

WoMin Five-Year Strategy (2014-2018)

Final

Executive summary

WoMin, an initiative of the International Alliance on Natural Resources in Africa (IANRA), works alongside national and regional movements and popular organisations of women, mining impacted communities and peasants, and in partnership with other sympathetic organisations, to publicise the impacts of extractivism on peasant and working class women, to work to counter these destructive trends, and most importantly, to advance a post-extractivist women-centred alternative. An initial one-year exploratory phase of work has just concluded following an important regional meeting held in South Africa in October 2013, which drew together over forty-five activists, organisers, researchers and NGO staff from *fourteen countries in the Africa region* and another *five countries from the Americas, Asia and Europe* to exchange, dialogue and agree the beginnings of a platform for continental collaboration on the theme of women, gender and extractivism.

Extractivism refers to a mode of accumulation reaching back many centuries which is centred upon the over-exploitation and exportation (with no or minimal processing) of increasingly scarce and non-renewable natural resources often located in geographies that have usually been considered peripheral or "unproductive"¹ giving rise to a highly unequal and deeply exploitative model of development.² The concept includes traditional extractives activities such as mining, oil and gas, but also refers to other industries including forestry, energy (as well as renewable energy projects related to solar and hydro) and industrial agriculture, which grabs land and extracts vast quantities of water in the production process.³

WoMin makes the argument – and this is a dimension missing from much of the mining and extractives literature and work – that **extractivism has very particular impacts upon on the bodies, labour, livelihoods and lives of peasant and working class women in the Global South and increasingly also the Global North**. The problem analysis in section 2 of this proposal draws on WoMin's exhaustive survey of the literature, with a focus to Sub-Saharan Africa, on six themes related to women, gender and extractivism, which was launched globally in October 2013. Here we summarise in brief the main problems and opportunities to be addressed by WoMin:

1. The mining-related frameworks more generally and in the Africa region specifically substantively neglect the perspectives and interests of just over half of Africa's citizens (women). They are gender-blind and conflate women and men's experiences, needs and interests, thereby violating women's rights.
2. In respect to women who work in the industrial mines, their entry into the industry has not radically altered the long-established gender hierarchy that is integral to mining. They are forced into restrictive gender roles, in a working environment that is also repressive to men. The highly masculine trade unions are unlikely to represent a vehicle for women workers' emancipation.
3. Industrial-scale mining and oil extraction grabs land and water from peasant producers, pollutes land, air and water resources, and diverts male labour from food production as they migrate in search of work on the mines. These impacts have particularly gendered effects because of the prevailing division of labour in which African peasant women carry primary responsibility for subsistence food production, and other social reproduction responsibilities such as domestic

¹ Svampa, M Mining and Neo-Extractivism in Latin America

² <http://www.noalamina.org/english/argentina/27-general/3042-mining-and-neo-extractivism-in-latin-american> and Acosta, 2013

³ At this time, WoMin is specifically focused on mining and oil and gas extraction, although with time we should expand to focus on the other dimensions of extractivism.

water collection, cooking, cleaning and the care of sick or elderly household members. FAO estimates that rural women produce half of the world's food and, in developing countries, produce between 60% and 80% of food crops.⁴ Extractives industries further compromise Africa's food sovereignty at a time when the continent is already prone to rising food prices, lowered agricultural productivity and hunger.

4. Mining corporations have profited greatly for over a century from the cheap labour of men and, separately or in combination, the cheap labour and unpaid care work of women, much of which has been rendered invisible by corporations and governments. These corporations have cynically planned, sometimes with state collusion, how best to reduce costs related to, or to better control, the reproduction of workers, by either encouraging family migration or forcing families apart, extracting women's labour under extremely exploitative conditions or banning their work on the mines altogether. Mining companies also transfer responsibility to women's unpaid labour by limiting their legal and moral responsibility to provide housing, basic and social services to workers and their families.
5. Research suggests a higher incidence rate for HIV and STIs in mining communities, which particularly impacts women. Risk factors include: migration and migratory status; economic stress and disempowerment; and the ethos of masculinity or machismo⁵ that characterises the extractives industries. Violence against women, also a risk factor for HIV/Aids, is the one experience that unifies women in mining communities. WoMin makes the bold argument that all forms of structural and inter-personal violence - violence to workers, to communities as they face displacements from their lands, to eco-systems that are damaged and destroyed, and violence against women - typify the extractivist development model, and that the model itself must be challenged if women are to be liberated.
6. Women's participation in artisanal and small-scale mining (ASM) is highest in the Africa region, with researchers estimating that in some countries (Ghana and Malawi) women can comprise upwards of 50% of ASM miners. Yet, women miners are still rendered invisible by the stereotype of the male miner, and until this exclusion is reversed the gender-specific needs and interests of women miners will continue to be ignored. Women are in particular danger because they tend to predominate in the processing work, exposing themselves to toxic chemicals. In the absence of adequate schooling and child care, women often have no choice but to work with their children present, resulting in their exposure to these same dangerous chemicals. Formalisation and regulation is needed but is now mainly driven by the interest of governments to capture lost revenues resulting in the exclusion of the majority of capital poor miners, women specifically.

Neo-extractivism or resource nationalism is often presented as the alternative to predatory extractivism. Neo-extractivism refers to the growth of laws and policies that strengthen the role of the state in the exploitation and ownership of natural resources.⁶ These include full or partial nationalisation, public shareholding, contract re-negotiation, growing resource rents through taxation, and increased beneficiation which interventions aim to increase the state's share of the benefits of natural resource extraction for national redistribution. While these are important advances, Latin American commentators argue that under the veneer of *progressismo*, the model is substantively untransformed. Extractivism is defended under a growth logic, which argues that foreign investment and productivism must be promoted over the preservation of natural resources and the rights of indigenous peoples and communities to their livelihoods. Neo-extractivism induces natural resource conflicts, fails to create jobs, and continues to pass on the most substantive social

⁴ "Focus on Women and Food Security," FAO, <http://www.fao.org/focus/e/women/sustin-e.htm>.

⁵ Refer to the Glossary for a definition of this term.

⁶ Gudyanas, 2010 and Aguilar, C (2012) Transitions Towards Post-Extractivist Societies in Latin America: an answer to the EU Raw Materials Initiative. Comlamh - http://www.comhlahm.org/ckeditor_uploads/files/other_docs/post%20extractive%20societies.pdf

and environmental costs to communities. We are therefore challenged to look beyond resource nationalism to the most necessary transition to a post-extractivist order.

Post-extractivism seeks to transition move beyond a dominant western economic model to a development alternative in which production is reoriented to give priority to the ecosystem (Rights of Nature) and to the eradication of poverty and inequality.⁷ A post-extractivist future does not preclude extractivism but rather presses for a different orientation – for **indispensable extractivism** to be driven by local and regional interests and demands (as opposed to global corporate interests), for low intensity and smaller scale projects with minimal social and environmental impacts, for decisions to be informed by a desire to preserve ecosystems and reduce carbon emissions, and for community participation and social control/ownership all within the framework of a diversified economy which breaks down the “cycle of specialisation in raw materials”, and offers employment alternatives oriented towards poverty eradication.⁸ A transition orientation challenges traditional measures of development, such as GDP, arguing that resource depletion is draining the “net savings” of the poorest countries and crippling future generations. A different developmental logic is required that values the oil or the minerals but also values nature, human well-being, non-renewable natural resources, cultural beliefs and practices, and the protection of the commons as a basis for social reproduction.

