WHY TACKLING GENDER INEQUALITY IS KEY TO ADDRESSING CORRUPTION IN THE MINING LICENSING PROCESS
Transparency International’s (TI) Accountable Mining Programme is working across TI’s global network to look at where and how corruption can get a foothold in the mining sector. Using the Mining Awards Corruption Risk Assessment (MACRA) Tool, TI national chapters across 6 continents have identified and assessed corruption risks in mining approvals. By working collaboratively with governments, companies, civil society organisations and communities, we want to build a fairer, clearer and cleaner process for obtaining a mining permit. By building a better system and a fairer process we can prevent corruption before ground is even broken.

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INTRODUCTION

Corruption is a serious issue in mining. According to the Organisation for Economic Co-operation and Development (OECD), the extractives sector is the sector most prone to bribery.1 Meanwhile, a quarter of all corruption cases in the oil, gas and mining sectors globally arise during licensing and permitting.2

Mining can make a significant contribution to sustainable development but corruption in the mining sector takes away resources from essential services and development that can make a real difference to poor communities. Corruption in the sector can also have significant social and environmental impacts.3

During the licensing phase, governments decide whether, where and under what conditions a mining project goes ahead and who is granted the rights to explore or mine. It is at this stage that agreements are negotiated, deals are made, and licences are granted. Addressing and preventing corruption in the first phase of the mining value chain – the licensing phase – will consequently minimise corruption risks across the rest of the mining value chain.4

When corruption affects licensing decisions, it can lead to irreversible impacts on the lives of women and men in mining-affected communities. It is often the poorest and most marginalised people in communities who suffer the most from corruption. Globally, women are more significantly affected because, in addition to experiencing gender inequality, they represent a higher share of the world’s poor.5

This briefing paper explores the link between gender and corruption in licensing and highlights the need to address gender inequality in the fight to curb corruption in the mining sector. The paper first sets out the gendered impacts of corruption in the licensing phase, showing how corruption has a gendered dimension and can have a disproportionate impact on women. Second, in recognition that women have an important role to play in decisions about mining projects and in combating corruption, the paper highlights some of the barriers to women’s participation that need to be addressed to support women’s voice and agency. Third, the paper makes recommendations for key actions that governments, mining companies and civil society should take to design and implement measures to reduce gender inequality and corruption within the mining sector, and particularly at the licensing stage, minimise the gendered impacts of corruption, and build an accountable and transparent licensing process.

Transparency International (TI) defines corruption as the abuse of entrusted power for private or political gain.6 Corruption undermines good governance, distorts public policy, exacerbates poverty and inequality, jeopardises business opportunities and leads to waste, mismanagement and exploitation.7

Transparency International’s Accountable Mining Programme is working with governments, companies, civil society organisations and communities to combat corruption in mining before ground is even broken in over 20 countries. Collaboratively, TI works with these stakeholders to identify and address weaknesses that make the licensing process susceptible to corruption.
UNDERSTANDING THE LINKS BETWEEN GENDER AND CORRUPTION IN THE MINING LICENSING PROCESS

The links between gender and corruption in the mining licensing process can be conceptualised in two interrelated ways. Firstly, when corruption does occur, it can have unique and disproportionate impacts on women, particularly in mining-affected communities. Secondly, women’s voice and agency are critical to prevent corruption and ensure that community-level and government licensing decisions are transparent, accountable and uphold the rights and interests of women.

Corruption can exacerbate the inequality that women already experience. Women, particularly those in remote or rural areas where mining takes place, are often in a disadvantaged position because of unequal gender and power relations, lack of access to and control of economic resources, and historical discrimination. Poor women, women in remote rural areas and women belonging to socially excluded groups such as racial, ethnic or linguistic minorities, and those with disabilities often face further marginalisation.\(^8\)

Women have a critical role to play to prevent corruption. The licensing phase is a crucial time for women to be part of decision-making because decisions about mining projects directly affect their lives. Opening spaces for women to be involved in decisions about new mining projects and expansions will not only allow them to raise their concerns about mining projects near or in their community and to have their perspectives included, but will also create opportunities for them to hold their local leaders and governments to account for their decisions and conduct.

