



**CREATIVE CAPACITY BUILDING TO ADDRESS
GENDER-BASED VIOLENCE IN THE ARTISANAL AND
SMALL-SCALE GOLD MINING SECTOR IN COLOMBIA**

MIT D-Lab and ARM Gender Analysis (7200AA18C00072)

February 17, 2021

ACKNOWLEDGMENTS

MIT D-Lab and Alliance for Responsible Mining (ARM) would like to thank the USAID RISE team for supporting this research and movement building intervention to assist women artisanal and small-scale gold miners (ASGM) in their efforts to achieve gender equality in the ASGM sector in Antioquia, Colombia. In addition, we want to express our deep gratitude towards the men and women who courageously provided their voices to this study, offering a glimpse into the day-to-day lives of women ASGM miners in the program's four target communities. We are eager to recognize our research associates on the ground, Margarita Maria Gamarra, Cleidy Maya Zapata, and Gilberto Garcia from the MIT D-Lab team, and Christopher Hanne and Maria Alejandra Medina from ARM. We could not have completed this study without their sensitive and thorough implementation of the focus group framework, as well as other data collection instruments. Finally, we would be remiss if we did not make mention of the report's four authors who met regularly over the last few months to develop the study, analyze the data, and write the report, including Libby McDonald, MIT D-Lab Lecturer and Inclusive Economies Lead; Anne Thibault who provided the inspiration for this project during her time as an MIT D-Lab graduate student in the fall of 2018 and worked with passion and intelligence to design the framework and data collection instruments, as well as led the charge writing the report; Sophie Herscovici who started her work with women gold miners in Antioquia, Colombia when she participated in an MIT D-Lab class in 2018; and finally, Nathalia Mendoza who serves as ARM's gender specialist. This was very much a team effort made possible by many dedicated miners, researchers, gender specialists, and writers.

Cover photo: Focus groups in Bajo Cauca and Andes, Colombia. Photo: ARM

ACRONYMS AND ABBREVIATIONS

ARM	Alliance for Responsible Mining
ASM	Artisanal and Small-Scale Mining
ASGM	Artisanal and Small-Scale Gold Mining
CCB	Creative Capacity Building
CRAFT	Code of Risk-mitigation for ASM engaging in Formal Trade
GBV	Gender-Based Violence
GenDev	USAID Office of Gender Equality and Women’s Empowerment
JAA	Jaime Ortega & Associates
MIT	Massachusetts Institute of Technology
RISE	Resilient, Inclusive & Sustainable Environments
RUT	Registro Unico Tributario
SISPRO	Sistema Integrado de Información de la Protección Social
ToT	Training of Trainers
UNAL	Universidad Nacional de Colombia
UNIMINUTO	Corporación Universitaria Minuto de Dios
USAID	United States Agency for International Development
VAW	Violence Against Women

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INTRODUCTION

The United States Agency for International Development's (USAID) Resilient, Inclusive, and Sustainable Environments (RISE) Challenge was created to fund interventions that prevent and respond to gender-based violence (GBV) across programs that address the access, use, control, and management of natural resources. Responding to GBV can enhance environmental action and women's empowerment but tackling one issue without the other is unlikely to succeed. USAID's RISE Challenge aims to fund multifaceted GBV interventions that can be effectively integrated into USAID and partners' environmental programming and investments.

There is solid literature and emerging evidence about the linkage between extractive industries, in particular in regions dominated by mining, and GBV (Oxfam international 2017, Oxfam America, 2016). In these male-dominated environments, women suffer harassment, discrimination, sexual violence, domestic violence, and economic violence. In addition, when women have increased economic involvement in mining activities or take on roles as local leaders, domestic violence spikes as a consequence of a perceived reversal of traditional gender roles. Based on needs assessments conducted in 2018 in Bajo Cauca, Colombia by Jaime Arteaga & Asociados (JAA) and in Bajo Cauca and Los Andes by MIT D-Lab, it has become evident that similar GBV linked to the mining industry is experienced in these regions.

Artisanal and small-scale gold mining (ASGM) is responsible for approximately 60% of gold production in Colombia. Mining is a traditionally masculine sector globally. This is also the case in Colombia where only 17% of the ASGM labor-force is composed of women and women's organizations are excluded from conversations about mining as it is not recognized as a "woman's issue." Traditional patriarchal structures, machismo, and gender inequality that can often be part of the Colombian social, political, economic, and cultural context are exacerbated in mining regions. Very few women occupy positions of authority in mining organizations and they normally carry out activities considered non-central to gold-extraction that require little to no qualification and receive limited economic or social recognition. These marginal mining activities include the work of 1) "machadoras," women that arrive early in the morning at mining sites, seeking permission from owners or managers to use small

hammers to glean rock from tailings discarded by teams of male miners who often use machinery for excavation, and 2) “barequeros,” who pan for gold in muddy riverbanks where they are subjected to working conditions that result in malaria, tropical fever, and parasitic disease. According to the MIT D-Lab needs assessment conducted in January 2019, machadoras and barequeros are often exploited by middlemen when engaging in the ASGM value chain. These women carry out other economic activities to increase their income, for instance running informal food businesses or, in the case of Los Andes, working as seasonal coffee pickers. Furthermore, in both of the program’s targeted regions sex work is rampant.



Image 1: Gold panner in Bajo Cauca. Photo: ARM

The gender analysis was designed to inform a 22-month program that combines MIT D-Lab’s Creative Capacity-Building (CCB) methodology that enhances voice and agency and Public Narrative, a movement building approach developed by Professor Marshall Ganz from the Harvard Kennedy School to address economic gender-based violence and environmental degradation in the ASGM sector in Antioquia, Colombia. The three, three-day movement

building workshops will take place in April, July, and October of 2021 and an additional one-day Advocacy Capacity Building workshop will be held in each of the two program regions in July 2021. Also, in July 2021, a group of women beneficiaries will travel to Bogota to meet with women miners from other parts of the country to discuss the inclusion of GBV guidelines in ARM's Fairmined Standards. Finally, in March 2022, women from each program association will participate in a National Forum in Bogota where they will meet with policymakers to present their recommendations for diminishing GBV and environmental degradation in the ASGM sector throughout Colombia.

Figure 1: From M. Ganz Public Narrative training material



The program targets two regions and four municipalities engaged in gold mining in Antioquia, Colombia.

Figure 2: Maps of Andes

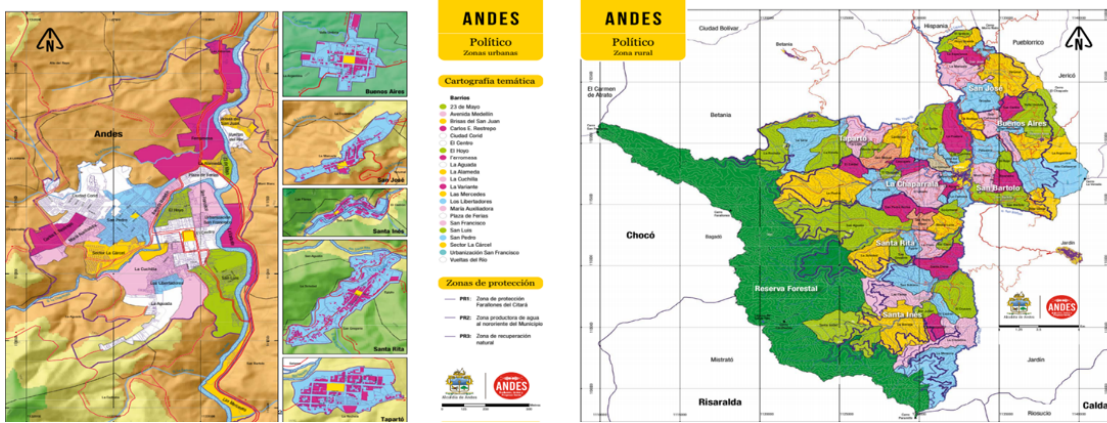
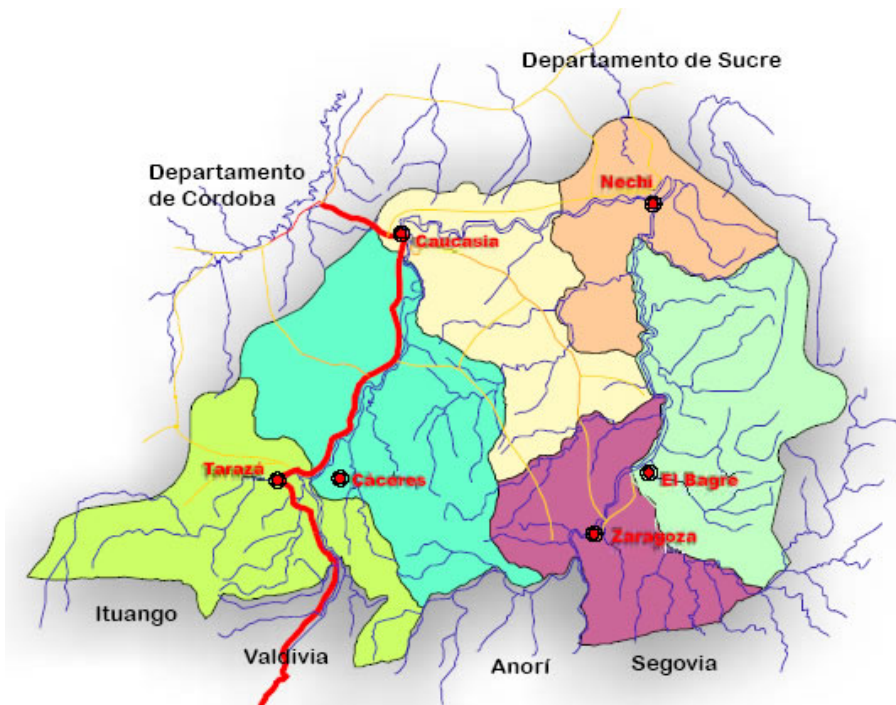


Figure 3: Map of Departamento de Sucre



- Santa Rita – located in Andes, Santa Rita has a population of 44,199 and the main economic activity is coffee production, followed by mining.

- El Bagre – the largest municipality in the region of Bajo Cauca, El Bagre has a population of 47,642 (65% of the population residing in urban areas and 35% in rural areas) and mining is the main economic activity.
- Zaragoza – also located in Bajo Cauca, Zaragoza, which is home to two indigenous reservations, has a population of 25,703 (47% of the population living in urban areas and 53% in rural). Agriculture is the main economic activity, with gold production as an additional dominant economic activity.
- Niché – the program’s third Bajo Cauca locale has a population of 27,354 (53% urban and 47% rural) and mining is the dominant economic activity, occupying 4.14% of the total municipal territory and in some places displacing livestock activity.

All three municipalities in Bajo Cauca experience armed conflict and production of illicit crops such as coca.