WoMin, in seeking to address these challenges and advance a post-extractivist agenda, building on important work undertaken in 2013, proposes the following as a goal (impact) for the programme: ***in five years, peasant and working class women impacted by extractives industries in at least twelve countries in the Africa region, as well as at the sub-regional and regional levels may benefit from minimum safeguards which they and their allies clearly locate in a transition towards a progressive post-extractivist, women-centred and ecologically responsive African alternative to the current destructive model of extractivism.***

This goal will be advanced through five interlinked outcomes:

Outcome 1: Women impacted by the extractives industries are defending their communities and their own gender-specific interests against rapacious extractives industries, including by developing, testing, piloting and replicating food, energy, and other livelihoods alternatives at the local level.

Outcome 2: Impacted women and their allies have greater knowledge about the extractives industries, their structural location, their impacts (and in particular the differentiated effects upon women) and the existent or desired alternatives to dominant extractivism.

Outcome 3: Grassroots women, NGO support staff and women leaders from allied movements are empowered to deepen their struggles against destructive extractivism and for the alternatives.

Outcome 4: The violation of women’s human rights by at least three offending extractives corporations has been exposed, and they have been shamed, penalised and held accountable for their actions and omissions.

Outcome 5: Legislative and policy reforms at national, sub-regional and regional levels provide minimum safeguards and rights as part of a planned transition to a different model of development.

And these outcomes will be supported through sixteen intermediate outcomes outlined in section 3.3. Section 3.4 presents the actions that will be implemented year-on-year at different levels: local, intermediate, national, sub-regional and regional.

A central element in WoMin’s ***theory of change and overall strategy*** (discussed in section 4) is the empowerment of peasant and working class women impacted by the extractives industries. A second major thrust of WoMin is to advance essential reforms to immediately safeguard the interests of women and their communities against the rapacious extractives industries within a

⁷ Ibid, pg. 9

⁸ Aguilar, C pg. 9

wider strategy of transitioning to a post-extractivist society. We could call this approach transformative reformism (or non-reformist reforms). A third major focus of WoMin in the next three years is to identify, develop and advance a post-extractivist women-centred progressive and ecologically responsive alternative to destructive extractivism.

Which women are we targeting? WoMin works to principally benefit directly affected grassroots women at all levels. WoMin will also prioritise the building of bridges and linked up struggles with allies, such as peasant and women's organisations and movements, a secondary constituency. A tertiary constituency is that of the support organisations (NGOs, churches, trade unions etc.) to grassroots women's organising and struggles.

WoMin is an alliance of organisations, institutions and movements that have a shared interest in our mission focus on women, gender and extractivism. WoMin promotes and advances women's interests but is not a feminist alliance. WoMin has an oversight group, currently comprised of eleven members (see Appendix A for the full listing) nominated at the October 2013 regional WoMin meeting.

WoMin will develop a simple **M&E framework** to ensure we can track whether we are making progress, make the needed adjustments to our work, assess impact, and promote learning.⁹ The meta-indicators for the overall impact are proposed as follows: (a) **The number of impacted women who enjoy minimum safeguards against the most deleterious impacts of the extractives industries as a result of our efforts** and (b) **The existence of a documented post-extractivist, women-centred and ecologically responsive African alternative to the current destructive model of extractivism.** Outcome and process indicators are presented in section 8.

1. Background

WoMin, an initiative of the International Alliance on Natural Resources in Africa (IANRA), works alongside national and regional movements and popular organisations of women, mining impacted communities and peasants, and in partnership with other sympathetic organisations, to publicise the impacts of extractivism on peasant and working class women, to work to counter these destructive trends, and most importantly, to advance a post-extractivist women-centred alternative.

An initial one-year exploratory phase of work has just concluded following a ground-breaking regional meeting held in South Africa in October 2013, which drew together over forty-five activists, organisers, researchers and NGO staff from *fourteen countries in the Africa region* and another *five countries from the Americas, Asia and Europe* to exchange, dialogue and agree the beginnings of a platform for continental collaboration on the theme of women, gender and extractivism.

In October 2013 we also publicly launched WoMin alongside a collection of six in-depth research papers and an advocacy tool on different themes and issues related to women, gender and extractivism. These papers, an extensive library of over 230 references relating to the work of WoMin, as well as the papers and presentations from the WoMin regional meeting, information related to WoMin's participatory action research (PAR) research efforts in 12 countries in 2014, and other valuable resources can be found at the WoMin website – www.womin.org.za – to be launched on Tuesday 4 February 2014.

At this time, WoMin is hard at work finalising proposals and budgets for Participatory Action Research (PAR) to be implemented in twelve countries (funds permitting) in 2014. PAR seeks to understand the world by trying to change it collaboratively and reflectively. The WoMin PAR is a

⁹ Thanks to ActionAid International for this definition.

critical methodology for knowledge-building and organising of ‘communities’, and women especially, in specific localities that are negatively impacted by extractives. Support will take the form of PAR funding grants, capacity building, and distance or direct accompaniment to the research.

2. Problem analysis

Extractivism, a powerful political concept which has its roots in Latin America, is the dominant feature in a model of development which spans the globe, and has deeply deleterious impacts upon communities, and women members of communities in particular, workers, eco-systems and the planet as a whole. The concept includes traditional extractives activities such as mining, oil and gas, but also refers to other industries including forestry, energy (as well as renewable energy projects related to solar and hydro) and industrial agriculture, which grabs land and extracts vast quantities of water in the production process.¹⁰ Extractivism refers to a mode of accumulation reaching back many centuries which is centred upon the over-exploitation and exportation (with no or minimal processing) of increasingly scarce and non-renewable natural resources often located in geographies that have usually been considered peripheral or "unproductive"¹¹ giving rise to a highly unequal and deeply exploitative model of development.¹² “Extractivism [in short] has been a mechanism of colonial and neo-colonial plunder.”¹³ This is a model of development that structures whole economies, the social relations between people, and the link between humanity and eco-systems, in fact the planet as a whole.

WoMin makes the argument – and this is a dimension missing from much of the mining and extractives literature and work – that extractivism has very particular impacts upon the bodies, labour, livelihoods and lives of peasant and working class women in the Global South and increasingly also the Global North. WoMin’s exhaustive survey of the literature, with a focus to Sub-Saharan Africa, on six themes related to women, gender and extractivism is extremely relevant to this section of this proposal and the key findings are summarised in each of the paragraphs that follow.

The first paper ‘A WoMin Perspective on International and Regional Policy and Human Rights Frameworks’ discusses the rights, standards and protections offered by broader human rights and mining-specific frameworks according to four thematic areas: women’s economic empowerment, women’s right to adequate health, women’s right to food sovereignty and land and protections against forced evictions and compensation for the loss of land and natural resource rights. This review finds that there are some strong existing provisions that can protect the rights of peasant and working-class women to economic empowerment, adequate health, food, land rights, and fair and just compensation when relocation is absolutely unavoidable. *The mining-related frameworks more generally and in the Africa region specifically substantively neglect the perspectives and interests of just over half of Africa’s citizens (women) whose labour in mining, in food production and in reproductive care are essential to the livelihoods and well-being of both themselves and the majority of the rest of its citizens. These frameworks are gender-blind and conflate women and men’s experiences, needs and interests, thereby violating women’s rights.* The African frameworks must work to incorporate international standards and protections for communities whose rights to land, water, health, food, cultural practices and ways of living are threatened by large-scale extractivist industries. And within this, the frameworks should explicitly incorporate a women’s

¹⁰ At this time, WoMin is specifically focused on mining and oil and gas extraction, although with time we should expand to focus on the other dimensions of extractivism.