This section explores the link between gender inequality and corruption in mining and the gendered impacts of corruption in three contexts:

+ Women’s participation in community consultation and decision-making
+ The exposure of female licence applicants to gendered forms of corruption
+ Women raising concerns about corrupt practices or allegations of corruption (whistleblowers)
Gendered impacts of corruption

The impacts of corruption in the licensing phase can disproportionately affect women:

+ When powerful elites use their political connections to obtain mining rights but do not have the skills to responsibly or productively manage the mine, this may result in social and environmental harm, as well as lower contributions to government revenue that could fund basic services on which rural and poor women rely, such as health and social services.

+ When dishonest companies fraudulently mislead the government about their environmental impact and management plans to get a licence, there is a high risk of serious impacts on the availability of clean water, wood, fuel and agricultural land. Women in local communities are often especially dependent on these resources in their traditional gender roles.

+ When the requirements for community consultation as part of environmental and social impact assessments (ESIAs) are ignored or manipulated because they are not properly enforced, the specific impacts of a proposed mining project on women will not be identified and mitigated. Negative health and social impacts that will affect women more include the risk of increased violence against women stemming from household financial hardships due to loss of women’s income from subsistence farming; and greater burden of care for women due to increased water pollution.

+ When male community leaders reinforce social norms that exclude women and manipulate consultation processes for their personal advantage, this directly impedes the ability of women to participate in consultations and raise their concerns and interests with companies.

+ When negotiations for community development agreements only take place between men (male traditional leaders and male mining company officials), despite a requirement for community participation, women are likely to miss out on the benefits from mining.
Women’s participation in community consultation and decision-making

Consultation with women and men in communities that will be affected by new mining projects or expansions is a key component of the licensing phase. There are various points in the licensing process at which community consultation should occur (see box).10

Research by the Accountable Mining Programme indicates that the legal requirements for consultation and engagement are often vague and fail to specify who is responsible for engagement with communities, and when, how and with whom they need to engage or consult.11 This ambiguity and lack of binding requirements can increase the risk of manipulation and corruption in community consultations.

Weak community consultation requirements give companies and consultants discretion about how and with whom consultation happens, particularly when standards and criteria for meaningful consultation do not exist.12 This increases the risk of companies deliberately bypassing communities or conducting consultations as mere compliance exercises. Tokenistic, ‘tick-box’ style consultation does not respect the rights of women and men in communities. Meaningful consultation involves taking the time to identify, involve and work collaboratively with all stakeholders early and throughout the process. To do this effectively, appropriate and inclusive platforms for engagement and dialogue that fosters mutual respect and trust must be designed, along with support systems and transparent follow-through and feedback processes. There must also be robust communications channels that provide clear and accurate information that is accessible to women and men of different capacities.13

To speed up the consultation process, companies and consultants may deal only with local elites or leaders, often men, who may not necessarily represent the interests of different groups in the community. Research by the Accountable Mining Programme in several countries found that the risk and perception that traditional leaders negotiating with companies and consultants would not represent broader community interests was very high.14

“\[quote\]
In fact, the company did a lot of consultation (in) the community. Many meetings were held to discuss many things. But there was no single meeting that I can remember was held with women alone.
\[quote\]

Aspects of the licensing phase when women and men in affected communities should be meaningfully engaged include:

+ Government land-use planning and decisions to open land to mining
+ When companies seek access to customary land or privately held land for compensation and access agreements
+ Consultations led by companies during the ESIA processes to inform communities about potential impacts of mining activities and to discuss plans to mitigate negative impacts
+ When companies are legally required to develop community development agreements with affected communities
+ Consultation with Indigenous groups to obtain their Free, Prior and Informed Consent (FPIC) before adopting any measures that may affect them.

The potential for corruption and manipulation of negotiations and consultation with communities is exacerbated by the exclusion of women's voices. In one of Ghana Integrity Initiative's (GII) conversations with a male traditional leader in a mining-affected community as part of their research for the Accountable Mining Programme, the leader shared, ‘[i]n fact, the company did a lot of consultation (in) the community. Many meetings were held to discuss many things. But there was no single meeting that I can remember was held with women alone.’

According to the GII report, Ghana's government mining agencies do not practise inclusive and meaningful community consultation. A female member in the same community stressed that, ‘[t]hey (the government) don’t even remember that we were part of this community when they were organising the meetings.’