OBJECTIVES OF THE REPORT

In an effort to design movement building curriculum that speaks to the reality of women working in the ASGM sector in the program communities and ultimately allows participants to organize themselves into associations that address GBV and promote environmental well-being (see theory of change below), the report seeks to shed light on the social, cultural, and economic reality of women miners at the household, community, and regional level in Antioquia, Colombia. Therefore, the research team developed a framework to uncover GBV, particularly economic GBV, which includes any act that results in economic harm, for instance, in the ASGM sector, restricting access to mining sites, processing plants, and markets by examining policies, working conditions, and the experiences of women engaging in the ASGM supply chain in these four municipalities. In addition, as new research has recently emerged linking higher rates of GBV with environmental degradation, the gender analysis includes an examination of health and environmental degradation as a result of ASGM. To inform beneficiaries of potential existing GBV mitigation strategies, the report also seeks to understand mechanisms within the communities for women miners to either report incidences of GBV and/or seek asylum. Finally, the report strives to understand existing women’s associations in the target communities, assessing whether or not to build-out these groups, or launch new start-up associations, and with that in mind, and perhaps most

importantly, the gender analysis aims to identify potential vulnerabilities of leaders who participate in mining associations that seek to create a level playing field for women miners.

THEORY OF CHANGE

If women miners in Bajo Cauca and Andes have the support and opportunity to develop collective action through personal narrative (enhancing voice), co-design (enhancing agency), and advocacy skills (enhancing opportunity),

then they can organize themselves into associations that identify common challenges; campaign for social, economic, and environmental wellbeing;

and implement an advocacy roadmap that improves natural resource management and addresses GBV in their communities at the household, community, and national levels.

DEFINING GENDER-BASED VIOLENCE

Gender-Based Violence is defined by USAID as violence that is directed at an individual based on his or her biological sex, gender identity, or perceived adherence to socially defined norms of masculinity and femininity. This includes physical, sexual, and psychological abuse; threats; coercion; arbitrary deprivation of liberty; and economic deprivation, whether occurring in public or private life. GBV can include female infanticide; child sexual abuse; sex trafficking and forced labor; sexual coercion and abuse; neglect; domestic violence; elder abuse; and harmful traditional practices such as early and forced marriage, “honor” killings, and female genital mutilation/cutting. This project focuses specifically on economic GBV, how women are excluded from or marginalized in their economic activities based on their gender, resulting in economic harm to artisanal and small-scale women miners.

STRUCTURE OF THE REPORT

The framework devised for the gender analysis is laid out in the following section, including domains and criteria for analysis. The methodology section also contains background research, primary sources, and data collection instruments. For background research, sources external to D-Lab and ARM that are relevant to the analysis are included, as are primary sources from previous and existing interventions by ARM and MIT D-Lab. The document’s

methodology section also includes information on data collection instruments, including focus group discussions, surveys conducted for the ARM feasibility study and CRAFT analysis, and key informant interviews. Following the methodology section is an in-depth analysis of findings organized into six domains, including access and control over resources, income generating activities, policies and regulations, reproductive and care-giving roles, health and environment, and decision-making and power. Finally, in the conclusion, key findings and recommendations are provided, including integration of strategies to avoid gender-based risk and violence as a result of the program and to ensure capacity for developing tools that propagate sustainable change, diminishing environmental degradation and GBV in mining communities.

METHODOLOGY

DEFINING A GENDER ANALYSIS FRAMEWORK

a. Review of existing gender analysis frameworks

To develop a gender analysis framework for this project a robust literature review of frameworks was conducted. Structures and usages of each framework were analyzed to determine which elements were most applicable to analyze GBV in the ASGM sector. Table 1 below represents a summary of the frameworks analyzed for the gender analysis, indicating the specific domains included in each framework. In the horizontal axis are the different frameworks we reviewed, namely the Harvard Analytical Framework, the People Oriented Planning Framework (POP), the Moser framework, the Gender Analysis Framework (GAM), the Capacities and Vulnerabilities Analysis Framework (CVA), the Women's Empowerment Framework (Longwe), the Social Relations Approach (SRA), Rapid Gender Analysis (RGA), and the GBV Assessment. On the vertical axis are the dimensions we initially examined to compare these frameworks: access and control over resources, power dynamics, triple role (productive, reproductive and community), broader consideration of gender (beyond just women), community participation, analysis of the macro and institutional contexts, focus on empowerment, intersectionality, not threatening focus, gender-based violence.

Table 1: Gender Frameworks Summary

		Harvard	POP	Moser	GAM	CVA	Longwe	SRA	RGA	GVB		GVB and Environment Paper
Access and Control	Tangible	+	+	-	+	-	+	Not Explicitly but included	-	-		+
	Intangible	Adaptation	+	-	+	-	+	Not Explicitly but included	-	-		+
Power Dynamics		-	-	-	-	-	-	+	+	-		+
Triple Role		Adaptation	Not Explicitly but included	+	Not Explicitly but included	-	-	-	Not Explicitly but included	-		Not Explicitly but included
Changes over time		Adaptation	+	-	Possible but difficult	-	-	+	+	-		+
Gender not only women		+	+	-	+	+	-	+	+	+		+
Community Participation		-	-	-	+	-	-	-	+	+		N/A
Macro and institutional analysis		+	+	-	-	+	-	+		+		+
Focus on empowerment		-	-	+	-	-	+	-	-	-		-
Intersectionality		Adaptation	Adaptation	-	+	+	-	+	+	-		Yes, but not a focus
Not Threatening		+	+	-		+	-					-
Specific to Gender Based Violence		-	-	-	-	-	-	-	+	+		+

On the x axis: gender analysis frameworks reviewed
 In the y axis: dimensions used for the comparison

b. MIT-D-Lab’s Gender Analysis Framework in extractive economies

Based on the review of existing gender analysis approaches, MIT D-Lab then created a framework to develop a deeper understanding of gender dynamics in extractive economies, which is summarized in Table 2. This framework examines six domains with specific objectives, including the following:

1. **Access and control over resources.** Understand gender inequality that currently exists in relationship to access and control over tangible and intangible resources and assess the risks that could result from creating women’s organizations to improve gender inclusion within ASGM.
2. **Income-generating activities.** Understand gender inequality and gender-based violence within the gold mining supply chain as well as potential risks due to the proposed intervention.
3. **Policies and regulations.** Understand formal and customary laws and their roles in promoting or inhibiting GBV in mining.
4. **Reproductive and caregiving responsibilities.** Understand gender inequality and GBV within households as well as potential risks due to the proposed intervention.

5. **Health and environment.** Understand the health and environmental risks of ASGM, knowledge regarding those risks, and potential consequences for leaders associated with environmental protection.
6. **Decision making and power.** Understand decision-making processes in ASGM, the number and experiences of women leaders within the program mining communities; and identify the potential risks to women miners who take on leadership roles.

To investigate each of these domains, D-Lab examined a series of cross-dimension criteria of analysis, which could potentially assist in comprehending gender dynamics in extractive economies through different lenses or relevant perspectives:

A. Gender: *women, girls, men, boys*

B. Intersectionality: *ethnicity, age, family structure, socioeconomic status, marital status*

C. Level of analysis : *individual, household, organization, community*

D. Power dynamics and relationships: *who wins, or is dominant, and who loses, or suffers oppression, in the status quo*

E. Resilience and response to crisis: *economic, health, and/or conflict*

F. Gender-Based Violence: *discriminations, harassment, extortion, abuses, theft, and property grabbing*

G. Risks of changing the status quo

Table 2: MIT D-Lab's gender analysis framework in extractive economies.

Dimensions of the Gender Analysis	Criteria of the Gender Analysis
1. Access and control over resources	
<i>Tangible resources: access to mines, quality material, and capital</i>	A. Gender: women, girls, men, boys
<i>Intangible resources: education, capacity, knowledge, and networks of support</i>	B. Intersectionality: ethnicity, age, family structure, socio economic status, marital status
2. Income-generating activities <i>Sources of income, engagement along the gold supply chain, including processing plants, and gold markets</i>	C. Level of analysis : individual, household, organization, community
3. Policies and regulations	D. Power dynamics and relationships: who wins, who loses in the status quo
<i>Formal laws and regulations on land property, mine ownership, use of mineral resources, formalization of artisanal mining, equal opportunity, and gender-based violence</i>	E. Resilience and response to crisis: economic, health, conflict
<i>Customary right on land, mining and use of mineral resources, and gender-based violence</i>	F. Gender-Based Violence: discriminations, harassment, extortion, abuses, theft and property grabbing
4. Reproductive and caregiving responsibilities <i>Division of work, intimate-partner violence, norms, beliefs, perceptions, and aspirations</i>	G. Risks of changing the status quo
5. Health and Environment <i>Health and environmental risks associated with artisanal mining and access to health and environmental protection</i>	
6. Decision-making and power <i>Decision making in mining and community management</i>	

DATA COLLECTION APPROACHES & TECHNIQUES

Desk Research

A literature review conducted for the gender analysis focused on gender and small-scale mining and on the situation of women in Colombia. The sections below present a short synopsis of what we learned.

a. Research on gender and mining

Artisanal and Small-Scale Gold Mining: Women and Health, Women and Environment International Magazine. Summer Fall 2017.

The magazine includes several articles that talk about the usage of mercury in the mining process and the public health risks, particularly for women and children.

Bermúdez Rico et al, mujer y Minería. Ámbitos de análisis e Impactos de la minería en la vida de las mujeres -Enfoque de derechos y perspectiva de género. 2011.

This document focuses on the social, economic, and environmental risks for women miners when transnational mining companies move into Colombian mining territories.

Castañeda Camey, I., Sabater, L., Owren, C. and Boyer, A.E. (2020). Gender-based violence and environment linkages: The violence of inequality. Wen, J. (ed.). Gland, Switzerland: IUCN. 272pp.

This study talks about the many reasons it is important to understand GBV and environmental interlinkages for effective policymaking, planning, and interventions, as these issues influence one another in various ways that can hinder or negate progress.

Cortés Catalina. Afectación del mercurio en la salud humana y la vulnerabilidad de las mujeres embarazadas y en edad fértil. (Charla)

The Ministry of Health and Social Protection of Colombia explains the impact that mercury has on women is due to the type of exposure they have to this element. In addition, he describes the treatments that exist after mercury exposure and includes information on how to contact the National Toxicology Hotline.

IUCN NL, Opening the black box: local insights into the formal and informal global mercury trade revealed. 2019

This study shows how every country has a significant ASGM sector and exposes information about the trade of mercury in each country. Also, the paper discusses various aspects of mercury trade in different countries and the impact of mercury on the health of miners, their families and communities.

b. Research on current situation of women in Colombia

Comunica, Mujeres mineras Sanrocanas, Perfil y brechas de género. Agosto 2020

This document presents the profile of women miners in the municipality of San Roque based on the completion of a Mining Census that identified the two most glaring equality issues: remuneration and hours of work that they dedicate.