¹¹ Svampa, M Mining and Neo-Extractivism in Latin America

¹² <http://www.noalamina.org/english/argentina/27-general/3042-mining-and-neo-extractivism-in-latin-american> and Acosta, 2013

¹³ Acosta, 2013: 63

rights perspective that privileges the views and needs of poor and marginal women, representing as they do the majority of Africa's people who are most affected by poverty and inequality.

The second paper in the series 'Women Miners – Navigating Difficult Terrain Underground' recounts the stories of women workers in South Africa, India, the United States, and Australia and their experiences of sexual harassment, unequal wages, and poor working conditions of a gender-specific nature in the mines. The paper finds that though women's entry into this industry is disruptive, it does not radically alter the long-established gender hierarchy that is integral to mining. They are forced into restrictive gender roles, in a working environment that is also repressive to men. There is therefore limited opportunity for women's emancipation when they enter the workforce in capitalist society. The experience of women miners is deeply shaped by geography, the type of mineral mined, the wider socio-economic and cultural context in which the mine operates, the policy environment, and by social factors such as race, class and ethnicity. The extent to which women's work is legal and protected is also significant in influencing women workers' experiences – their wage levels, occupational safety and compensation. Despite the vast differences between women miners' experiences across the globe, there are some important similarities, especially in the coping strategies employed by women. These often involve women engaging in stereotypically feminine behaviours such as flirting or gaining favours from men by exploiting their sexuality, which leads to the perpetuation of gender inequality in the industry. The highly masculine trade unions are unlikely to represent a vehicle for women workers' emancipation. In South Africa, women feel embattled and unsupported in these spaces, echoing their experiences in the male-dominated capitalist work environment of the mines.

Paper Three 'Land and Food Sovereignty *Undermined* – Impacts on Peasant Women' explores the multi-layered question: how is industrial-scale mining impacting on peasant women's land rights; their access to, control over and use of natural resources; their access to labour (including control of their own labour) for food production; and hence their own right to food and the food sovereignty of their families and the communities of which they form a part? The starting point of the paper is the assertion that "In almost all societies on the continent, agricultural production and the preservation of natural resources (such as forests and waterways) is the primary responsibility of women."¹⁴ FAO estimates that rural women produce half of the world's food and, in developing countries, produce between 60% and 80% of food crops.¹⁵ FAO further estimates that women represent a substantial share of the total agricultural labour force, as individual food producers or as agricultural workers, and that around two-thirds of the female labour force in developing economies is engaged in agricultural work.¹⁶ In the past decade, large-scale land dispossessions (also referred to as "land grabs") mainly arising from biofuels schemes and industrial scale agriculture projects have involved the forced acquisition of land without due respect for local land users' entitlements through proper consultation, informed consent or adequate compensation for the loss of land-based livelihoods.¹⁷ According to a World Bank 2011 report, approximately 56 million hectares worth of large-scale farmland deals were announced before the end of 2009, and more than 70% of these were in Africa where countries such as Ethiopia, Mozambique, and Sudan have transferred millions of hectares to investors in recent years.¹⁸ Whilst there is currently no coordinated effort to track and gather data on land dispossessions as a result of mining activities, available documentation, complimented by anecdotal evidence, is replete with examples of mostly communal lands being taken by mining

¹⁴African Union, African Development Bank, and United Nations Economic Commission for Africa, note 10 above.

¹⁵ "Focus on Women and Food Security," FAO, <http://www.fao.org/focus/e/women/sustin-e.htm>.

¹⁶ FAO, Gender. *Key to Sustainability and Food Security, Plan of Action: Gender and Development* (Rome: FAO, 2003), accessed February 17, 2013, <ftp://ftp.fao.org/docrep/fao/005/y3969e/y3969e00.pdf>.

¹⁷ Nancy Kachingwe. *From Under Their Feet: A think piece on the gender dimensions of land grabs in Africa* (South Africa: ActionAid International, April 2012).

¹⁸ Klaus Deininger and Derek Byerlee. *Rising global interest in farmland: can it yield sustainable and equitable benefits?* (Washington DC: The International Bank for Reconstruction and Development/The World Bank, 2011),

companies, with forcible resettlement and wholly inadequate compensation being the most common features. Agricultural production is often brought to a halt.¹⁹ Other significant impacts on women's land rights and their ability to produce include: (a) water grabbing by mining corporations, which alongside industrial agriculture is the most water hungry sector; (b) the pollution of land and water resources negatively impacting food production levels; and (c) the loss of male labour due to out-migration from rural sending areas, as well as the diversion of women's labour from food production to household care work when household members fall ill due to the pollution of water supplies and agricultural products by toxic waste from mining activities.

Paper Four titled 'Women's Unseen Contribution to the Extractives Industries: Their Unpaid Labour' explores the impact of mining on women's unpaid care, a largely invisible question in the analysis of mining and its societal consequences. Unpaid care describes work, often domestic or care-oriented, performed mostly by women in the home which produces goods and services that are critical to the well-being of their fellow household members and the reproduction of the workforce. Yet, despite the value of the labour embedded in these goods and services, and their social and economic value, this work is not recognised, counted, remunerated or valued. The paper argues that the mining corporations have profited greatly for over a century from the cheap labour of men and, separately or in combination, the cheap labour and unpaid care work of women, much of which has been rendered invisible by corporations and governments. Over many decades, mining corporations have cynically planned, sometimes with state collusion, how best to reduce costs related to, or to better control, the reproduction of workers, by either encouraging family migration or forcing families apart, extracting women's labour under extremely exploitative conditions or banning their work on the mines altogether. By way of example, the asbestos mines in South Africa provided family accommodation and permitted women's presence on the mines because their labour was cheaper and could subsidise for the increased costs of labour, as the industry mechanised. Mining companies also transfer responsibility to women's unpaid labour by limiting their legal and moral responsibility to provide housing, basic and social services to workers and their families, and diverting resources to small-scale corporate social responsibility schemes that reinforce government's failures and assert corporations' moral authority.²⁰

Paper 5 'Extractivism's Impacts on Women's Bodies, Sexuality and Autonomy' addresses, so far as the existing literature permits, the impacts of extractivism on women's ability to make safe and informed choices about their bodies, their health and their sexuality. The available research, while limited, tells us about the extremely diverse range of sexual relations between women and men on the terrain of the mines. Research in a Tanzanian gold mining town, for example, describes a hierarchy of different forms of 'sex work' ranging from 'permanent' and professional sex workers, to single women who run small businesses in addition to sex work and bar maids, whose sex work is less visible. Pigeon-holing this diversity into neat categories of commercial sex work or 'transactional sex' is difficult. Current research suggests a higher incidence rate for HIV and STIs in mining communities, which particularly impacts women. A study in a gold mining area in South Africa, for example, revealed that 25% of mine workers and 69% of sex workers were HIV positive. The paper argues that the risk factors for higher levels of HIV/Aids infection in remote communities impacted by the extractives industries include: migration and migratory status; economic stress and disempowerment; and the ethos of masculinity or machismo²¹ that characterises the extractives industries. Violence against women, also a risk factor for HIV/Aids, is the one experience that unifies women in mining communities whether artisanal or industrial miner, sex worker, trader or farmer.