Even women landowners, in some contexts, are excluded from consultation processes. In some countries where legislation recognises the right of women to own land as co-owners, weak enforcement often results in this right being undermined by traditional practices and custom that preference men’s claims to decide on issues related to land. The practice of applying customs above the law reinforces men’s customary right to decide over the land and excludes female land-owners from participating in negotiations over land deals. The impact of losing the use of the land is different for women and men because women are often very dependent on the natural resources in their community for their domestic roles and are involved in different economic activities such as subsistence farming to generate income for the household. In communities where women are reliant on subsistence farming, corruption that deprives them of their land directly affects their livelihood.

The exclusion of women from consultation and community decision-making ignores their valuable perspectives, undermines their right to participate in decisions that affect them and disregards their role in ensuring that companies do not abuse their power and that leaders truly represent community interests. Women belonging to minority groups that are socially excluded, such as those from racial, ethnic and linguistic minorities and those with disabilities, may experience further marginalisation, due to their intersectional disadvantage.

Female licence applicants and their exposure to gendered forms of corruption

Globally, women comprise about 30-50% of the 40 million artisanal and small-scale mining (ASM) workforce. These women, who are often from poor communities, are very dependent on ASM as a source of livelihood for their family.

Currently about 70-80 percent of small-scale mining is informal. Being informal, ASM miners operate without health and labour protections, are not legally recognised and are therefore excluded from legal protection and support. Female artisanal and small-scale miners are in a vulnerable position due to their economic circumstances resulting from their lack of
access and control over resources, legal constraints in owning or inheriting land and the burden to provide for their families. The informality of the sector, the presence of female workers who are dependent on a very insecure sector and women’s limited ability to apply for a licence (where that is possible) due to financial constraints or lack of education all contribute to an environment in which sexual extortion occurs.

Transparency International defines sexual extortion (sextortion) as a gendered form of corruption which occurs when those entrusted with power use it to sexually exploit those dependent on them. Sexual extortion involves abuse of authority where the perpetrator demands a sexual benefit in exchange for something that they have the power to withhold or confer. Sexual extortion does not use physical violence, rather it involves psychological coercion and pressure to obtain a sexual benefit or advantage. It occurs in many sectors and countries.

Stories and anecdotes of sexual extortion being experienced by ASM female miners were noted by Accountable Mining Programme staff from TI Zimbabwe. More research needs to be done to understand the extent of sexual extortion in mining licensing, but research in other sectors indicates the pervasive nature of this gendered form of corruption. According to the Global Corruption Barometer 2019, in Latin America and the Middle East and North Africa one in five people experienced or knows someone who experienced sexual extortion. TI Zimbabwe’s research, Gender and Corruption in Zimbabwe, found that at least 23.8 percent of female respondents experienced non-monetary bribes and ‘about 57.5% of these respondents reported that sexual benefits are the form of non-monetary bribe they had experienced’. Other research by TI in Africa has also found evidence of sexual extortion in women’s interactions with government authorities responsible for land administration.

The Accountable Mining Programme has identified corruption risks in the mining licensing process that will likely increase women’s exposure to such abuse. For example, lack of clear application requirements for ASM miners and women’s lack of access to information about the application process can be manipulated by government staff to mislead applicants and extract sexual benefits to aid their application. When the licensing process requires applicants to interact face-to-face with government officials in an isolated setting, female licence applicants are more likely to be exposed to demands for unwanted sexual acts to facilitate processing of their application.

Sexual extortion as a form of corruption often goes unreported. Confronted by social stigma and cultural taboos and with no legal framework or gender-sensitive reporting mechanisms that offer protection to women who bring reports of sexual extortion, there is limited recourse for survivors. Stories from survivors stressed the serious physical, psychological and economic consequences that they experienced.

Challenges for women artisanal miners

Elizabeth Tshimanga is a 50-year old Congolese artisanal miner. For half of her life she has worked as a miner in the Democratic Republic of Congo and in Angola and during this time she has been subjected to harassment and challenges about her rights to mine. Without a licence, she has dealt with and witnessed abuse from government staff.

‘I encountered my biggest challenges in Angola, where security forces and officials harassed miners and dealers, detained us, and forced many women to have sexual relations with them to avoid trouble - they even took women to the bush to gang-rape them if they refused their sexual advances,’ she says.

Even when she intended to apply for a licence, she encountered gendered treatment. ‘The licence process is too complex and complicated. You have to be politically connected or, if you are a woman, you have to become a girlfriend of one of these high-ranking officials before you get one,’ she says.