Ministerio de Minas y Energía de Colombia, Lineamientos de género para el sector minero energético, Marzo 2020

In March 2020, the Colombian Ministry of Mines and Energy, a government entity, launched and delivered the following gender guidelines to the country's energy sector:

- Engagement of women in direct / indirect jobs, decision-making positions, community participation scenarios and, in the sector's value chain.
- Culture for gender equality in the sector
- Articulation and coordination of differentiated actions for the sector in an inter-institutional and inter-sectoral manner
- Prevention of different types of violence against women in the industry and community of influence

“Los derechos de las mujeres y la perspectiva de género. Un marco Jurídico para la acción judicial”. Fondo de Población de las Naciones Unidas - UNFPA. Noviembre de 2011. Bogotá D.C. - Colombia.

Since it is necessary for a magistrate or judge to have adequate training from a gender perspective and to be sensitized about discrimination and violence suffered by women, this document was designed to be delivered to the judicial community to contribute to the understanding of the gender approach and is included in judicial decisions,

Secondary data collected by ARM and MIT D-Lab from previous studies and interventions

For this gender analysis, a total of 72 people were consulted through in-depth interviews, focus groups and workshops, of which 58 were women and 14 were men.

a. Previous data collected by ARM

ARM - Brechas de género en la minería: La minería artesanal y de pequeña escala colombiana desde una perspectiva de género. Noviembre 2018

The study identified and explained the gender gaps faced by ASM women, specifically in gold and coal mining. Likewise, it allowed an analysis not only by the type of mining but also from a territorial perspective since it was analyzed in regions such as Boyaca, Antioquia, and Cauca. In addition, the study presents the different types of discrimination based on gender that exist in ASM, the gender stereotypes present in the sector, and the tasks that are delegated to women in the sector based on their gender regardless of knowledge and experience.

ARM – Guía para la Mujer Minera Empoderada

This booklet was created together with women miners from the department of Boyaca, Colombia with the purpose of guiding other women miners and providing them with tools to identify situations of discrimination and GBV and to manage them properly through a series of recommendations.

ARM – Mujeres en la Minería Artesanal y de pequeña escala – Testimonios de 10 mujeres mineras de Bolivia, Colombia y Perú. 2012.

Ten women miners from Bolivia, Colombia, and Peru share how they became miners, the gender discrimination they experienced, and how despite the situations that have affected them, they have managed to remain in the sector.

ARM - Minería y Derechos Humanos: Una mirada desde el sector Artesanal y de Pequeña Escala, Marzo 2015.

This post exposes fundamental and necessary aspects of ASM that can effectively support the rights of people engaged in ASM, highlighting the role of formalization in that process.

b. Previous data collected by MIT D-Lab

To support the gender analysis, MIT D-Lab leveraged existing data collected during past interventions in the four communities of interest in Colombia. An initial workshop led by MIT D-Lab students from the fall 2018 Gender and Development class conducted in January 2019 shed light on the needs and pain points experienced by women miners across the artisanal gold mining value chain in the community of Santa Rita, Antioquia. Using participatory methods, it was revealed that women artisanal miners face challenges, including access to quality material due to the discretionary power of (male) mine administrators and middlemen, long waiting lines in processing plants which threaten livelihoods, high exposure to mercury and asymmetrical bargaining power when selling their gold to vendors. In the needs assessment workshops, women also expressed their interest in creating alternative businesses to stabilize their incomes, organizing to increase their voice and agency through women's mining associations, increased capacity building in zero mercury mining practices, and alternative fields of income generation.

A second workshop titled "Leadership, Organizing and Action – Women & Subsistence Mining," led by the same students in July 2019 in Medellín, Antioquia, with twenty-one women from the municipalities of Andes, Nechí, Zaragoza and El Bagre allowed for a deeper understanding of common values, personal and professional experiences, and hopes shared by these women. Using elements of Harvard Kennedy School Professor Marshall Ganz's Public Narrative framework, it became evident that experiences of GBV were common, most of them having suffered devastating domestic violence at an early age, gender discrimination, and limited economic opportunities. Even so, it was also clear that these women had strong identities as mothers and miners and were eager to attain economic autonomy, fueling their desire to launch women's mining associations.



Image 2: July 2019 MIT D-Lab workshop. Photo: MIT D-Lab/Libby McDonald

Finally, several Creative Capacity Building (CCB) workshops implemented by MIT D-Lab between December 2019 and April 2020 with women from Andes and Bajo Cauca gave valuable insights on the type of skills these women miners would like to develop in the future. When surveyed CCB participants made it known that working in collaboration with other members of the community, identifying problems in the region, designing technology and business projects that could solve specific problems that they are facing in their communities, and seeking feedback and perfecting their projects were among the most commonly cited answers. In addition, participants reported dramatic loss of income due to the COVID-19 pandemic and the quarantine federally mandated in Colombia, interruption of supply chains, increase in prices of basic goods, and shortage of personal protection equipment as barriers to resume artisanal mining activities.

RESEARCH INSTRUMENTS

Focus group discussions with women miners

Focus groups are particularly useful to get a better understanding of difficult-to-measure outcomes and indicators which may not be reported honestly in a survey or a one-on-one interview (e.g., discrimination, gender bias, or prejudice) and are highly subject to biases (e.g., subconscious or implicit gender bias). They are most appropriate when trying to understand the ways in which specific subgroups behave in given situations, the motivations and meanings they attach to these situations, and social interactions among members of the group. For these reasons, focus groups were provided during the last two weeks of September 2020 with women artisanal miners in Santa Rita, Andes and Zaragoza, Bajo Cauca. The main objective of the focus groups was to explore how different forms of GBV, in particular economic GBV, affected the lives and livelihoods of women artisanal miners in the four program communities.

Each focus group included eight participants and was led by MIT D-Lab collaborators or partners based in Colombia who had previous experience in participatory research methods in mining communities and were sensitive to gender issues. Their inputs during the preparation phase were valuable as they helped adapt the questions and activities to the specific context and sensitivity of the audience. Special attention was given to the safety of participants and facilitators in the context of the pandemic. The room was large enough to guarantee measures of social distancing and all participants wore masks. The activities were designed to have a duration of 2.5 hours organized in three modules, and included participatory methods such as role play, dramatization and small group discussions, which were recorded with cell phones and a tape recorder. The detailed agenda of the activity can be found in Annex 1, pgs. 52-53.

The first module investigated gender dynamics in the household, to inform framework domains, including: “Access and Control over Resources,” “Income-generating activities,” and “Reproductive and caregiving responsibilities.” Specifically, these activities were designed to learn more about a typical day for women miners in the community. For instance, if they faced barriers to mobility and how much control they have over the usage of their time. This module also aimed to gain a better understanding of how spending decisions are made in

the household once income is generated and to what extent women internalize and normalize gender norms and discrimination.

The second module was designed to gain a better understanding of the experiences of GBV in artisanal gold mining. Using dramatization techniques, these activities provided insight into the particular forms of economic GBV and health & environmental risks faced by ASGM women along the value chain, from the moment they are given access to material to the sale of their gold to buyers. This module also provided information on power dynamics at play in the processing plants as women interact with a variety of intermediaries and assessed their knowledge about the laws and other mechanisms protecting women from economic GBV as well as other forms of GBV.

The third and last module introduced different forms of GBV. The women discussed more openly about what they perceived as gender violence, and they spoke of their representation of: man, woman, mine, violence and abuse, which was informative regarding their level of acceptance and normalization of different forms of GBV.

b. Data collected through ARM's pre-feasibility and risk assessment tools

In parallel to the gender analysis, ARM led two other reports, including a territorial pre-feasibility analysis and a risk assessment in each of the four program municipalities. Given that these two documents required an important information gathering and collection endeavor, MIT D-Lab and ARM worked closely together to leverage these opportunities and gather data needed for the gender analysis framework.

As part of the territorial pre-feasibility analysis, ARM teams reviewed secondary sources of information which could inform the current situation of women in Andes, Nechí, El Bagre and Zaragoza. This characterization effort included information on women's marital status, maternal mortality, sexual and reproductive health, fertility, condition of disability, coverage of social security, prevalence of GBV, sexual violence in the context of the armed conflict, sexual exploitation of children and adolescents, femicide, disappearances, victims of the armed conflict, level of education, occupancy rate, and risks for women caused by gold mining.

For the risk assessment, ARM applied the CRAFT code, a tool aligned on the guidelines of the OECD Due Diligence Guide for Artisanal and Small-scale Mining (ASM) producers, which offers an opportunity to integrate formal markets, focusing work on the identification and mitigation of the risks faced in the sector. Through 155 guiding questions organized in five modules, the CRAFT tool assesses an extensive list of risks associated with legitimacy and legality of ASM, child labor, forced labor, violation of human rights, armed conflict, influence of armed actors in mining operations, relationships with public and private security forces, tax evasion, bribery and money laundering, gender and discrimination, access to social security, use of mercury, relationship with the community and respect for protected areas, organizational capacity, conflicts with other land users, and water management. MIT D-Lab worked closely with ARM's team to incorporate a gender perspective to this tool. Forty seven of the 155 CRAFT guiding questions were reviewed, rephrased or complemented in order to add a gender lens to the risk assessment, and provide relevant information for the gender analysis. The information was collected by ARM field teams through nineteen in-depth interviews. Key informants who responded to questions related to the situation of women miners and GBV included:

- Local representatives of the *Instituto Colombiano de Bienestar Familiar*, the entity of the Colombian State that works for the prevention and comprehensive protection of early childhood, childhood, adolescence, and the well-being of families in Colombia.
- Representatives of municipal authorities in Andes, Nechí, El Bagre and Zaragoza, in particular the “Personerías,” which are control and surveillance bodies of the respective territorial entities, exercising the function of the Public Ministry and are in charge of the defense, protection, and promotion of Human Rights in their jurisdiction, as well as exercising disciplinary control in the municipality.
- Local representatives of the *Comisaría de Familia*, which is a district or municipal or inter-municipal body whose mission is to prevent, guarantee, restore, and repair the rights of the members of a family nucleus in which cases of domestic violence have occurred.

- Local representatives of Secretaries of Government, which is a central body with administrative and financial autonomy that aims to guide and lead the formulation and monitoring of policies designed to strengthen democratic governance at the local level.
- Local representatives of the Secretaries of Mines, which contribute to the mining and energy development of the Department.
- Gender coordinators or delegates of the municipality who are responsible for handling issues of women and gender for the Mayor's Offices, provide information on the situation of women in their respective territories, and handle official information and data.

