations) that govern the interests of PNG people

- participation of all affected and potentially affected communities in discussions and decision-making forums of projects
- establish a stakeholder network to link women who are involved in Women in Mining issues
- organise continuing programs for visits and workshops between leaders and women in areas impacted by mining

#### Safety and Security

- educate women about their rights and responsibilities regarding violence and abuse
- establish counselling services for victims of violence and abuse



## SECTION 6 - PRIORITY GOALS, OBJECTIVES AND STRATEGIES

A multi-stakeholder group met on 18 - 19 September consisting of representatives from PNG Government, mining companies, impacted communities and NGOs. This group reviewed and prioritised the goals and objectives

defined in the Vision Statement; and then selected goals, objectives and strategies from Table One and Annex A which could be reasonably implemented in PNG by mid-2005. These priority goals, objectives and strategies are presented in

Table Two. The specific tasks and performance indicators for the appropriate Government Departments, mining and petroleum companies and communities,

NGOs and Women's Associations will be determined in follow-up meetings. Based on this information an Action Plan will be developed and progress will be reported on during the next Women in Mining Conference in 2005.

GOALS AND OBJECTIVES	PRIORITY STRATEGIES FOR GOVERNMENT	PRIORITY STRATEGIES FOR PNG COMMUNITIES, NGOs & WOMEN'S ASSOCIATIONS	PRIORITY STRATEGIES FOR COMPANIES AT EACH PROJECT SITE
<b>Goal 1: Well-being – Health &amp; Education</b>			
<b>Objective 1.A:</b> Increase women's access to social and community services	<ul style="list-style-type: none"> <li>Department of Mining to design survey to determine the extent of women's access to social and community services in mining affected communities</li> </ul>	<ul style="list-style-type: none"> <li>Conduct survey in communities affected by mining</li> </ul>	<ul style="list-style-type: none"> <li>Assist Women's Associations to undertake survey</li> </ul>
<b>Objective 1.B:</b> Increase access for women and girls to formal educational opportunities	<ul style="list-style-type: none"> <li>Department of Education to provide services at schools and universities to ensure that women and girls are appropriately educated</li> </ul>	<ul style="list-style-type: none"> <li>Select candidates from affected communities based on academic merit</li> </ul>	<ul style="list-style-type: none"> <li>Review suitability of existing scholarship programs for women and girls</li> <li>Establish a quota for women and girls in the existing system of Educational Trust Funds from mining royalties</li> </ul>
<b>Objective 1.C:</b> Increase women and girl's access to non-formal training opportunities	<ul style="list-style-type: none"> <li>Department of Community Development to provide technical support and information for training programs</li> </ul>	<ul style="list-style-type: none"> <li>Co-ordinate and deliver training in adult literacy, vocational skills and business</li> </ul>	<ul style="list-style-type: none"> <li>Support the delivery of training through the provision of logistics, offices and accommodation</li> <li>Support the delivery of training</li> </ul>
<b>Objective 1.D:</b> Reduce and prevent social and sexually transmitted infections, in particular HIV / AIDS	<ul style="list-style-type: none"> <li>National Aids Council Secretariat to provide information, video, brochures and posters on HIV / AIDS</li> </ul>	<ul style="list-style-type: none"> <li>Co-ordinate and deliver compulsory educational information to employees and mining affected communities (using appropriate and specific language)</li> </ul>	<ul style="list-style-type: none"> <li>Provide compulsory annual medical check-ups for employees</li> <li>Provide voluntary medical check-ups for community members</li> <li>Support women's programs to alleviate environmental degradation</li> </ul>
<b>Objective 1.E:</b> Mitigate and avoid environmental degradation that reduces the quality of life	<ul style="list-style-type: none"> <li>Department of Environment and Conservation to prevent riverine disposal in new mining projects</li> <li>Analyze the impacts associated with submarine disposal</li> <li>Enforce environmental monitoring plans through the new Environmental Act</li> </ul>	<ul style="list-style-type: none"> <li>Support the involvement of women in agricultural, water monitoring, water supplies and water awareness programs</li> </ul>	<ul style="list-style-type: none"> <li>Develop a transparent process and undertake regular independent environmental audits involving Government, NGOs and affected community women representatives</li> </ul>