Women raising concerns about corrupt practices

Reporting corruption or raising concerns about corruption (whistleblowing) within government or within a mining company can come with serious risks and consequences for the person making the report. Research has highlighted that in comparison to men, women are less likely to report any corrupt practices in their organisations.31

Reasons identified that deter women from reporting corruption concerns include fear of retaliation; lesser organisational power, which is compounded by women’s underrepresentation in an organisation, as is the case in large-scale mining which often has a male-dominated culture32; lack of female workers’ faith in the intention of the organisation to fight corruption33; and lack of organisational support for women34.

Another significant barrier to reporting is a lack of confidence in institutions where corruption can be reported because they are staffed by men and because of past experience of gender-biased treatment that has resulted in reports from women being dismissed.35 Women are also less likely to believe that change will happen if they report, as women more often believe that women are not taken seriously and will therefore not be able to make a difference.36

Studies have identified the absence of internal policies and mechanisms for protecting whistleblowers from retaliation as a factor that deters staff from reporting.37 Even where organisations have whistleblower protection policies and mechanisms, this may not be sufficient to encourage women to report corruption. Organisations need to have mechanisms that specifically address gender-based forms of retaliation, such as sexual harassment and discrimination, for women in companies or government agencies to feel confident about raising concerns or reporting corrupt practices.38

Whistleblowing can have different consequences for women. Global studies indicate female whistleblowers are more likely to suffer retaliation than male whistleblowers.39 According to one study, male whistleblowers who held a senior role faced fewer and less severe consequences than those male whistleblowers holding a lesser rank. But female whistleblowers received the same severe treatment regardless of their position and authority in the organisation.40 Women can face professional and personal attacks that are gendered in nature to discourage them from reporting corrupt practices.41 While research to date has not focused specifically on female whistleblowers in mining-related government agencies, companies and communities, the need for additional gender-specific protections is likely to be the same.

For communities in rural and remote areas, lack of access to information on where to report is also a barrier to women reporting corrupt practices – whether it be from mining company staff, local leaders or other stakeholders involved in the mining operation.42 Women from remote areas where mining occurs may not have access to information on where to report corruption or may not have support systems that will encourage reporting. The ability to report corruption anonymously is also important in small towns, where people in the community are generally well-known and reporting corruption can entail a risk of reprisal.
WOMEN’S RIGHTS, THEIR ROLES AND THE BARRIERS THEY FACE

Women have the right to participate in decision-making that affects them. Women need to be in conversations at both policy and mining project levels where decisions on mining licences are made and should have the ability to influence these decisions.

Women have an important role to play in holding governments to account for their decisions to grant mining licences. Women as well as men play a critical role in preventing corruption by demanding that the licensing process and the decisions made are transparent.

Women have a stake and interest in ensuring that community agreements with companies are transparent and in the best interests of affected communities, particularly marginalised groups, and that mining companies are accountable for any negative impact of mining.

Women’s multiple roles as carers, income earners and leaders in their families and communities mean they bring different and unique perspectives and concerns to the table. They can identify potential adverse impacts of a mining operation – be it to health, livelihood, or peace - and they can also offer valuable inputs and insights as to how these can be mitigated.

There are opportunities in the licensing phase for women to be actively involved. However, socio-cultural, economic and systemic barriers exist. For anti-corruption strategies to be effective, these barriers to women’s participation need to be addressed.

Socio-cultural and economic barriers

Women have historically been disadvantaged in many areas and have experienced socio-cultural barriers that prevent them from engaging fully in crucial opportunities within the licensing phase. These social barriers include:

- Female illiteracy and women’s lack of understanding about their right to participate
- Women’s status in society relative to men and the perception that men are the primary decision-makers in the family
- Existing cultural norms that do not allow women to actively engage in community discussions and decision-making

For example, some mining-affected communities, including some Indigenous communities, maintain very defined gender roles and expectations. Even when domestic laws recognise FPIC, Indigenous women may not necessarily be included in decision-making processes about land and resources. In some places, women can sit in and listen to meetings but cannot actively participate in the discussions or can only express their opinions through their fathers, husbands or brothers.43

In many parts of the world, men still traditionally own land, particularly rural and customary land.44 Globally, women only own 13 percent of agricultural land.45 Women’s lack of legal ownership of their land deprives them of the right to negotiate with mining companies about land access, negotiate
compensation for their land or challenge decisions over the use of their land. In some customary laws and cultural beliefs where properties and possessions are automatically passed on to male relatives, mineral deeds are also often inherited by the next male kin. Wives do not inherit the mining permits even when they have been operating as miners for a long time.46

Systemic barriers

Gender and ESIA – Case of Kenya

Under the laws of Kenya, mining companies are required to conduct public meetings as part of their Environmental Impact Assessment (EIA). The EIA is a good opportunity to ensure women's and men's voices and concerns are heard, and for the negative impacts of mining projects on women and men to be identified and mitigated.