Key Informant Interviews

In addition to the interviews conducted for the pre-feasibility and risk assessment, MIT D-Lab teams conducted three virtual in-depth interviews with key informants who had deep knowledge of women and ASGM in the program municipalities over zoom or Whatsapp. Key informant interview respondents included a human rights lawyer who has had decades of experience working with and for artisanal miners, representing them in mining conflicts. This respondent provided valuable information to the “Policies and regulations” domain of the gender framework, in particular about norms and regulations on artisanal mining in Colombia, the unwritten rules which often limit a woman miner’s ability to access quality material and sell their gold at a fair price, the process of formalization, the information and capacity gaps that prohibit artisanal miners from engaging with formal markets, and the criminalization and stigmatization of small-scale miners by authorities and in public opinion.

The second respondent was a male miner and respected community organizer in the municipality of Andes who was appointed by women miners to become the spokesperson for the association of women mineral selectors in Santa Rita. This respondent shared his perspective on the barriers that women miners face when accessing resources along the gold mining value chain. He also identified the specific risks that women experience, their level of participation in decision-making in the industry, and the prevalence of violence and substance abuse in mining communities.

The final key informant interview was conducted with a lead researcher at the UNIMINUTO University in the municipality of El Bagre. This respondent provided detailed information on caregiving and reproductive roles in Bajo Cauca (which can differ from the situation observed in Andes). She also offered insight into women's participation in the gold value chain, the use and exposure to mercury, the risks of being identified as a leader, and GBV in mining communities.

*A list of interviews conducted for the gender analysis can be found in Annex 2, pgs. 54-55.

INFORMED CONSENT & SAFEGUARDING DATA (data storage)

For the focus groups and interviews with key informants, MIT D-Lab asked for participants' oral consent at the beginning of each activity. Photos and videos from the focus groups and notes from focus groups and interviews were stored on Google Drive shared by the research team during the time of the investigation, while audio recording of the interviews were saved on a separate external drive. All the material will be stored and archived on MIT's encrypted Dropbox drive with restricted access.

CONSTRAINTS & LIMITATIONS

During the data collection, the research team had to face significant changes in plans and scheduling of activities due to the pandemic in Colombia. The lockdown imposed in Antioquia, one of the regions most affected by COVID-19, made it impossible to organize in-person activities before the end of September 2020. Therefore, given that it would have been challenging to obtain testimonies on GBV remotely, the research team decided to maintain in-person activities only for the focus groups with women miners using strict social distancing measures. All the interviews were implemented remotely, either on the phone or through Zoom. An additional challenge was participants' competing priorities in a period where economic activities were resuming in Colombia after several weeks of strict lockdown.

ANALYSIS

Women in the ASGM sector in the two program regions rank low on the USAID Women's Economic Empowerment Framework (access, agency, leadership, enabling environment, and risk mitigation). Women miners live and work in violent environments, which often

compounds their vulnerability and low empowerment levels. As one male miner respondent stated regarding mining towns during times of prosperity, which he referred to as an abundance curse: “In any town, in times of abundance, where gold is sold or at the end of coffee or illicit crop harvests, a very heavy atmosphere is generated of liquor, prostitution, and partying. There is a lot of money around. Money creates power, humiliation, discrimination. Where there is economic abundance, there is disorder.” In an attempt to understand women miner’s low economic empowerment ranking, particularly in regard to agency and vulnerability (or risk mitigation) during times of prosperity and times of scarcity, the following section analyzes gender roles, norms and beliefs, power dynamics, intersectionality, and GBV at the individual, household, and community level within the gold market system in two regions in Antioquia, Colombia.

The analysis centers around six domains that pertain to economic gender-based violence, including: 1) Access and control over resources, 2) Livelihoods and income generation, 3) Laws and regulations, 4) Gender roles and responsibilities, 5) Health and environmental risks and finally 6) Decision-making and power. In each domain we attempt to identify the barriers that contribute to the oppression of ASGM women. Although we include all forms of GBV in the analysis (physical, psychological, sexual, social, and economic), we pay particularly close attention to GBV as it pertains to earning potential of women head of households, mothers, and women with caring responsibilities. Finally, we include data for each of the four project locations to capture contextual specificity.

Taken together the analysis within each domain attempts to answer four key questions, including:

- What are the key constraints affecting equitable participation in the ASGM market system in the four gold mining communities in Antioquia, Colombia;
- What are the effects of GBV and environmental degradation within the sector and the program’s target population;
- What opportunities exist for the program interventions to help overcome these constraints; and
- What legal and policy frameworks support gender mainstreaming in the ASGM sector in the program’s target regions.

ACCESS & CONTROL OVER RESOURCES

Mine ownership

Women do not own mines in any of the program regions. In Bajo Cauca multinationals, including Mineros S.A. Enicut S.A.S., Enijom S.A.S, and the Canadian company Gold own and operate up to 30% of all mines. Laws governing mining titles are complex and require many steps to attain formalization, which make it difficult for local miners to obtain property rights. For this reason, these communities have a negative perception of multinational mining companies. Of the municipalities included in the program, El Bagre, which is projected to have 6,600 registered miners by December 2020, has the largest number of registered subsistence miners and Andes, which only has 72 registered miners, has the least. According to the government secretariat in El Bagre, women subsistence miners perform administrative activities at the “dragoneras.” In Zaragoza, Operating Contracts are being established as a good practice with the Canadian multinational GOLD.

Gold extraction

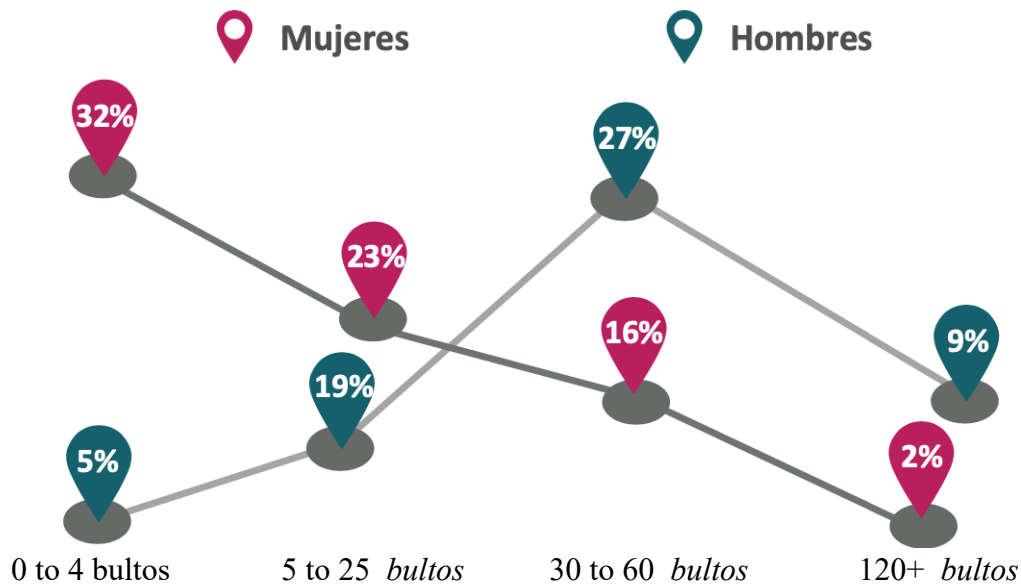
As official data only reflects the production of formalized miners, there is little disaggregated data available to analyze gender gaps in artisanal gold extraction. Using a data set from the Colombian National Agency of Mining that shows the quantities of gold produced and sold since the beginning of 2020 by 80,000 formalized subsistence miners,¹ we analyzed two random samples of 600 miners and found no significant differences in the amount of mineral produced, nor did we find a difference in the composition of the ore between men and women miners. However, key informants suggested that these numbers do not reflect the reality of ASGM women miners, first because formalized miners do not represent the reality of ASGM miners (women miners tend to be more informal than men), and second because it is a common practice that formalized artisanal miners sell their right to commercialize gold legally to gold buyers or other miners. Therefore, official data is not a reliable source of information to analyze gender gaps in ASM gold extraction.

Although we were unable to access gender disaggregated data on the amount of gold extracted by men and women in the four program communities, a study analyzing the gender gaps in

¹ <https://www.anm.gov.co/?q=barequeros>

artisanal mining in the municipality of San Roque – another gold mining town in Antioquia – suggests that there are gender gaps in access and control over resources.² According to this study, when asked about the number of bags of ore (bultos) they had produced the previous month, women miners were more represented than men at the lowest level (32% of women extracted 0 to 4 bags). Correspondingly they were less represented at the intermediate and high levels.

Figure 4: Graph X: Proportion of artisanal miners according to number of bags of mineral extracted last month. Source: Comunica, *Mujeres mineras Sanrocanas, Perfil y brechas de género*. Agosto 2020



Access to gold mines and quality material

There are several factors that limit access to mines and quality minerals for women. First, in program communities most miners, both men and women, believe in the Lady of Carmen or the Patroness of Miners, which dictates the common belief that if women enter a mine shaft the vein will be lost, and gold will recede. Consequently, most ASGM women miners are relegated to sifting through the mud, or tailings, that male miners pull out of the mine shafts or

² Comunica, *Mujeres mineras Sanrocanas, Perfil y brechas de género*. Agosto 2020

panning for gold along riverbeds. Therefore, they not only receive less material to work with but much of it is waste material. Notably, the mayor's office in Segovia (nearby Zaragoza) reports that a group of women recently defied this belief and have been working in a mine. At the same time, the Canadian multinational GOLD has recently begun contracting women miners to work in underground mining.

In subsistence mining, it is at the discretion of the owner of the mine to let mineral selectors and gold panners access the mine and select material. In an in-depth interview with Santa Rita community leader Jaibert Ramirez, we were told that the women have to speak with the mine manager to learn if they can collect scrap gold in the waste material that is pulled out of the mines. It is common that mine managers believe that women miners are just not strong enough to do the work and therefore prefer male miners. Subsistence miners consistently have to bargain with mine owners and managers to be granted access to the mine, and women are in a position of disadvantage because of power dynamics and traditional gender roles. As one of the interviewees reported, “mining has always had a symbol of strength. For many jobs we are discriminated against because we do not have the strength, but they assume that we are not capable.” In many mining sites, once the male miners unload their buckets of material women sift through the waste material, or tailings. Ramirez remarked, “this is a point where women suffer harassment and abuse.” In the focus groups, some women miners also reported that if mine managers find out that the quality of the mineral left outside the mine for the women sweepers to sift through is higher than what they initially thought, they restrict the women from working in that particular site, reserving the best quality mineral for men.

Focus groups provided in Santa Rita and Bajo Cauca also revealed that women arrive at the mines and are given access on a first-come, first-serve basis. It usually happens that if the men arrive first, they take out all the mineral available and there is very little available for the women sweepers to collect. However, the focus group discussions also revealed that sometimes it happens that the owner of a mine is sympathetic towards the women miners and lets them in first so that they can access higher quality mineral, but this is rare.

