

**Annex N: Gender Mainstreaming Strategy and Action Plan for the UNDP GEF project:
“Strengthening the capacity to manage the Artisanal and Small-Scale Gold Mining Sector in
Suriname”**

1. Introduction

Overarching objective: A gender analysis was carried out to ensure that gender issues are adequately mainstreamed into the implementation of the following project: “Improving Environmental Management in the Mining Sector of Suriname, with Emphasis on Gold Mining”. This project’s Gender Mainstreaming Strategy and Action Plan was developed with the recognition that, for natural resource management and conservation initiatives to be successful, benefits must accrue to all members of society, including women.

Gender mainstreaming is defined as “the process of assessing the implications for women and men of any planned action, including legislation, policies, or programs, in any area and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension in the design, implementation, monitoring, and evaluation of policies and programs in all political, economic, and social spheres so that women and men benefit equally and inequality is not perpetrated. The ultimate goal is to achieve gender equality.”¹

2. Methodology

In this study, a combination of several data collection techniques was used:

Literature review: Academic reports, research documents, and government policy documents on gender and the small-scale gold mining sector in Suriname were analyzed to understand developments in this sector, gain information about female participation in ASGM, and to understand gender relations in Suriname and the government’s policies regarding gender in ASGM. In addition, documents about female participation and gender roles and relations in the gold mining sector in other countries were also reviewed.

Field visits were made to New Koffiekamp, Brokopondo Centre, and Compagniekreek for data gathering. Data collection was conducted through village meetings, at group meetings, and in interviews with traditional authorities and villagers, and with other relevant stakeholders, such as local government.

In-person interviews and field visits were conducted on several dates between 25 and 29 March 2017 in the district of Brokopondo to stakeholders such as women traveling to gold mining sites, representatives of local government (including of the Environment and Health Division) and police officers (see List of Respondents at the end of this Annex for full list). On 15 June, a meeting was held with representatives of the gold mining group of Nieuw Koffiekamp, Makambo. The two pilot sites, Nieuw Koffiekamp and Compagniekreek, were visited on 17 June 2017. During this visit, village meetings and group meetings were held. Also, the women’s group of Nieuw Koffiekamp (Oema fu du Sani) was consulted and the project was discussed with former members of the women’s group of Compagniekreek, who attended the village meeting. Women consulted included members of the Maroon and Brazilian communities.

¹ ECOSOC, Agreed Conclusions 1997/2.

Interviews were also conducted by phone and email between 2 and 5 June 2017 to stakeholders in the demonstration project sites with representatives of non-governmental organizations, community-based organizations, and a representative of the organization of traditional leaders of Brownsweeg, in the Brokopondo District, where the two pilot sites are located. On 20 June 2017, an interview was held with the head captain of Nieuw Koffiekamp.

Finally, additional meetings were held in Paramaribo throughout the PPG phase with national-level stakeholders that are involved in gender-related issues. This includes a meeting with the Bureau for Gender Affairs, a working arm of the Ministry of Internal Affairs, engaged in the formulation, implementation, coordination and monitoring of the national gender policy, which was consulted on 20th of October 2017. Interviews were also conducted with the Institute for Women, Gender and Development Studies (IWGDS) of the Anton de Kom University of Suriname. The project was also discussed with the Ministry of Regional Development however, the gender focal point therein is no longer active. In addition, information was shared by email with the REDD+ Team.

A gender marker has been assigned to this project based on the level of integration of gender issues in the results framework, the actions foreseen and activities, as per UNDP requirements (see sub-section 5 of this report).

Limitations

Because many of the larger and more-established ASGM sites are located in the remote interior, it tends to be difficult and expensive to access these sites, and often requires a boat or plane—all of which means it was not possible to collect extensive data. However, the analysis led to increased understanding of baseline differences, needs, priorities, challenges, and barriers in the ASM in Suriname. Based on this information, it is possible to develop a gender mainstreaming strategy for furthering gender equality and women’s empowerment in Suriname’s ASGM sector.

3. Context

3.1 General ASGM and gender context

Female participation in ASGM communities around the world is diverse, varying between cultures, regions, and even between mines. Moreover, women’s direct participation in ASGM varies throughout the world. In Asia, less than 10% of miners are female, while in Latin America, the percentage is generally higher at around 0–20%. The largest proportion of female artisanal miners is in Africa with between 40% and 50%.² In Suriname, it is estimated that less than 10% of miners are women.