However, gender inequality, along with corruption and limited capacity of government mining agencies to enforce the requirement for public meetings means that meaningful public participation does not occur. Often women's voices are missing. Women's responsibilities at home make it impossible for them to participate in public meetings, especially if the meetings are held far from where they live. As a result, women's valuable perspectives are missed, yet many of the environmental impacts of mining projects can significantly affect them.47

Systemic barriers exist in mining licensing processes that prevent women from actively participating in this phase. When companies and government authorities do not recognise the barriers that women face and fail to address them in the design and implementation of processes and in the way that consultation is carried out, women will continue to be sidelined in decisions about granting mining rights. Mining companies and regulatory authorities need to identify and address these barriers. Some of these barriers are:

+ Complexity of information. If information about the licensing processes is unclear or too technical and not properly accessible, rural women who have low levels of literacy or who are less able to access or participate in forums in which information on mining projects is made available may not be able to monitor and hold companies and governments to account as members of the affected community.

+ Location of consultations. If public consultations are held in capital cities, women from affected communities may not be able to participate in discussions about the impacts of mining projects because of the cost of travel, cultural barriers to travel, particular requirements for attendance, or conflicting schedules with their traditional domestic roles and income-generating tasks.

+ Lack of gender awareness and capacity to conduct gender sensitive consultations. Government and mining company staff may reinforce gendered stereotypes that ascribe decision-making to men. If government agencies and mining companies lack the capacity and gender sensitivity to require and conduct inclusive and gender-responsive community consultations, women will not be engaged meaningfully in consultations.

Concerns were expressed by local communities that written notices are placed at remote locations i.e. the premises of Local Authorities, which are not accessible to majority of persons living in or near the concession areas including women and girls.

RECOMMENDATIONS

To address gender inequality and strengthen the voice and agency of women to advance the anti-corruption agenda in the mining licensing process, action is needed to:

+ Uphold women’s rights to participate in decision-making and promote their role in holding governments and companies to account
+ Protect women from gender discrimination, abuse and sexual extortion within the mining licensing process
+ Support women who call out corrupt practices and protect them from gender-based retaliation

Governments, companies and civil society all have a key role to play in making these changes.

Uphold women’s rights to participate in decision-making and promote their role in holding governments and companies to account

To ensure women can meaningfully and effectively engage in the licensing phase, a dual approach is needed. Women must be empowered to actively engage and participate in decision-making. At the same time, government agencies, mining companies and community leaders need to create an enabling environment where entrenched gender inequality is challenged and changed, and opportunities are created for women from different groups and backgrounds to engage. The following recommendations help governments, mining companies and civil society organisations to support women’s empowerment and create an enabling environment for women’s voice and agency.

Governments should:

+ Make available accessible and non-technical information in local languages about licensing processes and mining proposals to enable women’s access to information
+ Require mining companies to genuinely understand and address the gendered impacts of their mining projects in impacted communities, particularly through the ESIA process
+ Set and enforce policies and standards for conducting meaningful and inclusive community engagement, including collection and analysis of gender disaggregated data in relevant mining licensing processes particularly in ESIAs and FPIC-related activities
+ Actively engage women in policy decision-making about the licensing process and meet the gender requirements in the Extractive Industries Transparency Initiative (EITI) Standard particularly in relation to having a gender balance in the membership of Multi-Stakeholder Groups
How to hold gender-responsive and inclusive meetings

- Actively engage different groups of women to participate in community meetings either in a mixed group or in a women-only meeting, if culturally appropriate
- Conduct your consultations
  - at a time when women are not busy with their domestic and other work
  - in a place where women are comfortable, and the location is accessible and culturally appropriate
  - with enough prior notice about the meeting so mothers, particularly young mothers, can arrange for other people to care for their children.
  - in a language that is commonly used by women and men in the community
  - in an empowering way which allows women to feel safe to raise their issues and concerns