Access to intangible resources

There are no education requirements to work in the mines and gender disaggregated data on levels of education in the four program municipalities shows that levels of education are low

in general and that they are slightly better in Andes than in the three municipalities of Bajo Cauca. Furthermore, they are overall slightly higher for women than men.

*Table 3: Level of Education in the four program municipalities
Source: ARM and MIT D-Lab with references from DANE (2018)*

Indicator	Andes		El Bagre		Nechí		Zaragoza	
	Men	Women	Men	Women	Men	Women	Men	Women
Basic Primary School Incomplete	35.9%	30.2%	30.6%	26.6%	34.4%	28.9%	35.1%	29.1%
Basic Primary School Completed	16.5%	16.0%	16.5%	14.0%	16.9%	15.2%	15.6%	12.7%
Secondary School Completed	3.2%	4.0%	4.8%	4.8%	3.9%	4.9%	4.1%	4.3%
Mid-Level Education Completed	16.3%	19.2%	15.3%	18.6%	12.5%	14.7%	15.3%	21.3%
Technical Studies	1.6%	3.2%	2.9%	5.0%	2.1%	5.1%	1.6%	3.6%
College	3.3%	4.6%	2.2%	3.4%	1.7%	2.1%	1.5%	2.0%

This data includes the entire population of each of the program municipalities, rather than the specific levels of education of artisanal miners. Interestingly, one social worker respondent suggested that increased education did not necessarily correlate with empowerment for women: “It is important to note that the context of Andes, which is “cold land,” is very different from the context of Bajo Cauca, which is “hot land.” Although women in Andes are more likely to have access to higher education, here in Bajo Cauca women are tougher. It is something psychological.”

As for access to ASGM knowledge, interviews and focus group discussions suggest that women do not have access to formal training on mining techniques. As one interviewee reported: “Estimating the density of gold³ is an ancestral knowledge that is transmitted within

³ In Spanish, “sacar la ley del oro”.

families from generation to generation. There is no course that teaches you how to do it; artisanal miners develop this knowledge with experience, they learned it in the same family context. It is a day-to-day learning, a custom. It is not something that is transmitted exclusively to men, but to daughters as well.” Nevertheless, one might hypothesize that because women carry the quasi-totality of the household and caregiving burden from a very young age, they might have less opportunities and time than men to deepen this knowledge.

LIVELIHOODS & PRODUCTIVE LABOR

Participation of women in productive work

The ASGM sector in the program municipalities is characterized by a patriarchal and male-dominated system. This is apparent in the expression of womanhood, the roles she takes on in the domestic sphere, and her vulnerability while engaged in productive labor. Focus group discussions performed for the gender analysis revealed that women see themselves as vulnerable and often choose to be accompanied by a husband or partner to ensure safety from physical violence while traveling to and from a work site.

While mining is dominated by male actors in all four municipalities where excavation activities are deemed “too heavy” for women, statistics from the National Population and Housing Census reveal that women are engaged in productive labor. The table below shows the number of individuals who have worked for an hour in an activity that generated income in 2018. At first glance it is evident that the numbers are low; however, it is likely that due to informality, not all respondents provided accurate answers. What is intriguing is that excluding El Bagre, in all four program municipalities women make up less than a third of the workforce.

Table 4: Numbers of male and female residents of each town

MUNICIPALITY	MEN	WOMEN
El Bagre	11,607	4,061
Nechí	6,524	1,817
Zaragoza	N/A	N/A
Andes	10,578	3,469

The low number of women engaged in productive labor could in part be due to a perception that panning for gold or sifting through tailings is not considered legitimate mining activity. One official interviewed in Zaragoza for the program’s feasibility study remarked: “Women miners do not exist, those who go to the mines is because they cook or wash and the barequeras (panners) do not use mercury.”



*Image 3: A group of women barequeras (gold panners) in El Bagre, Antioquia, Colombia.
Photo: Alliance for Responsible Mining*

Level of income

The ASGM market system in Antioquia is characterized by informality, a lack of security measures including irregular and low income and a lack of protection, including social security benefits, healthcare, and pension, which historically has had a greater impact on women, youth, and indigenous groups. They don’t have access to Occupational Hazard Administrator services nor pension funds. However, 75 to 90% of them receive basic healthcare from the government, which is available for individuals in the two highest levels of poverty.⁴ This may contribute to their preference to work informally; in addition, their income is not enough to contribute to the social security system.

⁴ Source: ARM’s prefeasibility study with references from the Integrated Social Protection Information System – SISPRO (Ministry of Health, 2020.)

Although we were unable to access official data on the level of income of ASGM miners in the four program municipalities, anecdotal data gathered during the interviews and focus groups suggest that women miners have lower income than men miners, both because of the inferior amount of material they are able to extract and the lower prices at which they are able to sell their gold. This income gap originates from the diverse nature of the work men and women perform, since, as seen previously, women are mainly engaged in subsistence mining and do not participate or participate precariously in phases of the value chain that are crucial to increasing income. However, this explanation is partial, and more research is needed to confirm the hypothesis of unequal income from artisanal small-scale mining in the four municipalities.

During the initial needs assessment with women miners from Andes and Bajo Cauca it became clear that women engaged in the ASGM sector experience irregular and unpredictable levels of income. Most women compare artisanal mining to playing the lottery : they never know what they will find. Sometimes they will work for a whole week and will not find any gold, and sometimes they find a rich rock that makes them feel as though they won the lottery. However, their overall income is so irregular that they expressed interest in diversifying their sources of income with other income generating activities. This is particularly true in Andes where the density of gold is relatively low.

The focus groups also made it clear that women miners' work is often made invisible by the fact that they work with their husbands or partners. One key informant in Bajo Cauca told us: "The women of Bajo Cauca feel they have a moral obligation to accompany their husbands to the mine, but it is not a physical obligation that involves some kind of violence. They just don't want to let their husbands go to the mine alone. The husband generally does small-scale mining, and they go with them to be their assistants."

Unequal opportunities along the ASGM value chain

According to Norem Pineda, the Secretariat of Government of the municipality of Zaragoza, "A gold panner woman is exposed to many dangers just by being a woman. They are often abused, exposed by their need to bring food home, and subject to psychological extortion. The common saying is, 'If you do what I say, I'll help you.' Thus, because miners have a certain status and subjugate women, they sell their bodies."

At many junctures along the supply chain ASGM women experience fewer opportunities for achieving economic stability within the ASGM sector. Particularly in relationship to the gold processing centers called *entables*, and when selling their gold to middlemen. In focus groups the women have described their work as a constant negotiation with male figures that they encounter all along the supply chain, including the following, which are positions held by Colombian men who also work and reside in our target regions:

- Mine partners or owners (people they negotiate with to let them work in the mines)
- Managers of the mine (person with whom they have to gain access to tailings that come out of the mine);
- Male miners who work in the mines and provide them with material, generally called *Catangueros*;
- Managers or owners of processing centers (men with whom they have to talk and pay to make use of the equipment to process ore);
- Deck workers (men who are aware of the work of the decking and the equipment that they use); and
- Gold buyers (buying and selling or informal buyers).

Processing gold

Once collection is completed and women have selected enough material to be processed, they need to hire a man with a mule to bring the scrap to an *entable* or seller close to town, which can cost anywhere from 12,000 Colombian pesos to 30,000 Colombian pesos (about \$3 to \$8). By way of comparison, for each load to be processed, women artisanal miners will extract 1 to 2 grams – although that may depend according to locations – which official selling price is about 20,000 pesos per gram (about \$55-60). However, gold extracted informally generally reaches not more than 50% to 70% of the official price.

Gold is then processed in an *entable*, where rock is placed in drums that use mercury to separate gold from the ore. Although in one in-depth interview the respondent insisted that women are not robbed at the *entables* and that men and women are charged the same price to use the “coco,” women respondents both in a previous assessment and in focus groups conducted for the gender analysis disagreed with this assessment. They feel that they are robbed during the washing phase called *lavada*, which is the process during which ore is

dissolved with water and mercury to obtain the gold. To be able to make use of the facilities in the *entables*, women miners pay the administrator with a part of their *lavada* rich in gold and mercury, but this process is opaque.

Also, women participants commented that they sometimes have to wait up to a week for their turn to process their material. One woman mentioned that a week ago she had entered a processing plant at 7:00 PM and had not finished washing the mineral (they wash the mineral with mercury) at 3:00 am. Whether this is because all miners regardless of their gender are subject to long wait times at the processing plants or if it is because women are passed over by male miners who enter the *entables* with larger loads, which means they pay a greater price to wash their ore, it is not clear; however, conversations in the project's initial assessment suggests that these waiting lines threaten women's livelihoods as they do not have other source of income other than the one or two grams of gold they manage to sell for each load.

Even though there is no evidence of different working conditions between men and women in the mine and *entables*, there are very different impacts due to the lack of infrastructure and provisions that take into account the gender needs at extraction sites. For example, the lack of public restrooms leads to an increased risk of sexual harassment and violence when women seek privacy to relieve themselves. Women also reported issues regarding menstruation when they lacked privacy to manage menstruation.

Selling gold

Interviews with municipal leaders conducted for the program feasibility study suggested that men and women ASGM miners receive the same amount of money per ounce of gold.

Gustavo Martínez, an Official in charge of mining issues for the mayor's office in Nechí explained: "Men and women have the same risk, and the price of gold is managed with reference to the international prices and those that are not formally sold at another price and there is no difference in relation to gender."

Norem Pineda, the Secretariat of Government of the municipality of Zaragoza explained: "Both men and women make the same amount of money."

Similar to the processing plants, the purchase and sale of gold is also done on a first-come, first-served basis. Women who are single often negotiate for themselves. If they are married,

their husbands will negotiate and sell for them while they wait outside, which suggests that single women are not always offered the same rates per ounce of gold. In in-depth interviews respondents explained that women do not do as well selling the gold because they are unaware of the laws, correct prices, or how to properly negotiate. Several interviewees also reported that gold commercialized informally is often sold 30% to 50% cheaper than the official price of gold. Jaibert Ramirez reported: “When selling their gold women depend on the price that the buyer tells them. Therefore, they should always ask a man to help them. I keep telling the women that the first thing they need to do when selling their gold is compare the price with different buyers on the market. They lack bargaining skills.”

Transactional sex

Transactional sex is historically common in mining communities the world over where miners quickly come into large sums of money and are disconnected from constraints of family life. . While one key informant explained that twenty years ago sex work was tolerated, it is no longer quite so visible in the mining territories in Antioquia, but instead is provided by word of mouth. One El Bagre official surveyed commented: “About twenty years ago, prostitution and tolerance zones were common in El Bagre; however, things have changed a bit now, prostitution is not that visible as before, but solicitation occurs at parties or is handled in other ways.” Although more research needs to be conducted to understand the reality of transactional sex in the program communities, there is little doubt that there is violence against sex workers in the regions and that there is little access to information regarding safe sex and condoms, which most likely contributes to the transmission of STDs and HIV.