The women in ASGM communities take on different roles in different parts of the world. They work as labourers (e.g., panners, ore carriers, and processors), providers of goods and services (e.g., cooks or shopkeepers), and they are usually fully responsible for domestic chores.³ Women’s involvement is frequently found in the lower-paid activities that are not as highly valued, and their participation usually decreases with increasing organization and mechanization. Women’s roles are generally less profitable than those taken on by men (e.g., owners, managers, and sellers). Women’s work is often not counted in small-scale mining studies; since they perform tasks like transporting materials, they may not be considered formally as “miners”. Women also frequently work on domestic chores in informal supporting

² International Labour Organization (ILO), 1999, *Social and Labour Issues in Small-scale Mines*. Report for Discussion at the Tripartite Meeting on Social and Labour Issues in Small-scale Mines, ILO, Geneva.

³ Hinton, Veiga and Beinhoff (2003). *Women and Artisanal Mining: Gender Roles and the Road Ahead in the Socio-Economic Impacts of Artisanal and Small-scale Mining in Developing Countries*, Ed. G. Hilson, Pub. A.A. Balkema, Swets Publishers, Netherlands.

jobs, such as small shop owners, nightclub entertainers, and/or sex workers. The fact that ASGM is often remote, informal, and illegal makes women more vulnerable to human rights abuses, sexual and gender-based violence, and health risks. In addition, the absence of judicial support and of basic infrastructure and services in many ASGM communities also means that women are at greater risk of sexual and gender-based violence and require more sexual health and reproductive services.⁴

Women and children working in artisanal gold mines experience increased illness, injury, and stress from dust and noise pollution, and extreme exertion from jobs that are very labour-intensive. Even for women not directly working in mining or processing, their health may be compromised as a result of mercury exposure in the gold mining sector. Women are primarily responsible for providing food in gold mining communities, and children and pregnant women are especially vulnerable to the impacts of methyl mercury.

It should also be noted that women and children also suffer from the indirect impacts of ASGM resulting from deforestation and the modifications of hydrologic systems.⁵ Nutrition is negatively impacted by depleted fish stocks in silted rivers. Moreover, flooding and the presence of standing pools of brackish waters in old tailings ponds or abandoned mines⁶ lead to increased levels of malaria and other vector-borne diseases.

3.2 Gender and ASGM in Suriname

Artisanal and small-scale gold mining in Suriname is characterized by its informality, illegality, and chaotic nature; a large influx of people, including immigrants (mostly Brazilian), often with different values and beliefs; lack of government presence, leading to poor services, disorganized community development, and lawlessness. Currently, the estimated number of people working in the ASM in Suriname is 10,000–15,000, of whom 10% are believed to be women.⁷ There are no gender-disaggregated data available on ASGM. It is also difficult to estimate the number of women at the gold mining sites who are sex workers or travelling saleswomen, because their mobility is high, though they often congregate in higher-producing mines for better income security.

While there is some overlap, the roles of men and women in the ASGM sector generally differ. Men are often concession holders or mine managers, equipment owners, shop owners, and gold miners and are responsible for the mining and extraction of the gold. Women tend to work as traveling saleswomen; shop owners; hairdressers and beauticians (e.g. nail salons); owners and managers of hotels, bars, restaurants, and brothels; cooks; sex workers; and transportation providers (e.g., ATV driver). In addition, a small number of women may be equipment owners and managers, or are the wives of equipment owners or workers.

The majority of the people working in the ASGM sector are Brazilians, so called *Gariemperos*, and Maroons. Other groups include Chinese, Venezuelans, Guyanese, Colombians, and Surinamese of other ethnicities. In the project sites in Nieuw Koffiekamp and Brokopondo Centre the gold miners are mainly Maroon villagers.

⁴ World Bank (2014). Women and Artisanal and Small-Scale Gold Mining (ASM).

⁵ Akagi and Naganuma (2000). Human Exposure to Mercury and the Accumulation of Methylmercury that is Associated with Gold Mining in the Amazon Basin, Brazil, *Journal of Health Sciences* 46(5)323–328.