## SECTION 6 - PRIORITY GOALS, OBJECTIVES AND STRATEGIES

GOALS AND OBJECTIVES	PRIORITY STRATEGIES FOR GOVERNMENT	PRIORITY STRATEGIES FOR PNG COMMUNITIES, NGOs & WOMEN'S ASSOCIATIONS	PRIORITY STRATEGIES FOR COMPANIES AT EACH PROJECT SITE
<b>Goal 2: Economic Empowerment</b>			
<b>Objective 2.1:</b> <i>Increase women's access to business opportunities</i>	<ul style="list-style-type: none"> <li>Department of Mining to direct a percentage of mine benefits (tax, royalties, Special Support Grant, Communities Facilities Grant) to Women's Associations to support sustainable programs and organisational structures</li> </ul>	<ul style="list-style-type: none"> <li>Co-ordinate micro-credit schemes for women's businesses</li> </ul>	<ul style="list-style-type: none"> <li>Support businesses undertaken by local women to ensure sustainability</li> </ul>
<b>Goal 3: Social Empowerment</b>			
<b>Objective 3.1:</b> <i>Increased recognition of women as key stakeholders in communities</i>	<ul style="list-style-type: none"> <li>Provincial and Local Level Governments to establish a Gender Desk in the Department of Mining</li> <li>Include women representatives in Landowner Associations and affected Community Associations</li> <li>Department of Mining to include women representatives in Mine Review Committees and Development Planning Committees</li> </ul>	<ul style="list-style-type: none"> <li>Select and support women to represent community concerns in committees and forums</li> <li>Liaise with Local Level Government (LLG) representatives on issues of concern</li> </ul>	<ul style="list-style-type: none"> <li>Include community women representatives in discussions at all stages of the mine life (exploration through to mine closure)</li> <li>Support Women's Associations to represent all affected communities</li> </ul>



The "Women in Mining – Voices for Change" Conference provided an opportunity for women with diverse backgrounds and experiences to meet on common ground and pursue a forward direction. Many community women who had been negatively impacted upon by their experiences with mining and petroleum companies were provided with an opportunity to speak out in the presence of other women without fear of recrimination.

Time was also provided to learn about some of the initiatives being implemented by Governments, Women's Associations and companies from PNG and internationally. The workshops designed around the questionnaire on negative and positive impacts enabled the development of a Vision Statement and strategies for a way forward. The initial intention of an international forum had to be adapted during the conference to suit the majority of participants who originated from PNG's impacted communities.

A multi-stakeholder group of PNG women from government, community and companies will now provide the direction and report on progress at the next Women in Mining Conference which will take place in Madang in June

2005 sponsored by the PNG Department of Mining and The World Bank.

The sponsors of the Conference, without whose support, the Conference would not have been possible included: The PNG Department of Mining, The World Bank, The Energy Sector Management Assistance Programme (ESMAP), Communities and Small Scale Mining (CASM), AusAid, Rio Tinto, Placer Dome, MRDC.

The PNG Department of Mining committed to the following steps:

- establishment of a Women's Desk
- conducting a Government Department workshop to develop a strategy for implementation of measures to turn the vision Statement into reality
- conducting a multi-stakeholder workshop to develop strategies and review the draft conference proceedings
- production of the conference proceedings
- hosting another conference in June 2005 to assess progress and achievements

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*Dr Graeme Hancock,  
Chairman of the Women  
in Mining Conference  
Organising Committee*

*"If men do not allow  
women to become equals,  
it is them who are  
preventing the bird of  
humanity from flying.  
They will be limiting  
their own possibilities for  
development and  
prosperity. Men must be  
educated to realise that  
they will themselves be  
better off if they support  
the development and  
equality of women."*

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## *Women In Mining Vision Statement*

(as prepared by the Conference Participants)

Women in mining communities have a vision for a future of peace and prosperity resulting from improved well-being and greater empowerment where:

### *Well-Being - Health and Education*

- access to social and community services is increased
- access to educational and training opportunities for women and girls is increased
- diseases associated with changes in work patterns and diet are reduced and prevented
- socially and sexually transmitted infections, in particular HIV / AIDS are reduced and prevented
- environmental degradation that reduces the quality of life is mitigated and avoided.

### *Economic Empowerment*

- mechanisms for enhancing the skills and abilities of institutions and associations supporting the development of women are established and improved
- access to business opportunities for women is increased
- mechanisms for the equitable distribution of financial benefit streams are established

- equitable and improved employment opportunities for women are ensured.

### *Social Empowerment*

- the human rights of women and children are promoted and upheld
- traditional values and practices that protect women's contribution and status within communities are enhanced
- women are recognized as key stakeholders in communities
- women are represented and effectively participate in ongoing consultation at all levels of decision-making throughout the mine life.

### *Well-Being - Safety and Security*

- all forms of violence against women and within and against communities are eliminated
- alcohol and drug abuse are eliminated
- sexual abuse is eliminated
- all stakeholders in mining communities work together to avoid or mitigate social breakdown.

### *Artisanal and Small Scale Mining*

- artisanal and small scale mining is managed within a framework of sustainable development.





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Copies of the Women in Mining Conference  
Proceedings and the Outcomes Report  
are available from the PNG Department of Mining  
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