Mining companies and industry associations should:

- Adopt and monitor the implementation of gender-inclusive approaches to community engagement
- Conduct a gender analysis and Gender Impact Assessment as part of ESIAs to identify and understand gender roles and responsibilities, and examine potential gendered impacts of mining projects on the lives of women and men in affected communities
- Build internal capacity to understand and mitigate the gendered impacts of mining
- Identify and address critical social and structural challenges faced by women that prevent them from actively participating in community consultation and decision-making
- Monitor and systematically collect and analyse gender disaggregated data and gender information about women and men's experiences
- Ensure that any compensation packages include direct benefits for all members of the family and consult and ensure women participate in negotiations for compensation

Civil society organisations should:

- Work with women and custodians of culture in challenging and shifting unequal gender norms that limit women's participation in decision-making at the community level
- Improve the capacity of local women's organisations and groups to understand technical mining-related documents and government licensing processes and actively support the participation of women-led civil society organisations in advocacy platforms (such as the EITI) at the national level
- Participate in Multi-Stakeholder Groups to influence decisions about making the licensing processes more gender inclusive
- Support and harness the capacities of grassroots women to tell their stories and raise their concerns in decision-making forums.
Protect women from gender discrimination, abuse and sexual extortion within the mining licensing process

There is a need to do more rigorous research on the prevalence and impact of sexual extortion particularly in ASM where gender inequality and power dynamics in corrupt practices are stark. Transparency International’s report *Breaking the Silence Around Sextortion: the links between power, sex and corruption* sets out critical actions that governments need to undertake to prevent sexual extortion and protect survivors from such abuse.

**Governments** should:

- Develop legal frameworks and comprehensive policies on sexual extortion to enable adequate protection of women and the prosecution of cases
- Launch public campaigns to raise awareness about sextortion as a form of corruption, and encourage victims to come forward, speak up and seek redress.
- Implement protection mechanisms and services such as provision of safe, confidential, accessible and gender-sensitive reporting mechanisms, and provision of appropriate support services that include physical and psychological health services and legal support

**Communities and civil society organisations** can also create mechanisms within communities near mining sites to encourage survivors to call out sexual extortion and seek redress. Education for families and communities is needed to support survivors and challenge social stigma associated with sexual abuse.

Support women who call out corrupt practices

The gendered nature of whistleblowing in government, companies and communities within the licensing process needs to be further explored. The experience of female whistleblowers, and women’s perceptions and motivations for reporting corrupt practices need to be captured to improve existing whistleblowing policies and encourage reporting without fear of reprisal.

**Government and mining companies** should:

- Adopt gender-responsive whistleblowing policies and procedures that recognise and protect against gendered forms of reprisal such as sexual harassment and sex-based discrimination
- Actively promote the value of integrity as part of the culture in work environments by including this in the organisational vision, goals and policies
- Actively disseminate information to women and men about complaints procedures in government offices and community areas

At the **community** level, there is a need for a protective complaints mechanism to address the social implications for women (e.g. exclusion from community activities and harassment) if women report corrupt practices by community leaders or local elites. This mechanism needs to be designed in a way that reflects the experiences of women, particularly the inequality they face and the unequal power dynamics within households and communities. Local anti-corruption groups can partner with women’s organisations who may be better equipped to receive and handle women’s complaints.
CONCLUSION

The way in which corruption in the mining licensing process impacts on and is relevant for men and women is different. The impacts that corruption has on women exacerbate existing inequality due to gendered cultural norms and discrimination.

Corruption also manifests in particular ways for women, including through sexual extortion. Women have an essential role to play in preventing corruption and to fulfil that role they need to be able to fully participate in the licensing process and to be able to hold decision-makers to account.

Efforts to curb corruption in the licensing process need to be designed and implemented with full consideration of the relevance of gender. Only in this way will anti-corruption strategies be able to address the gendered impact of corruption and contribute to addressing gender inequality. A gender responsive and corruption-free mining licensing process should be informed by and be responsive to the different situations, needs and experiences of women who directly interact with or are indirectly affected by corruption in the licensing process.

Women must be empowered to actively engage and participate in decision-making. At the same time, government agencies, mining companies and community leaders need to create an enabling environment where entrenched gender inequality is challenged and changed.
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