⁶ Hinton, Veiga and Beinhoff (2003). Women and Artisanal Mining: Gender Roles and the Road Ahead in the Socio-Economic Impacts of Artisanal and Small-scale Mining in Developing Countries, Ed. G. Hilson, Pub. A.A. Balkema, Swets Publishers, Netherlands.

⁷ Heemskerk, Negulic, Duijves (2016). Reducing the Use and Release of Mercury by Artisanal and Small-Scale Gold Miners in Suriname, A Review of the Suriname ASM sector, Artisanal Gold Council.

For the purposes of this project, the women in the ASM were divided into two groups, Maroons and Brazilians, because they comprise the vast majority of the population. They were further divided into five subcategories:

- Women living and working at the mining sites (*curatelas*)
- Women in traditional villages in the vicinity of ASM sites
- Travelling saleswomen
- Sex workers
- Cooks

The distinction between different groups of women in the ASM is necessary because their occupations can determine their interests and the impacts they experience from mining, and also because their ethnic group determines the level of access to resources.

Brazilian women. In 1997, significant numbers of Brazilians migrants arrived in Suriname to work in gold mining as well as other sectors⁸. A number of Brazilian women in the gold mining sector are sex workers and others work as hairdressers, shop owners, or food sellers. Some of these women have a home, partner, and/or family in the mining fields. This means that they visit the city, Paramaribo, to buy the products they need and then return to the gold mines. Today some of these Brazilian women have their own mining machinery/equipment and are managing camps.

Maroon women. Historically, gold mining was a temporary activity in Maroon society. Today, gold mining has become a primary source of subsistence for many Maroons living in villages near the gold mining fields, and even for those living in the city or elsewhere in the country. At present, Maroon women not only perform several jobs in the gold mining fields, but are also disproportionately affected by the impacts of gold mining. Cultural differences between the Maroon society and the Brazilian women create limitations in terms of access to income and employment; for example, menstruating Maroon women are not allowed to cook for men, and Brazilian women comprise the majority of sex workers in the area.

3.3 Gender Policy and Measures for Gender Equality in Suriname

Although progress has been made in closing the gap in terms of the inequality of men and women in Suriname, more progress is needed to catch up with other countries. The Global Gender Gap Index, created by the World Economic Forum in 2006, is a framework to measure the magnitude and scope of gender-based disparities and to monitor their progress. The index benchmarks national gender gaps on economic, political, education, and health criteria, and assigns country rankings. In the 2016 index, Suriname is ranked 95 out of 144 countries—a 16 place decline from its ranking in 2014 on this index.⁹

In terms of international agreements on gender, Suriname is party to the Convention on Elimination of all Forms of Discrimination Against Women (CEDAW) of 1993; has ratified the treaty of Belem do Para (2002), known as the “Inter-American Convention on the Prevention, Eradication, and Punishment of Violence against Women,” and is part of the Declaration of Beijing (1995) whose focus is primarily on gender mainstreaming. Suriname also supports the gender action plans of the Organization of the American States (OAS), the Caribbean Community and Common Market (CARICOM), and the action programme of the UN Economic Commission for Latin America and the Caribbean (UN-ECLAC).

⁸ De Theye, M. (2007). De Brazilianen stelen al ons goud! Braziliaanse migranten in stad en binnenland." *OSO, Tijdschrift voor Surinamistiek en het Caraïbisch Gebied* 26(1): 81-99.

⁹ Retrieved from http://www3.weforum.org/docs/WEF_GenderGap_Report_2012.pdf. Accessed 6 April 2017.

Suriname's Bureau for Gender Affairs (*Bureau voor Gender Aangelegenheden*) was established in 1998 within the Ministry of Home Affairs, to ensure gender mainstreaming within its own ministry, to liaise with the sector NGOs, and to implement the gender policies and programs of the government through each ministry. Since its existence, the Bureau has developed an Integrated Gender Plan of Action (2001 with an update for 2006–2010) and has assigned “focal points” on gender in all ministries.

In the Development Plan 2012–2016,¹⁰ gender is classified as a multidisciplinary policy field that needs specific attention. One of the policy instruments to achieve gender equality was the National Gender Work Plan 2013–2016, whose priority areas were education and training; labour, income, and poverty reduction; violence; health; and control and decision making. The National Gender Work Plan has been evaluated by the Ministry of Home Affairs and will form the basis for developing a gender work plan for the next three years.

