

EVENT: PARALLEL SESSION - 7TH SOUTH AFRICA AIDS CONFERENCE

**(Facilitated by: The Chamber of Mines of South Africa,
South African Business Coalition on Health and AIDS (SABCOHA)
and Mine Health and Safety Council)**

**Session Theme: Getting to zero at work: Sustainable approaches to HIV and TB in the
workplace**

Wednesday, 9th June, 2015

Venue: Hilton Hotel (Durban), South Africa

Talking Points

The Chief Inspector of Mines

**Dr. Sibongiseni Dhlomo, Minister of the Executive Council (MEC) for Health
(KZN)**

Government representatives present

Colleagues from the ILO, World Bank and UNAIDS

**Distinguished ladies and gentlemen from the South Africa Chamber of Mines
and the South African Business Coalition on Health and AIDS (SABCOHA), from
academia and civil society**

Ladies and gentlemen

All protocols observed

**Greetings on behalf of UN Women's regional office for Eastern and Southern
Africa**

It is a pleasure to join you here today and to use this platform to launch this *Mainstreaming Gender in HIV and AIDS Responses in the Extractive Industries Sector Guide*.

But first, allow me to briefly orient you around plain what UN Women is, and does.

- UN Women is the youngest UN agency today.
- It was established in July 2010 at the demand of Member States to the United Nations and the global women’s movement, as the UN organization dedicated to gender equality and the empowerment of women.
- Formally known as the UN Entity for Gender Equality and the Empowerment of Women, UN Women emerged from the recognition by UN Member States that more must be done, to enable women to claim equal rights and opportunities in all spheres of development.
- Main roles of UN Women are:
 - To help Member States to implement gender equality and women’s empowerment standards, standing ready to provide suitable technical support to those countries that request it, and to forge meaningful partnerships with civil society;
 - To support inter-governmental bodies, such as the Commission on the Status of Women, in their formulation of policies, global standards and norms;
 - To lead and coordinate the UN system’s work on gender equality as well as promote accountability, including through regular monitoring of system-wide progress.

UN Women’s regional architecture:

- UN Women’s Eastern and Southern Africa Regional Office (UN Women ESARO) is located in Nairobi, Kenya.

- We currently have a physical presence in 13 countries in the ESA region- but in total it covers 23 countries (Burundi, DRC, Ethiopia, Kenya, Malawi, Mozambique, Rwanda, South Africa, South Sudan, Sudan, Tanzania, Uganda and Zimbabwe).
- UN Women’s South Africa office in Pretoria, covers countries in the Southern Africa Customs Union i.e. Botswana, Lesotho, Namibia, South Africa and Swaziland. UN Women ESARO also has field offices in Somalia).
- As a regional office- our thematic focus is in the areas of:
 - Women’s leadership and political participation;
 - Women’s Economic Empowerment
 - Peace and Security.

Our strategies include: representation and advocacy; partnership building (governments, private sector and civil society), resource mobilization (financial and technical), and knowledge management.

Now that you know who we are and what we do, the question that may arise is ‘why the extractives industry’

- **The WHY:** - UN Women’s engagement in EI arises from the recognition that the EI sector is a major actor, nationally, regionally and globally in development trajectories- and remains one of the leading income earners and employers on the continent.

UN Women’s decision to work within this sector was informed by the evidence of both the positive and negative impacts that have been borne from the EI sector – at household, community and national levels. Salient evidence suggests a gender bias in the distribution of the risks, costs and benefits within the EI sector. Left unaddressed, these issues can impact negatively on well-being at the individual, household and community levels.

Examples include: family or social disruption, loss of employment and income in agriculture and environmental degradation, gender-based violence, HIV, and in extreme situations- resource-based conflicts.

Our work has also been informed by the fact that while the sector is substantial in size, **women in the extractives within the region, are largely to be found in artisanal and small-scale mining operations, which are often typified by inefficiencies and minimal returns, poor health and safety standards, and negative environmental impacts.**

However, the current picture fails to even begin to reflect the contribution that women’s innovation and labor, makes to the EI sector- and its potential to accelerate its current financial contribution to national budgets and private sector profits.

- The “WHAT” of our work:

UN Women’s rapidly developing body of work in the EI sector is located within the regional and country programs on women’s economic empowerment, where we seek to promote:

- **Women’s abilities to integrate more effectively, efficiently – and profitably within the sector;**
- To work with our partners **to address the potential negative impacts that have been associated with EI activities** e.g. vulnerable employment, gender-based violence- including sexual violence, and HIV and AIDS.