A key informant who is a male miner explained that if a woman is working in a mine of low economic value, things will go well. However, when there is a high concentration of gold there tends to be more partying, prostitution, and drug use. “In mining towns, it is common that young women from Medellín travel by bus, and within a week they are invited to get on private planes by rich men and get into prostitution. Miners will pay these women 3 or 4 million pesos to spend a night with them.” However, according to the social worker of the Family Commissioner's Office in Andes, sex work and the consumption of psychoactive substances by girls and adolescents in the Santa Rita corregimiento were once common, as miners used to be involved in these practices. During a workshop we conducted with women

miners in 2019, several women participants declared that at some point of their lives, they had to get into prostitution because they had been abused repeatedly themselves, often by a family member, and had to escape from home with no money in their pocket to survive. When these same women identified their common hopes for the future, “living a life free of violence and prostitution” was one of their priorities.

LAWS & REGULATIONS

Legal framework

Although there are no specific regulations to protect women in the ASGM sector, since 2006 there has been an impetus to create new laws that allow for women’s equality in Colombia. Law 1257 established in 2008 to protect women from GBV fundamentally changed the legal treatment of violence against women in the Colombian State. It incorporated for the first time the notion of violence against women in national regulations according to international standards; considers violence against women (VAW) a violation of human rights; recognizes the autonomy and freedom of women to make their own decisions; gives a comprehensive response to women victims of violence; establishes awareness and prevention measures on the matter; expands protection and care measures; establish duties to the family and society regarding this scourge; and incorporates modifications regarding sanctions.⁵ In addition, in Sentence C-355 (2006) the Constitutional Court decriminalized the crime of abortion in case of danger to the health of the woman, when there is a serious malformation of the fetus, and when the pregnancy is the result of a sexual act without consent.

Most of the laws promoting women’s rights lack strategies for implementation and enforcement in the mining sector, which is amplified by the high turnover of municipal leaders and lack of institutional coordination throughout the four program communities. Erika Gracia, a human rights lawyer and mining law expert who works with miners in Antioquia, explained in an in-depth interview that laws and regulations on mining adopt a gender-neutral perspective. These laws fail to take into account women’s specific needs as workers: “The Colombian law regulating mining does not make any distinction between men and women.

⁵ Comisión Nacional de Género de la Rama Judicial, “Los Derechos de las Mujeres y la Perspectiva de Género un Marco Jurídico para la Acción Judicial”, 2011.

There are no specific penalties if the law is not respected for one or the other gender. There is no law prohibiting women to enter the mine either, which does not prevent discrimination to women's access to the mine in practice.”

There are four types of mining in Colombia: artisanal, small, medium and large. Subsistence mining is regulated by Decree 933 of 2013, which defines mechanisms to evaluate formalization requests in artisanal and traditional mining. Although there is no specific legal mechanism to protect women's rights in the mining law, the Colombian legislator has defined specific requirements to protect indigenous and Afro Colombian populations. Decree 933 determines that if mining is done in areas where there are indigenous or Afro Colombian communities, a formal consultation with community leaders is required before exploiting the subsoil. If the parameters are not met, the permit to exploit is not valid.

Formalization

For artisanal miners to become formal, or legal, Decree 633 requires that they obtain the RUT (Single Taxpayer Form). In 2019 the Secretary of Mine gave miners six months to request their RUT and do the update. Many miners who did not do so were removed from the system. Despite the fact that the secretary of mine made many attempts to inform the subsistence miners living and working in the program regions, many of them remain unaware or suspicious of the process. Furthermore, there is a general mistrust of the Colombian State.

The amount of mineral that artisanal miners can excavate is regulated by Resolution 40103 (2017). Accordingly, the amount of precious metal (gold, silver, and platinum) that formalized subsistence miners can commercialize is limited to 35 grams per month, and a total of 420 grams per year. Formalization presents one major advantage to artisanal miners: they can sell their gold on the formal markets at international price. According to the current official price of gold, 35g and 420g of gold are equivalent to approximately \$2,000 and \$24,000 respectively, which is considered to be a relatively high income in Colombia. Formalization in theory can also reduce exposure of subsistence miners to middlemen who respondents claim have taken advantage during the purchase and processing of gold, particularly women. It is a common practice that because of the misinformation about economic benefits of formalization, artisanal miners are victims of abuse and manipulation, and they end up selling their gold quotas to gold buyers at a much lower value than what it is actually worth. Human

rights lawyer Erika Gracia reported that she often talks to artisanal miners who have sold their monthly quota of 35g for 100,000 pesos, when its true economic value is about seven million pesos. Others have sold their annual quota with a value of 84 million pesos at a price as low as 300,000 pesos.

However, according to focus groups and interviews, women do not perceive that there is a benefit in selling gold formally: "the RUT (Single Taxpayer Form) involves too many things. Plus, if you get a RUT, the government will exclude you from SISBEN (basic health care program) and the Mayor's Office will stop supporting you. One gets by on a daily basis and registering to obtain the RUT is a risk because you don't make money every month and you need money to survive." As evidenced by conversations with respondents, there are many reasons why subsistence miners, and in particular women, do not perceive formalization as beneficial:

- By selling their gold legally and demonstrating higher income, subsistence miners lose their eligibility to the basic healthcare system (SISBEN) as well as other social benefits provided by the municipality. Therefore, since many are unaware of the economic benefits of selling their gold legally, they prefer to continue to sell informally at a significantly lower price in order to maintain their health and social benefits.
- They are often misinformed about the requirements and benefits of formalization. For example, many believe that if they are formalized, they will have tax liability. ARM's CRAFT analysis also revealed that some women believe that if they sell their gold legally, the price will actually be lower.
- Finally, public resources dedicated to formalization and supporting artisanal miners' communities are poorly administered or misused. It is common that these resources never even make it to the communities. Therefore, subsistence miners have lost trust in the system and in the help they could get from public authorities.

Even so, there are two legally constituted associations – Mesa Minero Ambiental de Andes and Asomisura, the miner's association of the Southwest of Antioquia – that are on the way to formalization and have requested to declare special mining reserve areas and operate legal mines. In addition, the three Bajo Cauca communities included in the program are

participating in the USAID funded program Mujeres de Oro, implemented in partnership with the multinational Mineros S.A. to diversify incomes and legalize women subsistence miners.

Persecution/harassment of non-formalized ASGM miners

Several interviewees mentioned that informal artisanal miners are being persecuted by the State:

“There is an issue of stigmatization of small-scale miners due to public disorder. They tell them that they bring prostitution, that they pollute the environment, that they are criminals, but the reality is that in these areas there are no other sources of income to survive and support their families.” And another respondent explained, “They are shown on the news as criminals, but it is not the reality that they live, they are subsistence miners. But public disorder is all over the country and those of us who own the land and the country's natural resources are considered to be illegals and criminals, while foreign mining companies take everything.” Other respondents highlighted the fact that small-scale miners are victims of the criminal environment: “The artisanal miners are not from groups on the fringes of the law as they are often presented. They are victims of these illegal groups. They have to give a part of their income to criminal groups, if they don't, they are killed. They are obliged to be part of the system and behind these groups, there are other powerful and very well-dressed people [does not feel comfortable giving more details].”

Response mechanisms to gender-based violence

Although there have been no formal campaigns to reduce GBV, surveys and interviews conducted for ARM's feasibility study and CRAFT analysis suggest that prevention topics and strategies are being developed and implemented in all four program municipalities. Evidently, formal routes for reporting cases of GBV through the Family Commissioner's Office, which include psychological assessment, counseling, referrals to a community medical center, and protection and prosecution measures have been established. However, the only municipality where this is evident is Zaragoza, which has a specific Board that handles GBV cases, working in coordination with several institutions such as the Family Commissioner, the Prosecutor's Office, the Cubis Medical Center (health services), the Economic and Social Development Secretariat, the Police, and women from all areas representing different

indigenous communities within the municipality. Even so, focus group discussions in Zaragoza, El Bagre, and Nechí demonstrated that women seldom register complaints due to lack of information and education on the type of violence and/or a trend to normalize it. In addition, trust in public institutions' ability to effectively provide protection is low, which leads women to believe that it is a waste of time to formally register a complaint.

Additionally, as cultural norms as well as the economic context contribute to very few formal accusations, complaints in all four municipalities are almost null. Statistics provided by different entities indicate that an average of 36 cases of physical violence and 62 cases of sexual violence between 2017 and 2019 were denounced.

REPRODUCTIVE & CAREGIVING RESPONSIBILITIES

According to interviews with representatives from multinational mining companies working in the region, men tend to mistreat women either because they work in the mining sector, or they are not adequately contributing to household income, which means that whether or not women decide to engage in productive labor they are vulnerable to violence. Women miners reported in focus groups conducted for the gender analysis that some men want to exert their manhood by earning the family income and keeping their women at home, performing domestic duties, including housework and caring for children and older members of the household, and at the same time they become resentful if they are the only adult bringing in income, calling women “useless.” Whether or not women participate in productive labor in the four mining municipalities, they perform the majority of household and child rearing duties. These gender roles and duties define how women spend their time. According to focus groups and in-depth interviews conducted in both program regions, women are up at some point between three and five am at which time they make meals for their partners and children and complete housework. As many of the women are not legally married, these duties as a quasi-wife and mother generally take between 2-3 hours. After performing the household duties women engaged in mining walk 1-3 hours to mining sites, either outside of mine shafts or in riverbeds, where they work for around five hours. Participants in the focus group in Bajo Cauca noted: “While we cook, clean, take care of the children, the husband does nothing. He sits and rests, waiting for food to be served.”

Table 5: Performed household chores

MUNICIPALITY	MEN	WOMEN
El Bagre	268	8,846
Nechi	103	4,663
Zaragoza	N/A	N/A
Andes	178	8,251

The figures above, from the National Population and Housing Census, represent the number of men and women who performed household duties in 2018. The statistics show that women miners, in many instances, bear the sole responsibility of household duties. This means that while men are responsible for the productive role, women in these mining regions are responsible for managing triple gender roles: productive (tasks that provide income to the household), reproductive (tasks related to rearing the children and tending to the domestic tasks), and community (unpaid tasks that improve the community and contribute to collective resources such as water, education, and healthcare).

In addition, there are no opportunities for childcare. Jaiber Ramirez a community leader from Santa Rita in Andes responded, “Many of the women are single and have 3 to 4 children, and most women live alone with their children.” While mothers are panning for gold or sifting through tailings, children often accompany their mothers to the mining sites, or they are left at home with an older child. This responsibility tends to be given to girls, which is confirmed by the statistics of the Colombian Institute of Wellbeing: in municipalities in Antioquia, domestic labor is 4 percentage points higher for girls and adolescents than anywhere else in the country (5% in child labor and 9% in domestic labor).