Although Suriname's economy is largely dependent on mining, there is not yet much attention on female participation in this sector. The current Mining Legislation (Mining Decree of 1986) regarding the exploration and exploitation of the mining of minerals is silent about female participation in mining.¹¹ Increasing attention by governmental institutions on promoting gender equality has not yet led to the incorporation of measures to support it in the ASGM sector in Suriname.

3.4 Environmental, social and health impacts of ASGM on women in Suriname

In Suriname, many of the same environmental, social and health problems experienced in other parts of the world and described elsewhere in this report are evident. ‘Dirty’ creeks with increased siltation and reduced access to quality drinking water are a problem for many women in communities near mining areas, who are usually responsible for water and food provision. Indiscriminate mercury use is associated with contamination of fish as well as health problems. Organizations, such as Tulane University, are collecting more data through biomonitoring on this issue of mercury. In addition, failure to adequately manage mines tailings is associated with greater incidence of vector-borne diseases.

ASGM also creates unsustainable social conditions for many families, as men and women leave their communities to become miners, traveling salespeople or seek employment in town. This leads to families being broken apart, often separated for years as incomes are precarious, irregular, and unpredictable. Furthermore, the inadequacy of services and infrastructure such as roads, transport, shelter (housing), safe water supplies, sanitation systems, energy sources, further compound the inherent vulnerability of those women left behind or of those living in villages in the interior. Due to the lack of government regulations in the ASGM, men and women who work directly or indirectly in gold mining are forced to set up their own villages without basic needs. Transportation to the gold fields is difficult, especially for women. It should be noted that the influx of cash from gold mining is leading to greater problems of male alcoholism, which in turn is associated with domestic violence. Prostitution and health issues such as HIV/AIDS are also common in the Suriname interior. Food security is also an issue as women may have set up small plots for agricultural production for these areas are not secure because the crops are lost if gold is found there.

¹⁰ Ontwikkelingsplan 2012–2016, Suriname in Transformatie.

¹¹ DECREET van 8 mei 1986, houdende algemene regelen omtrent de opsporing en ontginning van delfstoffen (Decreet Mijnbouw) (S.B. 1986 no. 28), S.B. 1997 no. 44.

3.5. Gender at the project sites

Brokopondo District

The impact of gold mining on women in the Brokopondo District seems minimal, in terms of employment. Most women in Brokopondo do not work in the ASGM sector; an estimated 60–80% of these women are employed by the national or local government, e.g., as cleaners of the governmental offices and schools or governmental office workers.¹² A small number work at the multinational IAMGOLD or the Berg en Dal River Resort. Many earn an income by selling meals, homemade snacks, agricultural products, or handicrafts.¹³ For some this work provides an extra income because they are employed at the local government or elsewhere.

For this project, two pilot sites were selected, Nieuw Koffiekamp and Compagniekreek, where most project activities will take place. Below we present the baseline data and gender analysis of each.

Nieuw Koffiekamp

Nieuw Koffiekamp is one of the so-called “transmigration villages” (20+ villages with a population of approximately 6,000) that were forcibly relocated from their ancestral lands to make way for a hydroelectric dam and reservoir in 1963 and 1964, which was constructed to provide power for a bauxite and alumina refinery. Transmigration caused serious social, cultural, and economic problems,¹⁴ such as a breakdown in traditional authority and social cohesion; lack of compensation for land; economic hardship; a shift away from subsistence agriculture; and the loss of ancestral burial grounds and other sacred sites.¹⁵

The village consists of three parts: Maipa ondo, Ganda kondee and Bakambujo. The Medical Mission (MZ) estimates that the population is 400 people in total—250 women and girls and 150 males. There are 250 inhabitable houses. However, there are an additional 800–900 Surinamese in the village who are registered elsewhere, and perhaps an additional few thousand foreigners currently living or staying in the village.

The number of local women working at IAMGOLD – 19 – is negligible. They work in housing (10); laundry (7); warehouse (1), and administration (1). These women work 9–10 hours a day, and every 14 days, they receive 7 days off. Their income is subject to fluctuations, but is at least SRD 2,500 (US\$335) per month. Some women who do not work for the multinational have created their own source of income. Almost all the interviewed women indicated that they sell homemade meals or snacks. However, sales have declined since the small-scale gold miners moved to other areas after the closing of the Roma pit. In addition, women also have small plots where they grow vegetables and other products, mostly for personal use.