¹⁹ E.K. Agyapong, "The effect of current mining practices on the welfare of women and children," *Centre for Social Policy Studies University of Ghana*, University of Ghana, <http://www.oocities.org/cspslibrary/esi.html>.

²⁰ See Dinah Rajak's (2010) critique of corporate social responsibility, which examines Anglo Platinum's decision to provide anti-retroviral therapy to its employees in South Africa.

²¹ Refer to the Glossary for a definition of this term.

More general research, which examines the social and economic impacts of mining, argues that land and resource thefts and degradations, and the rising dependency on wage labour from which women are largely excluded all exacerbate women's unequal power and encourage violence against women. In addition, the paper makes the bold argument that all forms of structural and inter-personal violence - violence to workers, to communities as they face displacements from their lands, to eco-systems that are damaged and destroyed, and violence against women - typify the extractivist development model.

Finally, Paper 6 'Transformation of Artisanal Mining: Empowering Women, Sustaining Humanity, Saving the Planet?' contends that women's participation in artisanal and small-scale mining (ASM) is highest in the Africa region, with researchers estimating that in some countries (Ghana and Malawi) women can comprise upwards of 50% of ASM miners. Yet, women miners are still rendered invisible by the stereotype of the male miner, and until this exclusion is reversed the gender-specific needs and interests of women miners will continue to be ignored. The rural poor predominate in ASM, which serves as an important supplement to low incomes earned through subsistence farming. The global growth in the sector since the 1990s is directly linked to rising poverty and unemployment, increases that are acutely felt by women who must seek out additional income for families under increasing economic pressure. High economic growth rates in Sub-Saharan Africa have not translated into significant reductions in poverty, and in rural poverty in particular, and the growth of ASM is therefore projected to increase as an important source of employment for the rural poor and poor women, in particular. Women are in particular danger because they tend to predominate in the processing work, exposing themselves to toxic chemicals. In the absence of adequate schooling and child care, women often have no choice but to work with their children present, resulting in their exposure to these same dangerous chemicals. While formalisation and regulation of ASM is necessary, this paper and the collection of which it forms a part, argues that this should occur within a much wider programme of transforming the mining sector altogether. In most countries, industrial mining is privileged in state policy and official (and unofficial) practices, a major factor contributing to the marginalisation of artisanal mining. Governments are mainly being driven to formalise ASM to capture its important revenues. There are however numerous other benefits of formalisation and regulation: the livelihood benefits to hundreds of thousands if not millions of poor citizens, the potential for significant local economic development, and the more sustainable use and management of natural resources, which are increasingly scarce and threatened, in particular, by large-scale extractivism. These are the arguments to be made in support of a transformation of the ASM, and the mining sector as a whole.

Neo-extractivism is on the rise globally, with Latin America's progressive, left or socialist states leading the way, and is being projected as the needed alternative to predatory extractivism. Neo-extractivism (or resource nationalism) refers to the growth of laws and policies that strengthen the role of the state in the exploitation and ownership of natural resources.²² These include full or partial nationalisation, public shareholding, contract re-negotiation, growing resource rents through taxation, and increased beneficiation which interventions aim to increase the state's share of the benefits of natural resource extraction for national redistribution. While these are important advances, Latin American commentators argue that under the veneer of *progressismo*, the model is substantively untransformed. Extractivism is defended under a growth logic, which argues that foreign investment and productivism must be promoted over the preservation of natural resources and the rights of indigenous peoples and communities to their livelihoods. While a greater share of the rents from extractives activities are being distributed through social policies, Acosta (in Marrero, no page) argues that the "pattern of accumulation and wealth concentration is not being changed."

²² Gudyanas, 2010 and Aguilar, C (2012) Transitions Towards Post-Extractivist Societies in Latin America: an answer to the EU Raw Materials Initiative. Comlamh - http://www.comhlamh.org/ckeditor/uploads/files/other_docs/post%20extractive%20societies.pdf

Neo-extractivism induces natural resource conflicts, fails to create jobs, and continues to pass on the most substantive social and environmental costs (many of which are intensified because of the scaling up of extractivist efforts by these governments) to communities. Where nationalisation has occurred, the state owned mining enterprises often operate no differently from the private companies, as they continue to destroy the environment and disrespect society.²³ We are therefore challenged to look beyond resource nationalism to the most necessary transition to a post-extractivist order.

Post-extractivism seeks to move beyond a dominant western economic model, articulating instead an alternative vision of Latin American societies, built upon a transition to a development alternative which must meet two key conditions: the eradication of poverty and conceding Rights to Nature²⁴ which necessarily means a reorientation of production to give priority to the ecosystem and to create regulations and public policies which deal with issues such as land tenure, disproportionate accumulation of wealth and use of the commons.”²⁵ A post-extractivism future does not preclude extractivism but rather presses for a different orientation – for indispensable extractivism to be driven by local and regional interests and demands (as opposed to global corporate interests), for low intensity and smaller scale projects with minimal social and environmental impacts, for decisions to be informed by a desire to preserve ecosystems and reduce carbon emissions, and for community participation and social control/ownership all within the framework of a diversified economy which breaks down the “cycle of specialisation in raw materials”, and offers employment alternatives oriented towards poverty eradication.²⁶ Employment alternatives should be created at a local and regional level, embracing and strengthening existing land-based livelihoods, and developing new income sources and forms of employment that are not solely limited to the extractivist industries; commitments to safeguarding food sovereignty and local food systems should be paramount in a transition model. In Latin America, the impact of the extractivist industries, the pressure on natural resources and the quest for alternatives has also pushed to the fore debates about “new forms of local and regional autonomy, with proposals ranging from Multinational States to the autonomy of indigenous communities in the Amazon basin.”²⁷

A transition orientation also introduces important questions about what we ‘value’ in developmental terms. The Africa region is experiencing significant growth in Gross Domestic Product (GDP)²⁸ but is at one and the same time depleting precious non-renewable natural resources, destroying whole eco-systems, undermining the social and cultural practices of communities, threatening food sovereignty and in some cases undermining the very basis for the social reproduction of many of its poor citizens now and into the future. A transition towards a post-extractivist future demands a different developmental logic - one which values the oil or the minerals but also values nature, human well-being, non-renewable natural resources, cultural beliefs and practices, and the protection of the commons as a basis for social reproduction. The World Bank has argued similarly in its 2005 report ‘Where is the Wealth of Nations?’ that resource depletion is draining the “net savings” of the poorest countries and crippling future generations; its study calls for a new measure of wealth, going beyond the traditional GDP and including other variables, such as environmental damage.²⁹

²³ Acosta

²⁴ Gudyanas, 2013

²⁵ Ibid, pg. 9

²⁶ Aguilar, C pg. 9

²⁷ Aguilar, C pg. 12

²⁸ Refer to Glossary for a definition of this term.

²⁹ Africa's mineral wealth hardly denting poverty levels, says World Bank... So why does it advocate even more mining? Guardian, 15 October 2012 on Mines and Communities website:
<http://www.minesandcommunities.org/article.php?a=11963> (accessed 15 June 2013)

Recognition of and support for reproductive work – mostly performed by women – is also a critical dimension of a post-extractivist order. The work of reproduction – growing foods through subsistence and small-scale agriculture, nurturing the young and the ill, caretaking natural resources, supporting whole communities sustain themselves – is unpaid, unrecognised and not valued yet is critical to sustaining humanity and regenerating eco-systems upon which humans are dependent. A social reproduction perspective offers us a different way of thinking about the humanity-nature relationship, makes visible previously invisible social struggles of reproductive workers impacted by extractivism and its ultimate effects – climate change – and helps us think about development in a radically different way.