Decision-making within the household

In focus groups and in-depth interviews, it was revealed that decisions made within households where a woman is living with a partner tend to be dominated by the male figure. UNIMINUTO anthropologist Cleidy Maya explained: “Husbands spend money on alcohol, which means that most of the arguments are about buying food. If the wife complains about

the way in which the family income is being spent, a heavy argument ensues with the husband. Decisions are made more by men, and little priority is given to food. In everything related to other needs of the household, men are the ones who decide how to spend the family income.”

The UNIMINUTO anthropologist also commented that there is no culture of saving and financial education, which limits women’s ability to support their children in gaining access to educational or health opportunities: “Sometimes there are families that can do very well. When there is a health emergency and parents need to take the child to the doctor or to the hospital, it is common that they have to go to work at the mine first to extract a few grams of gold to generate some money. You see people who have made a lot of money, but months go by and there is nothing left.”

Two in-depth interview respondents mentioned that men in the communities in Bajo Cauca often spend their earnings on alcohol, creating tension within the home where women are eager to put food on the table. One respondent claimed: “There are husbands who are going to exchange their gold and tell the buyer to put a lower value on the receipt, to keep a part of the money and spend it on liquor without the wife knowing.” Another respondent reported that in mining towns, on pay day, it is common that miners get so drunk that they do not go to work the next two or three days. Several mining companies have established pay day on Fridays to avoid absenteeism on working days. In addition, both of these respondents mentioned that in mining communities, men often have two or three families (wives and children) that they are providing for.

HEALTH & ENVIRONMENTAL RISKS

As a result of practicing mining in informal settings, miners who have no access to social security or occupational hazard administrator services often find themselves exposed to unsafe conditions due to mercury exposure, rising water levels that contribute to disease including malaria, and other mining related health risks. According to the study on gold miners in the municipality of San Roque (Antioquia), women report a lower use of personal protection equipment than men do.

Table 6: Source: *Comunica, Mujeres mineras Sanrocanas, Perfil y brechas de género. Agosto 2020*

	MEN	WOMEN
Gloves	29%	11%
Protective glasses	9%	1%
Mask	47%	1%
Hearing protection	18%	4%
Boots	65%	29%
Helmet	70%	21%

Sample: 629 people including 542 men and 87 women, of which 75% are artisanal miner (women panners or mineral collectors)

Mercury use

In Colombia, the use of mercury in mining has been prohibited since 2019. Even so, most artisanal miners use it, in particular women who do not know alternative processing technologies. According to ARM’s CRAFT analysis, mercury use is considered high in the four program municipalities. Although some miners have been trained about the consequences of mercury use, no training has been provided to know other methods that exist to replace mercury. ARM conducted a study called “Mercury contamination in western El Bagre and eastern Zaragoza” in 2017, which tested hair samples from 15 people in Puerto Jobo, in addition to fish, water, sediment, and soil samples. Whether they had been working in the ASGM sector for many years or only a few months, the results showed a high mercury content in male and female miners alike, however, quantities were lower for women (ARM, 2017, 2.).

During focus group discussions in Andes and Bajo Cauca women were reluctant to talk openly about the fact that they still use mercury and where they are purchasing it, as it is currently sold in illegal markets. Women in both focus groups commented that mercury is an ancestral practice and confirmed that it is the only technique they know to process gold. In Bajo Cauca, where women practice alluvial artisanal mining (panning), there are no

processing plants available to them, as there are in Andes. Therefore, women bring the mineral to their homes where they process the gold from with mercury, exposing their children and other family members to the neurotoxin.

UNIMINUTO anthropologist Cleidy Maya explained that in spite of training provided by public authorities before the mercury prohibition was enforced, ASGM women are not fully aware of the risks of mercury usage: “Once in a workshop we showed a group of small miners images of the consequences of mercury and the participants realized that they had these symptoms (hand tremors and damaged nails), but they had no idea that it was from using mercury.”

In the Bajo Cauca focus group, the eight women who participated explained that if they were taught another way of processing gold, they would eagerly learn the technique. However, they clarified that given that they receive a minimal weekly income from their gold mining efforts, the non-mercury processing approach would have to guarantee that they procure the same amount of gold in the same amount of time.

Health risks faced by women as a result of gold mining activities

As highlighted in ARM’s pre-feasibility analysis, in general studies have confirmed that men and women exposed to mercury vapors develop the following symptoms: “Tremors in eyelids, tongue and lips (64.3%), decreased visual acuity (50.0%), and headache (48.2%)” (Muñoz, García, and Rodríguez, 2012, 231.) Many studies have been conducted to understand how mercury exposure affects women and babies in-utero. There is a relationship between legal and illegal gold production and “extreme prematurity” (Muñoz, García y Rodríguez, 2012, 241), referring to premature births before the 27th week of gestation. Additionally, exposure correlates with low birth weight (below 2,500 grams), which is common in gold mining municipalities in Colombia. A 2017 study carried out in El Bagre, Segovia, Remedios, and Zaragoza, all gold mining municipalities in Antioquia, established that breast milk had “high levels of mercury” (Molina, Arango and Sepulveda, 2017, 231.) Similarly, it can be concluded that mercury affects menstrual health. Studies conducted in Colombia in 2015 showed that women exposed to mercury vapors in gold mining activities have irregular menstruation, miscarriages, and fertility risks (Rodríguez, Jaimes, Manquián et al., 2015, 241).

Also, an alarm has been generated since “assessments of the impacts of gold mining on human health have not yet been carried out addressing mental health, sexual and reproductive health, health promotion conditions, health-related quality of life, and social indicators of well-being and development.” (Scientific and Sociological Research, 2016, 242.) The “absence of nationwide analytical studies, with a comprehensive assessment of the organic systems involved that allow comparative analysis of differential effects by levels of exposure to Hg and other metals in the context of gold mining” is serious. (Scientific and Sociological Research, 2016, 242.)

Environmental degradation

Public policies for the recovery of exploited lands as a consequence of mining activities have been implemented in all four program municipalities. Although environmental sustainability control mechanisms are in place, most notably to capture mercury emanations when burning amalgam, severe environmental degradation still persists in the communities. In addition, in the last ten years projects have been implemented to protect wetlands, natural forests, and lagoons. Even so, the lack of planning and organization within the ASGM sector has resulted in severe environmental degradation throughout the two program regions. ARM’s CRAFT analysis revealed that indiscriminate development of alluvial mining has left sedimentation and contamination of waterways. As a consequence, soil is losing its productive capacity and significant portions of land needs to be reforested. In addition, one of the most significant environmental impacts from alluvial mining is the opening of pools that later become infectious foci.

Early pregnancy and family planning

A particular concern in terms of women’s health throughout Colombia is the high rate of adolescent pregnancy, especially in rural areas. Focus group discussions conducted for the gender analysis revealed that adolescent pregnancy is considered normal. Additionally, one participant commented that: “If abuse occurs and a 14-year-old girl gets pregnant,” on some level the teenager must have expressed consent.

According to the Sistema Integrado de Información de la Protección Social (SISPRO), in 2017 and 2018 the fertility rate in women in Colombia aged 10 to 19 was 61.49% and 64.62%, meaning the rate increased in one year, despite the fact that, between 2017 and 2019 the

supply of family planning methods increased from 3.73% to 10.40%. According to a social worker interviewed in Andes for ARM’s CRAFT analysis, no statistics on sexual abuse and teenage pregnancy are available but, according to SISPRO, the pregnancy rate for women aged 10 to 19 in Andes was 25.89%. To mitigate the cases of sexual abuse and early pregnancy in girls and adolescents, efforts have been made to work with medical centers and urban and rural schools, which has also provided health professionals the opportunity to ask mothers if their daughters have been harmed with the specific aim of providing the necessary support in cooperation with the Government. Furthermore, in regard to sexual abuse and teenage pregnancy, when adolescents are involved, it is mandated that they be referred to the Family Commissioner at the municipal level who then refers cases to the Social Development Secretariat. Ultimately, however, in regard to sexual and reproductive health, including access to birth control and norms around safe sex and birth control, additional research needs to be conducted.

DECISION-MAKING AND POWER

Women’s leadership

Focus group discussions and in-depth interviews made it clear that it is very difficult for women to play a leadership role in the community, in particular women who are in relationships or are married. Human rights lawyer, Erika Gracia, explained: “There are men who do not like when their partner succeeds.” In spite of these norms and beliefs, women miners have managed to begin the process of organizing and training themselves to develop autonomy and overcome these belief systems. The Mujeres de Oro program funded by USAID has also supported the development of women miners’ leadership in Bajo

UNIMINUTO anthropologist Cleidy Maya reported: “Even if a woman is a professional, she is still the servant of the house. Those of us who are not like that, we are judged, pointed at. My mother has always told me that it will never change, it has always been like that. The woman who is different and feels equal to the man, they call her a macho, they call her a feminist. She is stigmatized, and even pointed at by the women themselves. Here they look at me very badly just because I always claim that in my house there are no women and men, we are the same. Women need to educate themselves to change the world and break this way of thinking.”

Cauca. In Andes, as a result of MIT D-Lab's 2019 pilot movement building project in the community of Santa Rita, a women miners' association has begun to take shape.

Risks for women assuming leadership roles

Respondents to in-depth interviews reported that leaders struggling to attain basic human rights within these mining communities are often in danger when calling for actions that inconvenience illegal armed actors. The presence of armed groups represents a severe security threat within the Bajo Cauca program municipalities, especially to community leaders.

According to the legal authorities interviewed for the CRAFT analysis, the most latent risks related to armed groups are forced displacement, followed by homicides, due to drug trafficking and illegal mining (in particular during the commercialization of gold). In El Bagre

In-depth interview respondent:
"Women leaders are murdered and the rest of them are controlled, establishing the limits of what a woman should do or not do. In these wars of men, a visible woman, who strengthens communities, who claims rights, who takes care of territories, has no place."

for example, the authorities reported that in July 2020 an attack occurred, and a gold buyer was killed and another injured, for not keeping appointments with a group outside the law, they charged him an exorbitant fine of money, for that reason the same scourge of extortion. However, the strength of the local institutions to respond to the problems is weak. As an official in Nechí reported, the local institutions (the National Protection Unit, the Government of Antioquia or the National Police in Caucasia) "do not have shelters, nor the resources to deal with these events, not all guarantees are provided to avoid

re-victimization and neither do the logistical means to deal with any victimizing event".

As a result, these threats often go unreported due to fear of reprisals. For women, the risk of violence is often greater as a result of their gender. It was clear in each in-depth interview provided for the gender analysis that respondents did not feel comfortable or safe talking openly about these issues. Although it was unclear what timeframe she was referring to, one respondent mentioned that there had already been 400 deaths of social leaders in Bajo Cauca.