Some of the impacts of mining in the area include water quality issues, including pollution of the creek by small scale gold miners, and noise impacts with dynamite being used to open up areas for mining, among others.

¹² Interview with Dennis Libretto, Chairman of the Foundation Marronage, Chairman and Traditional leader, Lambertus Waandelf of the Association of Dignitaries of Brownsweg.

¹³ Pangi cloth is a cotton fabric with multi-colored vertical and horizontal stripes, similar to West African [kente cloth](#). Today, the pangi is worn by almost women of several ethnic group at several occasions (birthdays, funerals and rites).

¹⁴ Mackay, F (2002). Mining in Suriname: *Multinationals, the State and the Maroon Community of Nieuw Koffiekamp*, Forest People’s Program. Ed. Lyuba Zarsky. *Human Rights and the Environment Conflicts and Norms in a Globalizing World*.

¹⁵

Compagniekreek

Compagniekreek is also one of the transmigration villages. The community consists of Pisian I and Pisian II, which are occupied by members of two different clans (Dju and Misidjan). The estimated number of Maroon inhabitants is 200, with a total population (including non-permanent inhabitants) of ~1000. Some people live outside the community because they work elsewhere, or their children attend school somewhere else; others have moved away to be with a partner. However, clan members return for community celebrations and events (e.g., burials).

The most severe problem is water. The creek is too polluted and turbid to provide drinking or bath water; villagers rely on rainwater. Because the creeks are diverted and dammed, flooding in the villages and agricultural plots is now a problem. There are no sanitation facilities. Women in Compagniekreek are not engaged in the gold mining sector at all. The gold mining activities do not benefit the village. Many women have plots of vegetables, fruits, rice, and tubers like cassava, but mostly for self-subsistence.

Snesikondre

This is the third demonstration site that the project will work with to demonstrate appropriate mining technologies. The local government administration centre for the Paamaka (Maroon) area is located in Snesikondre. This is a transportation hub for those traveling to the gold mines, rather than an actual mining area. As such, it will allow both men and women passing through the area to learn about the environmental, health and social impacts of current ASGM mining practices compared to more environmentally responsible practices. In this way, women will benefit from the intervention. About 10-20 families actually live in the area, and the women living here are engaged in agriculture, poultry farming, as well as selling food and other goods to those traveling.

5. Gender mainstreaming strategy and action plan.

Based on the analysis above, gender considerations have been mainstreamed into the design of the project, and an overall gender marker of GEN2 (a "gender mainstreamed initiative") has been assigned to this project. This means that "gender equality is not the main objective of the expected output, but the output promotes gender equality in a significant and consistent way".

The following general efforts to address gender inequalities will be undertaken:

- Gender equality will be taken into consideration when sourcing staff and consultants;
- Gender issues will continue to be explored during project implementation in order to ensure that project staff and partners recognize that the needs of women and men may not be the same and that the impact of the ASGM on them may therefore be different;
- Training courses will be gender-responsive in terms of participation, instructional design, and use of language;
- Gender and ASGM training will be provided to decision-makers and miners alike;
- Participation in meetings, training courses, and other events will be documented using sex-disaggregated data;
- The role that women have and can play in project activities will be promoted, and the project will strive to remove possible barriers to their full participation and involvement in decision-making throughout the project;
- Women's groups will be supported with technical advice and material support;
- Gender-specific customs, taboos, and time constraints will be investigated when relevant.

The following indicators that take into consideration gender aspects will be measured through the strategic results framework:

- Number of gender-sensitive policies, strategies and guidelines for the responsible management of gold mining updated or approved by end of project;
- Number of small scale miners implementing at least 75% of the environmentally responsible mining practices promoted in the project sites, disaggregated by sex.
- Number of people implementing alternative income generating activities by end of project, disaggregated by sex
- Number of people accessing improved health and education services through the MTECs, disaggregated by sex.

The following table illustrates gender-specific actions and related costs in each project outcome.