3. What we are trying to achieve through the programme

3.1 Overarching goal (impact)

The overall goal (impact) of the programme is that **in five years, peasant and working class women impacted by extractives industries in at least twelve countries in the Africa region, as well as at the sub-regional and regional levels may benefit from minimum safeguards which they and their allies clearly locate in a transition towards a progressive post-extractivist, women-centred and ecologically responsive African alternative to the current destructive model of extractivism.** All work from local to international across a minimum of twelve countries will contribute towards this overall impact.³⁰ We have selected two meta-indicators at impact level, which will allow us to monitor and aggregate impact on conclusion of the programme across the different levels and geographies for working. See monitoring and evaluation section 8 for more on this.

3.2 High level outcomes

This impact will be achieved if:

- **Outcome 1:** Women impacted by the extractives industries are defending their communities and their own gender-specific interests against rapacious extractives industries, including by developing, testing, piloting and replicating food, energy, and other livelihoods alternatives at the local level.
- **Outcome 2:** Impacted women and their allies have greater knowledge about the extractives industries, their structural location, their impacts (and in particular the differentiated effects upon women) and the existent or desired alternatives to dominant extractivism.
- **Outcome 3:** Grassroots women, NGO support staff and women leaders from allied movements are empowered to deepen their struggles against destructive extractivism and for the alternatives.
- **Outcome 4:** The violation of women's human rights by at least three offending extractives corporations has been exposed, and they have been shamed, penalised and held accountable for their actions and omissions.
- **Outcome 5:** Legislative and policy reforms at national, sub-regional and regional levels provide minimum safeguards and rights as part of a planned transition to a different model of development.

The five outcomes are interlinked and mutually dependent. There is no hierarchy in the outcomes; any numbering of outcomes in this document is merely for our reference purposes. We believe we must work towards all three in a linked way if our promised impact is to be achieved.

3.3 Intermediate outcomes

The five outcomes will be achieved through work on 16 intermediate outcomes:

Intermediate outcome 1: Impacted women at the local and other levels are better organised and acting to change their situation.

³⁰ This is contingent on adequate funding being raised at national and regional levels.

Intermediate outcome 2: Organised collectives of women impacted by the extractives industries have strengthened their power through the building of strategic alliances with peasant formations, and other popular organisations of women, workers etc.

Intermediate outcome 3: Impacted women are being supported by NGOs, and other allies to identify, build on, develop and pilot local alternatives to challenge and/or mitigate the effects of the extractives industries.

Intermediate outcome 4: Research has been undertaken through collaborations involving WoMin, its national members and universities/research institutes at national and regional level.

Intermediate outcome 5: PAR, implemented at the local level in 12 countries, has simultaneously built knowledge and informed and supported women to undertake actions for change.

Intermediate outcome 6: Structured engagements between activists in the region and other parts of the world has informed women and highlighted the alternatives to be built, advanced and struggled for.

Intermediate outcome 7: Some civil society organisations working in the extractives and other sectors (such as women’s rights, food, health, migration etc.) have an understanding of and deeper commitment to work to address the gendered effects of extractivism.

Intermediate outcome 8: Over the three years, 700 women leaders at different levels have built progressive consciousness about women’s interests and concrete leadership and organising skills.

Intermediate outcome 9: Impacted women have awareness that their experiences are shared and are acting in solidarity with one another.

Intermediate outcome 10: Grassroots women leaders impacted by extractivism, together with allied movements and popular organisations, have a clearer articulation of their vision of development and the alternatives to destructive extractivism they will organise around and advocate for.

Intermediate outcome 11: Grassroots women’s perspectives are increasingly being heard in their own organisations and movements, to other civil society players, to decision-makers and to the wider public.

Intermediate outcome 12: Three extractives corporations have been held accountable to national and international laws and declarations.

Intermediate outcome 13: Middle class women have been conscientised and organised, and are cooperating with peasant and working class women in relations of solidarity.

Intermediate outcome 14: Targeted policy and decision-makers at all levels have greater awareness about the impacts of the existing model of extractivism upon communities and women in particular.

Intermediate outcome 15: Concerned policy-makers and legislators have been offered legislative and policy reform proposals, which are located within a clear transition pathway towards the alternatives.

Intermediate outcome 16: Policy and law-makers have been placed under social and political pressure to adopt minimum protections.

3.4 Actions

These intermediate outcomes will be advanced through the following actions year-on-year. The local and national level work is led by national members of WoMin. WoMin will mobilise small amounts of start-up funding for some national members, but it is expected that national organisations will mobilise their own resources, with some WoMin support where needed, for the local and national work. WoMin, with the support of national members, is responsible for resource mobilisation for all sub-regional, regional and international activities. See the M&E section for a discussion on what work is monitored and evaluated in this programme.

Actions	Level
Training and consciousness-raising of local grassroots women	Local/National
Solidarity, financial and logistical support to local actions	Local/National
Support to organising, including local strategizing	Local/National
Mobilisation of progressive allies – scientists, researchers, agronomists etc. – to support the building of local alternatives	Local/National
Funding and practical support to the development and implementation of local alternatives	Local/National
Bridge-building and networking activities	Local/National
Annual cross-country and cross-regional exchanges	National/sub-regional/regional/int

Actions	Level
At least 12 PAR projects across 12 countries	National with regional support
At least 6 strategic collaborations at national level and 3 partnerships with research institutes at regional level	National/regional
Platforms (such as meetings, conferences, radio and television, print media, journals, popular media etc.) educate and inform other civil society actors and the wider public	National/regional/int
Women's leadership train-the-trainer schools at regional, sub-regional and national levels undertaken in collaboration with the RWA and other allied movements/ organisations	National/sub-regional/ regional
People-to-people exchanges at all levels	National/sub-regional/ regional/int
Linking up local struggles and deepening power through the formation of above-local alliances and movements	National/sub-regional/ regional
Alternatives visioning and planning workshops with friends and allies from local to national to sub-regional to regional	Local/national/sub-regional/ regional
Platforms (such as public meeting, workshops, writing and photographic projects) for women to speak out to the public, and to decision-makers	National/regional
The fifteen countries organised under WoMin have inputted to a priority list of corporates to target, and in-depth campaign feasibility assessments have been undertaken to inform decision-making	National/regional
Existing campaigns will be targeted to integrate a gender perspective, and new campaigns will be launched in alliance with others	Regional/int
Implementation of campaign activities including in-depth research for evidence building, alliance building (including with supportive multi-lateral arms) and campaign planning, campaigns actions and review processes etc.	Regional with national, and possibly int
Lobbying of decision-makers through meetings, community exposure visits, roundtable dialogues, policy briefing meetings, media campaigns etc.	National/sub-regional/ regional
Grassroots driven campaigns targeting policy-makers and legislators for the needed reforms	National/sub-regional/ regional

4. Notes on our theory of change and overall strategy

The pathway to change outlined above – goal, outcomes and intermediate outcomes and supporting activities – reflects some theory about how change happens. The ultimate long-term ‘change’ (or development impact) we are searching for, which is well beyond the scope of WoMin, is a new model of development with a transformed orientation to the extraction of natural resources. What is, however, within the scope of WoMin is the goal we have outlined for ourselves: **in five years, peasant and working class women impacted by extractives industries in at least twelve countries in the Africa region, as well as at the sub-regional and regional levels may benefit from minimum safeguards which they and their allies clearly locate in a transition towards a progressive post-extractivist, women-centred and ecologically responsive African alternative to the current destructive model of extractivism.**

Lying at the centre of the theory is the commitment to impacted women organised in grassroots formations and movements powering the change. The central thrust of WoMin, therefore, is to work with national members for the **empowerment of peasant and working class women** impacted by the extractives industries. This takes place through methods such as PAR; grassroots organising and action; leveraging support and solidarity from researchers, agronomists, middle-class women etc.; exchanges across localities, countries, sub-regions and regions of the world; linking up local grassroots struggles to build movements that span territories; the mobilisation of solidarity, including from middle-class women etc. Importantly, WoMin does not aim to duplicate organising efforts but rather seeks to build bridges to allied organisations and movements – women and peasant movements most specifically – who are our natural allies.