- Some of our on-going work includes:

- Knowledge generation and management:
 - An Advocacy Guide on “Engendering the EI sector”, developed in partnership with Publish What You Pay)
 - A Compendium on Best Practices in gender mainstreaming – which looks at case studies from 5 countries, of women miners in the artisanal sector, opportunities and challenges as well as financing mechanisms that exist – in partnership with UNECA’s Africa Centre for Gender (ACG) and the African Union’s African Minerals Development Centre (AMDC);
 - Globally, we have the Women’s Empowerment Principles (WEPs), a set of 7 principles to engender the private sector (copies of which are available with us- and online at: weprinciples.org). On the

WEPs, so far, the number of private sector companies (including from the EI sector) from Africa, is disproportionately lower than in other regions. The principles cover among others:

We will also be holding a Regional Knowledge Share fair on Gender Equality in the EI sector from the 13th to the 15th of October 2015 in Nairobi (Kenya).

Now, turning specifically to UN Women's work in HIV and AIDS

- Our work in the area of HIV and AIDS, to promote the effective integration of gender considerations in HIV and AIDS responses (policy, legislative and programmatic strategies), in recognition of the evidence which has shown women and girls to be disproportionately represented among those infected and affected, by HIV and AIDS.

Gender-blind responses have proven to be largely inefficient, in dealing with the epidemic.

- **In 2012, we became the 11th Cosponsor of UNAIDS – where, based on our mandate, we are collaborating in UNAIDS' efforts to strengthen the integration of gender equality dimensions of the epidemic- which also includes the linkages to GBV.**
 - Our approach is to generate knowledge, and support institutional capacities to better respond to gender inequalities within the HIV context; and,
 - To promote the leadership of WLHIV, including caregivers' networks and alliances, in national and regional responses.

We are honored to launch this guide on “Mainstreaming Gender in HIV and AIDS responses in the EI” today, which was generated from a research process which included a mapping and review of HIV policies and practices in the EI private sector.

The Guide adopts a two-pronged approach:

- It identifies existing, good and much needed gender- responsive practices in the EI private sector;

The Guide also provides concrete recommendations – where there are gaps within these policies and programmes, to ensure the effective response to the gender dimensions of the epidemic, within the EI workplace- and communities.

To support the compilation of this data, we also engaged with medical practitioners, HIV and AIDS program staff- as well as policy makers.

- The intention of the **Guide** is to provide a quick reference for the EI private sector, policy makers and civil society who seek to identify **practical, and implementable gender-responsive actions that address the interlinkages between the EI sector and HIV and AIDS.**
- In summary, the Guide provides practical guidance in the following areas:
 - Provision of Health Care
 - Awareness & Education
 - Workforce Policies
 - Workplace Health And Safety
 - Gender awareness for management and operations staff
 - Gender Based Violence Prevention
 - Caregivers And Families
 - Sex workers

Kindly allow me to briefly share a few of the recommendations from this Guide:

1. **Gender-based violence prevention:** Practical ways to mitigate against GBV- based on the interlinkages between GBV and HIV and AIDS;
2. **Provision of Health Care:** Guidance on the implications of equal access to gender-responsive healthcare services;
3. **Living Environment:** Addressing the living environment/arrangements of employees, to reduce vulnerabilities to HIV and AIDS;
4. **Social Investment:** How to address vulnerabilities of EI communities - to HIV and AIDS, from a gender perspective.

The Guide also provides examples of good practices from **SASOL, Exxaro** and **Royal Bafokeng Platinum**; some private sector companies who contributed to this Guide.

Moving forward, I am therefore delighted to launch this Guide today, which I hope will go a long way towards relevant and key stakeholders in the EI, to more effectively and efficiently mitigate against the risks of HIV and AIDS.

- We will shortly be launching a **background** report to accompany the Guide, which provides substantial qualitative and quantitative information on the interplay between gender inequalities, the EI sector, and HIV;
- We encourage everyone to use the Guide as a tool for EI sector interventions towards robust, gender-responsive strategies that address HIV and AIDS.

I thank you for your attention and look forward to witnessing the positive impact of the application of this Guide and our collective actions on addressing the HIV and gender issues, in the EI.

Simone ellis Oluoch Olunya, Deputy Regional Director, UN Women ESARO