Strategies for strengthening women’s leadership in the future

In 2019 the Municipal Gender Violence Eradication Board was created in Nechí, where women leaders were called to come together to develop GBV prevention measures. The first meeting was held on October 29th, 2020.

Human rights lawyer Erika Gracia insisted on the importance of supporting women leaders by involving their families, in particular male allies: “In any approach to support women, we have to develop close relationships with the families, make them understand why it is important to support women and build trust. We cannot exclude men; it is important that men know about the project and feel part of it. There are some very good men

who can be allies.” For anthropologist Cleidy Maya, the key is to identify the people who want to improve the community and limit the number of public and private intermediaries. In particular she recommends that projects and their resources support the communities and are not diverted from target beneficiaries. Also, she maintains that a meaningful project has to focus on and include normal women, rather than what she refers to as women who are already leaders. Finally, she identified innovative intervention models developed by MIT D-Lab to encourage economic diversification within the territories that could be implemented without drawing attention from the armed groups. She explained, “Resistance has to be organized at the micro level – if we try to work at the macro level, well we cannot do it because they kill us.”

CONCLUSIONS & RECOMMENDATIONS

Given the traditional culture of machismo in mining communities, as well as a boom-and-bust mentality characterized by heavy drinking and transactional sex, the level of all forms of GBV, but especially economic GBV, is staggering in these communities. At the same time, there is real danger for women leaders due to the presence of armed groups, which adds another layer of complexity. The recommendations below represent key guidance to inform the program CCB for Movement Building implemented in these gold mining communities, supporting more equitable, resilient, healthy, and environmentally sustainable communities dominated by extractive industries in Colombia, and elsewhere.

1. **Continue to collect data regarding GBV and environmental degradation and create awareness at the local and national level.** This gender analysis reflects research conducted in the program communities over a period of three months. Although the analysis has provided substantial evidence of GBV, which is essential for the development and implementation of the movement building curriculum, data collection needs to be administered throughout the life of the 22-month program to fully understand the complex GBV challenges that exist in the four program communities.
2. **Amplify the collective voices of the ordinary women miners participating in the movement building initiative, within families and at the community and federal level.** Respondents made it clear that many women miners are suspicious of leaders in existing mining organizations, suspecting that they have ulterior motives. Therefore, it is recommended that the program only engage “ordinary,” as respondents referred to them, marginalized ASGM women participants, including indigenous and Afro-Colombian women, as well as women of all ages.
3. **Develop collective leadership structures.** Given that it is dangerous for a single charismatic leader to become the voice of an association, in-depth interviews expressed the importance of employing a collective, community-based leadership and/or a micro-level leadership structure that stays under the radar for the associations that emerge out of the movement building workshops. The workshop co-design elements will be instrumental in creating leadership models designed to keep women association members safe.
4. **Protect the privacy of all association participants.** In both focus group discussions and in-depth interviews, respondents expressed reticence when asked about GBV and violence, which more than likely reflects the level of fear that is present in these communities. Therefore, it is essential to not only protect the privacy of all association members, but, as one respondent suggested, it is important that the workshop curriculum include approaches and tools that in no way threaten the armed groups.
5. **Incorporate men into the workshops.** As there is a high level of GBV within households, it is suggested that men be included in some workshop components to raise awareness about all forms of GBV and gain their support.

6. **Bolster existing municipal routes for reporting and managing GBV cases.** There are many municipal programs and services available in each of the four municipalities for reporting and managing violence against women. Even so, there is little awareness of these various services and for a number of reasons women remain suspicious of their efficacy, which means they seldom use these channels. It is recommended that the movement building workshops include sessions for awareness building, regarding these services and network building to bolster trust.
7. **Incorporate system dynamics elements into the movement building workshops.** Given that GBV is a normalized characteristic that exists throughout the ASGM system in Antioquia, Colombia, strategies and tools, for instance cluster mapping, should be included in the movement building workshops. These tools will allow women participants to identify the roots of GBV in ASGM, will provide an understanding of how GBV is woven into the day-to-day lives of men and women living and working in these mining communities, and will inform the identification of effective intervention points.

ANNEX I: Focus Group Agenda

Name of activity	Duration	Research questions	Description of Activity	Resources and tools
Introductions (15 minutes)				
1. Welcoming words	5 min			
2. Ice breaker	5 min			
3. Informed consent	5 min			
Module 1: Gender power dynamics in the household (Duration: 45 minutes)				
1. Daily activity clock	30 min	<ul style="list-style-type: none"> - What does a typical day look like for women in the community? - Do women's caring responsibilities affect their ability to generate income from mining or other productive activity? - Do women face barriers to their mobility? - How is control over women's time and mobility causing economic harm to them? - Once the income is generated, who decides how it is spent in the household? 	The facilitator draws a 24-hour clock, and then asks the participants to help fill in what a woman's typical day looks like, including differences that are expressed in the group. She then asks what are the main differences in men and women's roles and responsibilities in the household.	CARE's Rapid Gender Analysis – Focus Group discussion Participatory survey methods for gathering information (FAO) Preparation: - Poster with a large 24-hours clock
2. Who is making decisions?	15 min	<ul style="list-style-type: none"> - How much are gender norms and discriminations internalized and normalized by women? - How do families make choices about education investments and who to educate (boys/girls)? - Do men exercise some coercion on women for them to assume caring responsibilities? Are women exposed to IPV if they try to split the caring responsibilities more evenly? 	The facilitator draws a table with a list of resources or services, and ask participants, for each resource Facilitators makes specific asks about if women and girls are prevented from accessing the resources, trying to identify possible situations of GBV/IPV	
Module 2: Experiences of Gender-Based Violence in artisanal gold mining (Duration: 45 minutes)				
3. Artisanal Mining Value Chain	15 min	<ul style="list-style-type: none"> - What are the particular forms of economic GBV and dangers for women when accessing the mine and quality material, and using the processing plants? - Does everybody have equal access to the processing plants? Who is given priority in line when waiting their turn at the entables? 	<ul style="list-style-type: none"> - Review mapping of artisanal gold mining value chain, articulated in 5 stages: access to the mineral, selection of the mineral, carriage of mineral, mineral processing and commercialization of gold. -Using dramatization and role play, the facilitator asks if women are exposed to 	<ul style="list-style-type: none"> - Blog Posts from previous workshops with women artisanal miners in Colombia and Peru. Blogspot Jan 2019, Blogspot Jul 2019, Needs Assessment Secocha - Toolkit for Integrating Gender-Based Violence Prevention and Response into Economic Growth Projects (USAID)
4. GBV Journey map	30 min			

		<ul style="list-style-type: none"> - Is there transactional sex occurring at different points of the VC? - Do women need to enter a criminal environment to access resources and markets? - Does economic GBV expose women to health & environmental risks (e.g. doing more hazardous jobs, transforming poorer quality material)? 	<p>specific forms of GB at each point of the value chain. For each situation, the facilitator tries to identify who are the perpetrators of these acts (middlemen), focusing on roles, (e.g. mine owner, male miners, entable owner/manager, gold buyers, etc.)</p>	<ul style="list-style-type: none"> - Making the strongest links: A practical guide to mainstreaming gender analysis in value chain development (ILO) - GBV Assessment & Situation Analysis Tools Focus group discussions pg. 114-116
Module 3: Introducing different forms of Gender-Based Violence (Duration: 30 minutes)				
5. What is Gender-Based Violence?	30 min	<ul style="list-style-type: none"> - What do women perceive as GBV or not? - What is the level of acceptance and normalization of different forms of GBV by women? 	<p>Open discussion to understand what women perceive as gender violence or not, and their representation of: man, woman, mine, violence and abuse.</p>	<p>Gender-based violence and environment linkages, pg. 2-8: Definitions of Gender-based economic violence Gender-Based Violence (GBV), Land, Agriculture and Women's Economic Empowerment (WEE) Definitions of different forms of GBV</p>
Conclusions and final thank you	5 min			
Total time (including 15 min break)	2:30			

ANNEX 2. List of the interviews with key informants in September, October, and November 2020 conducted for the Gender Analysis

(including interviews for gender related issues for ARM's CRAFT Analysis)

	Date	Name	Role / Position
1	Sept 22	María Isabel López	Social Worker of the Family Commissioner of the Municipality of Andes
2	Sept 22	Duvan Alberto Graciano	Personero, Municipality of Andes
3	Sept 22	Jhon Fredy Alvarez Sergio Andres Pareja	Secretary of Government of Andes - officials of the Mayor's office of Andes in charge of the Mining Issue.
4	Sept 22	Rafael Enrique Sanchez Gómez	Official in charge of mining issues at the Mayor's office of El Bagre.
5	Sept 23	Darío José Ríos	Representative of the Municipality of Nechí.
6	Sept 23	Norem Pineda	Secretary of Government of the Municipal Mayor of Zaragoza
7	Sept 23	Diana Patricia Berruecos	Secretary of Social and Economic Development of the Municipal Mayor of Zaragoza. In charge of gender issues.
8	Sept 24	Juan Gabriel Rodríguez	Representative of El Bagre.
9	Sept 24	Sandra Rendón	Delegate for gender affairs of the Mayor's Office of Nechí
10	Sept 28	Jaibert Ramírez	Community leader and organizer; representative of women's miners group in Andes
11	Sept 29	Daniela Arango	Coordinator of the House of Women of the Mayor's office of El Bagre.
12	Sept 30	Dina Julieth Serna Restrepo	Women miner from Andes
13	Sept 30	Gustavo Martínez	Official in charge of mining issues of the Mayor's Office of Nechí
14	Oct 9	Cleidy Tatiana Maya Zapata	Lead researcher at UNIMINUTO University, Manager of the Innovation Center of Zaragoza
15	Oct 14	Erika Gracia	Human Rights Lawyer in Antioquia, expert in mining law and ASGM
16	Oct 27	Myriam Padilla	Women miner (panner) from the municipality of Nechí
17	Oct 27	Libia del Carmen Roa	Women miner (panner) from the municipality of Nechí
18	Oct 27	Edwin Andrés Escobar	Coordinator of the ICBF (Columbia Institute of Wellbeing)
19	Oct 27	Luz Mery Giraldo, Lina Marcela Triana, Daniela Delgado, Ángela María Mena, Ana María Mena	Referents of the EMPI teams (Comprehensive Mobile Protection Equipment)
20	Oct 27	Claudia María Velázquez	Communications Coordinator of ICBF Regional
21	Nov 10	Diana Jaramillo Enrique Vélez	Tax Officials of the Bogota Headquarters of the Directorate of National Taxes and Custom, delegated to give the interview.
22	Nov 11	Hernando Gallo Bernal Lisandro Manuel Junco Riveira	Representatives of the Departmental Office of Environmental Management (Corantioquia)

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