A second major thrust of WoMin is to advance reforms that are located within a wider strategy of transitioning to a post-extractivist society. We could call this approach **transformative reformism** (or non-reformist reforms). Through WoMin we engage policy and decision-makers – through lobbying, advocacy and campaigns - to bring about essential reforms to safeguard the immediate interests of women and their communities against the rapacious extractives industries. Reforms in the areas of free prior informed and continuous consent will be prioritised; as will safeguards for communal tenure forms, and demands for full compensation for not just the loss of land rights but also for the use of land which is much more expansive and just definition; and stricter environmental and social regulations and the proper enforcement of these, so these costs are fully internalised by the extractives corporations.

BUT, we are of the view that the dominant model of extractivism is inherently damaging to people, to their livelihoods, to nature, and to the relations between people and that this model needs complete transformation. Neo-extractivism, often presented as the needed alternative, has failed to solve the social conflicts and costs, and the environmental devastations as these are bound up in the internal laws of the model (whether the beneficiaries are the state, where nationalisation has occurred, or the private sector) and hence cannot be escaped until we transform the model/the system itself. Our ultimate objective, which transformative reforms should lead us to, is the transition to a post-extractivist order, in which extraction does occur but on terms that are supportive to local and sub-national development agendas, in which local land-based livelihoods that protect nature and nurture its regeneration are supported, in which the daily work of reproducing workers and communities is valued, respected and supported, and in which humanity lives according to the values of *buen vivir*³¹ and *ubuntu*³² making fewer claims for natural resources, recycling and working towards a negative or stationery consumption path for the wealthy, the middle class and the emerging middle class.

A third major thrust of WoMin in the next three years therefore is to **identify, develop and advance the post-extractivist women-centred progressive and ecologically responsive African alternative to destructive extractivism**. By advance we mean to work, hand-in hand, with our allies and friends in movements, in trade unions and in support organisations (such as NGOs, churches, funders etc.) for many of our challenges are shared and many of our demands are similar. The alternative will ultimately only be won when collectively imagined, committed to and struggled for. Many of these alternatives already exist in the way we produce food, in the way we care-take and regenerate our natural resources, in the way we nurture our families, in the way we cooperate in our communities etc. Some of these alternatives will need to be extended through learning from exchanges, through collaborations with scientists and researchers, and through our own innovation. Other alternatives will need to be imagined and, where possible, tried out in practice. This will require the development and piloting of efforts (in conjunction with specialists) to, for example, transform artisanal mining so that it is less environmentally hazardous, and to work to identify ways in which the sector could be formalised without excluding capital-poor miners. We will also need to build evidence of food

³¹ Huanacuni in AWID (2012) defines Buen Vivir as “complementing each other and sharing without competing; living in harmony among people and with nature. It is the basis for defending nature, life itself and humanity as a whole. Buen Vivir is not the same as living better; living better is at the expense of the other. Living better is egotistical, lacking interest for others, individualism, thinking only of profit; living better than our fellow beings leads to a need to exploit. Extreme competition is produced [and] wealth is concentrated in the hands of a few...”

³² The South African sociolinguist Buntu Mfeenyana defines Ubuntu as “the quality of being human. It is the quality, or behavior of ‘ntu’ or society that is sharing, charitableness, cooperation. It is a spirit of participatory humanism.”³² Cullinan (2008) writes about African customary law which searches for harmonious respectful living with other species, and which exercises restorative (as opposed to redistributive) justice when these ‘rights’ are violated.³²

production and other land-based livelihoods as real alternatives to resource extraction. This will require a few projects that contrast the livelihoods and employment benefits associated with mining with efforts to deepen agriculture, agriculture-based processing, and livelihoods associated with tourism. Beyond the piloting of alternatives, we will also seek to influence the thinking of our Governments and in particular those arms of the bureaucracy or the legislature, which may share some of our perspectives. We will similarly seek to influence sub-regional, regional and multinational bodies, and will pay particular attention to those we believe may support our thinking.³³

5. Who are we targeting?

WoMin works to principally benefit directly affected grassroots women at all levels as our primary constituency. At the **local, intermediate and national levels**, WoMin allies are already supporting organising and other efforts or may have started to build this work on the ground with women that are directly impacted by the extractives industries. Through WoMin regional we will seek to leverage some basic support for work with grassroots women at different in-country levels in a minimum of twelve countries in the Africa region over three years. We, however, envisage that national members of the alliance will be responsible for leading this work, including fundraising. The regional support to country-level PAR is a good example of the type of support – monetary and capacity-building - that can be provided to in-country work by the WoMin secretariat. The types of local, intermediate and national activities to be supported are well outlined in the actions table in section 3.d above. WoMin, at the **sub-regional and regional levels**, will be responsible for resource mobilisation with the support of the WoMin oversight group.

WoMin will also prioritise the building of bridges and linked up struggles with allies, such as peasant and women's organisations and movements. This secondary constituency of grassroots women who may not be directly impacted but has shared interests with our primary constituency, is therefore also a priority of WoMin.

A tertiary, but most significant constituency is that of the **support organisations** (NGOs, churches, trade unions etc.) to grassroots women's organising and struggles. They are a critical link to directly impacted women and require funding, capacity-building, information and so on to perform their support and solidarity role. In some instances, we may privilege the needs of this grouping for the needed onward support to peasant and working class women.

6. Defining what WoMin is and how we will work together

WoMin is an alliance of organisations, institutions and movements that have a shared interest in our mission focus on women, gender and extractivism. The staff delegated from member organisations to participate in WoMin activities will generally be women, although the alliance will embrace men (and women) that are supportive of women's issues, leadership and empowerment, and have respect for feminist perspectives that are held by the allied organisations.

The members of the WoMin alliance at this time come from different sectors – extractives, environment, women's rights, violence against women, land and natural resource rights - and we will encourage the growth of diversity in members. We specifically wish to target organisations working on issues of migrancy, sex and sexuality, women's reproductive health etc.

For the next one to two years, WoMin does not envisage developing formal membership requirements. We envisage a loose alliance which will enable us to work together, get to know the perspectives and interests of each organisation, and expand our alliance on the basis of shared

³³ As we progress with the alternatives work we will need to map out and undertake an analysis of national governments, and sub-regional, regional, and multinational bodies to identify those institutions that may be sympathetic to our position.

political interest and commitment. We do not wish to build a formal alliance and the infrastructure needed to support this alliance without clear need. Towards the end of year 2015 we will review the status of WoMin and make decisions about whether a higher level of formalisation is required. WoMin will develop a founding document spelling out its vision, mission, principles, and ways of working which allies will be asked to endorse and respect.