Output	Gender Action Plan
Output 1.1: Institutional and technical capacity of central and district government institutions to monitor ASGM, to promote environmentally responsible practices and to coordinate their actions increased	The project will ensure that the training needs of female staff at MNR, NIMOS, District Commissions and other government institutions are taken into consideration. Training delivered will be targeted to different gender audiences as well as include aspects of gender-sensitization and introduce environmentally responsible mining practices that take into considered gender issues. In addition, training and curriculum building support provided to the UNASAT mining school will also include gender-based technical assistance, so that the school can deploy training to female miners.
Output 1.2: Funding opportunities to address the negative social and environmental impacts of gold mining and for miners to adopt environmentally responsible mining practices increased	The work undertaken under this output will integrate an analysis of access to resources by women and women miners and the pathways for increasing resources available for sustainable livelihoods of particular interest to women in the Interior.
Output 2.1: Policies and guidelines developed/ updated to support environmentally responsible ASGM practices	The project will carry out revisions and updates to policies and guidelines and will ensure that gender considerations are taken into account in the new policies. In addition, the project will help develop and disseminate guidelines and materials to men and women alike.
Output 2.2 Mining Strategy and Action Plan developed, increasing the integration of environmental considerations in gold mining operations	The project will provide support to the EPIO and SBB to develop land use maps that prioritize the areas in terms of the environmental impacts, and this will include a consideration of the direct and indirect aspects of ASGM on women, particularly pollution by chemicals of land and water. In addition, the project will work in association with Tulane University who is conducting bio-monitoring, on the health aspects related to women. The Responsible Mining Strategy and Action Plan to be developed under this output will include gender considerations as well in order to promote a reduction in the many negative social, health and environmental impacts of current ASGM practices.
Output 2.3 Targeted Scenario Analysis carried out to document the costs and benefits of current practices compared to environmentally responsible ASGM practices	Under this output the project will carry out two TSAs which will include gender-related aspects. At the national level, the TSA will include consideration on the gender-related impacts (positive and negative) of various policy responses to ASGM; at the local level, the TSA will document gender- specific impacts of ASGM and highlight the benefits of more ER mining related to gender.
Output 3.1 Mining Training and Extension Centers (MTECs) for the dissemination and monitoring of environmentally responsible ASGM practices is in place, and incentives for their broader adoption are identified and piloted.	Under this output, the project will set up the MTEC infrastructure and institutional mechanisms, including the formalization of the incentive scheme. This will include identifying specific incentives applicable to women and children, for example, related to access to health and education services, and will also provide support to women's groups. In addition, the MTECs will recruit a set proportion of female staff. Finally, it is expected that community-based monitoring initiatives under output 3.1 will involve mostly women, since the men are usually away from the communities carrying out mining activities elsewhere.
Output 3.2: Environmentally sound practices for gold mining	Under this output, the project will reach 600 miners, of which 10% will be women,

showcased and implemented in three demonstration locations	through training on the implementation of ERM practices.
Output 3.3 Alternative Livelihoods identified and piloted in Nieuw Koffiekamp and Compagniekreek	Under this output, the project will support at least 2 groups, comprised mainly of women, in the identification and implementation of alternative livelihoods options, including through training and investment support. The project expects to reach, p at least 50 women in the targeted areas, leading to improved food security and increased incomes.
Output 3.4 Knowledge exchange among miners facilitated to promote upscaling of environmentally responsible ASGM practices implemented in the demonstration sites	Under this output the project will support study tours and knowledge sharing events among miners. This will include sharing knowledge about the gender benefits of environmentally responsible practices in terms of better health and less contaminated water and fish. The project will also ensure that women miners are encouraged to share their experience with other women's groups.
Output 3.5 Awareness raised among gold buyers and users regarding impacts of ASGM	The project will ensure that efforts to increase the awareness of gold buyers also include an increased understanding of gender-based ASGM impacts.
Output 4.1 Communication and knowledge management activities implemented, raising awareness of decision-makers, the general population and key stakeholders of the negative impacts of business as usual compared to more environmentally responsible ASGM	Under this output, the project will deploy a communications and knowledge management strategy for targeted different audiences, including women and children. Materials distributed will take gender issues into consideration, including impacts of existing ASGM practices on health (spread of diseases, contaminated drinking water and fish, etc.), cultural aspects, literacy and education issues that are specific to women. Materials will be disseminated in local languages.
Output 4.2: Project M&E system established to support learning and adaptive management	The implementation of the M&E plan will include monitoring of the effectiveness of gender mainstreaming in project activities and outputs. The M&E specialist recruited by the project will be tasked with tracking gender-disaggregated data across all project activities.
Output 4.3: Regional Cooperation mechanism consolidated, promoting information exchange with neighbouring countries of the Guianas on best environmental practices in ASGM	The project will support South-South cooperation and regional coordination through fora such as the Sustainable Development Solutions Network and the Guiana Shield Facility, including on topics of particular relevance to women. To the extent possible, participation by female stakeholders in regional meetings and knowledge sharing venues will be facilitated.
Project Management	Recruitment of project management staff and all consultancies will be open equally to men and women. In addition, the gender-related duties have been integrated in the terms of reference of the Project Manager, M&E Expert, as well as into the TOR of key consultants such as the Indigenous and Tribal people specialist and Social Mobilization and Enterprise Specialist.