WoMin, at this time, has one full-time staffer – the WoMin coordinator - in a regional secretariat, supported by a part-time administrator and finance person. The coordinator has also relied on capacity contracted in via short-term consultancies. In 2013 the coordinator carried an intensive load which may not be sustainable in the long-term. Capacity will be extended in two ways from 2014: (a) lead organisations in the alliance may be designated to lead on specific outcome areas, activities or sub-regional work if there is interest and available capacity and (b) additional capacity will be recruited into the secretariat to lead on specific areas of work, funding permitting. If adequate funds cannot be raised and members cannot carry part of the load, then the ambitions of WoMin will need to be scaled back accordingly.

WoMin will fundraise to support core starter activities in some (but not all) of the countries that are just beginning their work on women, gender and extractivism. WoMin will deepen its due diligence requirements and partnership approach to reflect its political principles and commitments. WoMin has an oversight group, currently comprised of eleven members (see Appendix A for the full listing) nominated at the October 2013 regional WoMin meeting. The oversight group gives overall leadership to WoMin (in consultation with standing members) in terms of strategy development and planning, day-to-day decision-making and oversight, policy positions (both externally and internally facing) etc.

See **Appendix B** for:

- A list of our PAR partners who have received/will be receiving grant funding from WoMin
- A list of the organisations we cooperate with/are allied to (revised as at September 2015)

7. WoMin's organisational structure and governance (updated September 2015)

In October 2013 WoMin, a regional alliance of African women united against destructive natural resource extraction, was born. The midwives were more than fifty women activists from across the Africa region who gathered in Johannesburg to share experiences, stories of resistance, and alternatives to extractivist-driven neo-liberal capitalist development that is deeply damaging to the majority of African citizens, eco-systems and the planet as a whole.

This launch followed a nine-month process of scoping out organisations and efforts to build on nationally and regionally, and the research and development of six WoMin papers addressing different questions related to the broad theme of women, gender and extractivism. The scoping and research process, combined with a regional meeting of activists, aimed to inform future directions in WoMin's longer-term strategy. A leadership structure of twelve women from different organisations across the region was nominated at the regional meeting to give oversight to WoMin's work. At this time, WoMin was 'housed' in the International Alliance on Natural Resources in Africa (IANRA), a regional alliance of organisations working on extractives.

By June 2014, WoMin's work regionally and its intersection, through national and regional allies, with the 'women's movement' led us towards a thoughtful conversation about WoMin's role and contributions towards a strengthening and deepening of the women's movement regionally. This need emerged from our conclusion that the majority of women's organisations and movements nationally and regionally were organising around important political questions related to women's

political representation and violence against women, but that significant questions of economic justice for women related to land, housing, extractives, infrastructure, and public services were substantively neglected.

By October 2014, WoMin's allies in fourteen countries had resolved that WoMin be repositioned to enable us (over time) to make contributions to the strengthening of a progressive African women's movement making important connections between women's economic, social, cultural and political experiences of exclusion and advancing a radical structural agenda for change.

If WoMin is to make contributions to women's movement building in the region, this can only be done as a women's rights and women-led organisation. That we were housed at the time of this decision by an extractives and not a women's rights alliance, with a mixed male/female leadership presented challenges to our women's rights and women's movement building agenda. For this reason, WoMin's allies and its leadership structure resolved by October 2014 to pursue a path to independence from IANRA that would liberate us to advance a women's rights agenda.

Since October 2014, WoMin has been working intensively towards its independence: in 2014/2015 we have (a) built and registered a legal entity (b) developed a human resources policy and procedures manual, which builds off a series of twelve interviews of allies, and a set of core questions shared to the alliance and which substantively reflects a feminist perspective despite resource constraints; (c) developed a finance policy and basic procedures which will carry us through to end-year; (d) recruited a new staff member to lead our research efforts; and (e) joined with three other organisations to build a shared office space.

8. Monitoring and evaluation

WoMin will develop a simple M&E framework, which we define as *an accountability, learning and quality improvement tool that informs and guides IANRA, the WoMin secretariat and the oversight group about **what** is to be monitored and evaluated, and **how** to ensure we can track whether we are making progress, make the needed adjustments to our work, assess impact, and promote learning.*³⁴

An M&E framework covers the following elements:

- ✓ Key changes we are working towards – impact, outcomes and intermediate outcomes
- ✓ Key indicators (quantitative and qualitative)
- ✓ Baseline data
- ✓ Numbers of people reached
- ✓ Data collection methods and tools to support the indicators and questions prioritised

In this proposal we only address the indicators and will further develop the M&E framework in the months to come.

8.1 Programme indicators

Programme impact, outcomes and intermediary outcomes tell us what change we want to bring about, and the indicators support us to know if we are making progress. They also tell us what evidence and data we must collect to support our monitoring. We look at different indicators: meta-indicators (the impact we make), outcome-indicators (the outcome of our work) and process-indicators (the intermediate outcomes we achieve at different points along the way). We do not identify indicators at action level, although this may be required by some funders we will work with internationally and/or at country level.

³⁴ Thanks to ActionAid International for this definition.

Important note: WoMin will not ‘monitor’ all of the work members implement at local and national level. Members have their own programmes and associated M&E systems, which reports they may share with the WoMin oversight group and secretariat. BUT, we will monitor those impacts that can be attributed to the work and support forthcoming from WoMin. The indicators we develop, especially at the outcome level, will only speak to work that lies within the mandate and purview of the WoMin initiative. This is critically important as WoMin is a loose alliance and relations with members are unstructured, aside from our proposal for a founding document and partnership contracts that are signed when members receive funding from WoMin.

a. Meta-indicators

The two meta-indicators for the overall impact promised under this programme are:

- The **number of impacted women who enjoy minimum safeguards against the most deleterious impacts of the extractives industries as a result of our efforts** and
- The **existence of a documented post-extractivist, women-centred and ecologically responsive African alternative to the current destructive model of extractivism.**

The outcome indicators we choose will need to ‘add up’ to these meta-indicators so that when we come to assessing impact the indicators we have been using and the data we have been gathering over time against these chosen indicators can tell us whether we have achieved the promised impact.

b. Outcome indicators

We have selected the following sixteen outcome indicators – on average three indicators per outcome - that will be monitored at a regional level, and through the local and national where work is funded or supported by WoMin. While many more indicators could be developed, we feel that it is helpful to be very focused in choosing those indicators that can best help us track the progress of our work. The outcome indicators ‘add up to’ the meta-indicators we have chosen for our promised impact.

Outcome	Indicators
Outcome 1: Women impacted by the extractives industries are defending their communities and their own gender-specific interests against rapacious extractives industries, including by developing, testing, piloting and replicating food, energy, and other livelihoods alternatives at the local level.	<ul style="list-style-type: none"> - Evidence of women organising at the local, intermediate and national levels in countries supported by WoMin - Evidence of women advocating and campaigning for greater protections against and accountability of extractives industries - Mobilisation of support for projects and initiatives which are proposing real local alternatives to the extractives industries.
Outcome 2: Impacted women and their allies have greater knowledge about the extractives industries, their structural location, their impacts (and in particular the differentiated effects upon women) and the existent or desired alternatives to dominant extractivism.	<ul style="list-style-type: none"> - Evidence of PAR having supported knowledge development and organising at the local level - Increased in-depth knowledge about extractivism and its specific impacts on women’s safety, livelihoods, health and other identified aspects in distinct locales - Grassroots women leaders and NGO support activists have deeper knowledge about the impacts of extractivism in other parts of the world, false solutions that are being pressed upon us, and ideas about the needed alternatives.
Outcome 3: Grassroots women, NGO support staff and women leaders from allied movements are empowered to deepen their struggles against destructive extractivism and for the alternatives.	<ul style="list-style-type: none"> - Evidence of women benefiting from women’s political education and organising schools at different levels - Evidence of strategy meetings and joint actions between formations of women impacted by the extractives industries and allied peasant, environmental, women’s rights, sexual rights etc. movements and popular organisations

	- Emergent alternatives are being documented, debated and discussed amongst women and their allies.
Outcome 4: The violation of women’s human rights by at least three offending extractives corporations has been exposed, and they have been shamed, penalised and held accountable for their actions and omissions.	- At least three corporates have been challenged through the law and other accountability mechanisms - Evidence of greater awareness on the part of the media, policy and law-makers of the gendered impacts of extractivism - Evidence of middle-class women mobilising – taking action in and advocating within their communities, donating funds, giving of their time – in defence of women impacted by the extractives industries.
Outcome 5: Legislative and policy reforms at national, sub-regional and regional levels provide minimum safeguards and rights as part of a planned transition to a different model of development.	- Minimalist reform agenda developed and agreed amongst WoMin members, and its allies - Evidence of some reforms or reform efforts in regional, sub-regional and national (in countries supported by WoMin) that provide for some of these minimum safeguards - Grassroots mobilisation in support of minimum reforms.

c. Process indicators

The following process indicators, which relate to the intermediate outcomes, have been identified for monitoring:

- Number of women’s groups, networks, alliances and movements formed and sustained over time (as directly supported by WoMin)
- Number of actions at local, intermediate and national levels, which address the gender specific impacts of the extractives industries, and make informed demands for change (as directly supported by WoMin, including through the PAR)
- Number of platforms being created for women to speak out at local and national level (only where WoMin provides direct support) and at sub-regional and regional levels
- Number of local projects and initiatives testing out and building alternatives to extractivism (where supported by WoMin)
- Number of campaigns bridging local organisations and involving popular organisations and movements in other sectors (where supported by WoMin)
- Number of women participating in women’s political education and organising schools at sub-regional, national and intermediate in-country levels (where directly supported by WoMin)
- Number of grassroots driven campaigns pressing for minimum reforms to law and policy (where directly supported by WoMin)
- Number of workshops, dialogues, meetings focused on building the alternatives (as supported by WoMin)
- A manifesto, video, stories and other accessible tools outline the emergent alternatives to the dominant model of extractivism
- Campaign and advocacy actions and alternatives vision informed by PAR and research collaborations with universities and research institutes
- The work on gender and extractivism at national level and through WoMin draws more participants, including from other sectors
- Three visible regional and international campaigns addressing the gender specific impacts of three targeted corporates
- Number of legal and policy reform processes initiated or underway at regional, sub-regional and national levels (where WoMin is providing specific support).

Appendix A:
List of WoMin oversight group members (in alphabetical order)

Betty Abah	Environmental Rights Action	Nigeria	bettyabah@gmail.com
Beatrice Obbo	National Association of Professional Environmentalists	Uganda	beatrice.obbo@gmail.com
Emem Okon	Kebetkache Women's Development and Resource Centre	Nigeria	emembridget@yahoo.com
Gladys Serwaa	Ecumenical Association for Sustainable Agriculture and Rural Development	Ghana	info.ecasard@gmail.com
Elly Rassia	Haki Madini	Tanzania	jovitha@hakimadini.org
Lusayo Banda	Citizens for Justice	Malawi	Lusayob@cfjmalawi.org
Mercia Andrews	Trust for Community Outreach and Education/Rural Women's Assembly	South Africa	mercia@tcoe.org.za
Nilza Chipe	Forum Mulher	Mozambique	nilza@forumulher.org.ml
Samantha Hargreaves (convenor)	International Alliance on Natural Resources in Africa, WoMin programme coordinator	South Africa	samyhargreaves@gmail.com / samantha.hargreaves@ianra.org
Sebenzile Nxumalo	Foundation for Socio-Economic Justice	Swaziland	sebenxu@yahoo.com
Thandiwe Chidavarume	Women and Land Zimbabwe	Zimbabwe	wlz@mweb.co.zw

Appendix B: Partners and allied organisations (updated as at 15 September 2015)

Country	Established allies	Emerging/second tier allies
Zimbabwe	Zimbabwe Environmental Lawyers Association, Women and Land Zimbabwe, Centre for the Development of Women and Children, Centre for Natural Resource Governance, Rural Women's Assembly, Chiadzwa Development Trust	
South Africa	ActionAid South Africa, Women from Mining Affected Communities United in Action, Rural Women's Assembly, Southern African Green Revolutionary Council, Global Environmental Trust, Vaal Environmental Justice Alliance, Alternative Information and Development Centre, Trust for Community Outreach and Education	Groundwork, South Durban Community Environmental Alliance
Tanzania	Haki Madini	Tanzania Gender Networking Programme, Oxfam Tanzania, Lindi Regional Association of NGOs (LANGO)
Kenya	KeNRA network, Coast Rights Forum	Sauti ya Wanawake, Reconcile, Save Lamu
Mozambique	Forum Mulher, União Nacional de Camponeses, Justica Ambiental, Hikone	
Zambia	Zambia Council of Churches, Evangelical Fellowship of Zambia, Rural Women's Assembly, Eastern and Southern Africa Small-scale farmer's Forum (ESAFF), Centre for Trade Policy and Development (CTPD), Green and Justice organisation	
Nigeria	Kebetkache Women Development & Resource Centre, Environmental Rights Action (ERA), Health of Mother Earth Foundation, Centre for Children's Health Education, Orientation and Protection (CEE-Hope)	
DRC	Femmes et Justice Economique (FEJE)	LIFDED: Ligue des femmes pour le développement et l'éducation à la démocratie, REFADEC: Réseau des Femmes artisanes pour le développement communautaire, CENADEP: Centre Nationale d'Appui et de Développement Participative
Ghana	Ecumenical Association for Sustainable Agriculture and Rural Development (ECASARD), Third World Network	Network for Women's Rights in Ghana (NETRIGHT), Abantu for Development (ABANTU), Advocates and Trainees for Women's Welfare, Advancement and Rights (ATWAR), WILDAF Ghana
Malawi	Citizens for Justice	Women and Law in Southern Africa, Rural Women's Assembly, Centre for Environmental Policy and Advocacy (CEPA)
Burkina Faso	ORCADE	

Sierra Leone	Network Movement for Justice and Development (NMJD), Women's Forum on Mining and Extractives	
Uganda	National Association of Professional Environmentalists (NAPE)	National Association for Women's Action in Development (NAWAD), Kwataniza Women Farmer's Group, Kakindo Orphans Care
Niger	Groupe de Réflexion et d'Action sur les Industries Extractives au Niger (GREN)	
Regional	Just Associates, Rural Women's Assembly, People's Dialogue	Southern Africa Resource Watch, Third World Network, La Via Campesina, Uranium Alliance, ROPPA
International	International Women and Mining Network (RIMM), UN Sisters of Mercy International, Franciscans International, FIAN International, ActionAid International, Gaia Foundation, London Mining Network, Gender Action	Accion Ecologica, ActionAid International, Mining Watch Canada, Friends of the Earth International, Publish What You Pay