Gender-relevant budget

Based on the initial budgetary assessment, on the number of women this project anticipates to reach, and on the anticipated benefits for women, the gender relevant budget is USD 4,798,719.67, representing over 60% of the total GEF Grant.

List of Respondents in the Pilot Sites

Name	Occupation	Sex
	25–28 March 2017T	
Iraida*	Travelling saleswoman	F
Jandita*	Cook and travelling saleswoman	F
Chiquita*	Cook and travelling saleswoman	F
Carlo*	Equipment owner in Ampomatapoe	M
Alma*	Wife of equipment owner	F
Ruben*	Former police officer in the Brokopondo District	M
	29 March 2017/ Type of contact, Location	
Owen Pryor	Gold miner, interim chair of Makambo (gold miners' organization)	M
Nancy Pryor	Villager	F
Dorothea Libretto	Villager	F
Ulitha Pryor	Health worker	F
Mr. Amoida	Police officer	M
Mrs. L. Tijdmeter	Employee of Health and Environment Department of the District Commissariat	F
NAME?	Employee of Health and Environment Department of the District Commissariat of the District Commissariat	F
	2–5 June 2017/Phone interviews	
Glenn Maabo	Member of Heepi un Seefi, community-based organization	M
Haidy Pinas	Villager, Klaaskreek	F
Lambertus Waandels	Member of Association of Dignitaries, Brownsweg	M
Regien Weimans	Chair of the women's organization Sport Doet Leven and Vice Chair of the Agriculture Cooperation Wi Oema Fu Sranang	F
Lydia Zeegelaar	Employee of Foundation for Community Development and Self-Employment (VGOV)	F
Dennis Libretto	Employee of Foundation Marronage	M
Wilco Finisie	Treasurer of community-based group Wan Mama Pikin and Acting Director of the Ministry of Regional Development	M
	15 June 2017/Group meeting, Office Social Solutions, Makambo	
OwenPryor, Arsino Libretto, Wilfried Hertzberg	Members of Makambo, gold miners' organization), Nieuw Koffiekamp	M

	17 June 2017/Village meeting, Compagniekreek	
Deensi Zeegenaar	Village leader (Captain)	M
Samuel Boobe	Acting village leader	M
Tjeenie Sandrina	Basja (helper of Captain)	M
John Bisoina	Acting Basja (helper of Captain)	M
Etelina Sandrina	Basja (helper of Captain)	F
Arthur Boobe	Villager	M
Margeritha Paansa	Villager	F
Toobi Basidi	Villager	F
Amoelibi Basidi	Villager	F
Bea Vrouwlanti	Villager	F
Marchano Kuuna	Villager	M
Palestina Kenti	Villager	F
Winson Basidi	Villager	M
Bernard Paansa	Employee of Lingisi Mining NV (gold mining firm), Kleine Compagniekreek	M
	17 June 2017/Group meeting, Nieuw Koffiekamp	
Hortensia Albitrouw	Villager	F
Georgine Akiemboto	MZ worker (health assistant)	F
Alwin Libretto	Villager	M
Nancy Pryor	Villager	F
Calesta Pryor	Basja (helper of Captain)	F
Dennis Libreto	Basja (helper of Captain)	M
Boi Milano	Basja (helper of Captain)	M
Regiwald Pryor	Bestuursopzichter (government assistant)	M
Orlando Eersteling	Elder	M
Andre Pryor	Basja (helper of Captain)	M

*These respondents requested their family names be withheld for privacy reasons.