

## Selected Resources for Further Reading

### Terms of Reference for Independent Gender Expert

- Regional Association of Oil and Natural Gas Companies in Latin America and the Caribbean (ARPEL), “Terms of References for a Gender Sensitive Rapid Rural Appraisal in The Oil and Gas Industry” in *Guidelines for the Implementation of Gender Policies and Strategies*, Montevideo: ARPEL, 2004.
- World Bank, “Sample Terms of Reference (ToR) For Conducting Gender-Responsive Social Assessment” in [Gender-Responsive Social Analysis: A Guidance Note: Incorporating Social Dimensions into Bank-Supported Projects](#), Washington: DC, World Bank, 2005.
- World Bank, “Element 3: Translate Commitment into Action” in [Gender-Sensitive Approaches for the EI in Peru: Improving the Impact of Women in Poverty and their Families: Guide for Improving Practice](#), Washington, DC: World Bank, 2011. (This guidance provides recommendations for hiring a gender champion and gender team, including ideal roles, tasks, and skills required.)

### Baseline Community Assessments

- World Bank, [Gender Dimensions of Artisanal and Small-Scale Mining: A Rapid Assessment Toolkit](#), Washington, DC: World Bank, 2012. (NOTE: Although this resource is specific to gender in artisanal and small-scale mining, it provides detailed guidance on methods of data collection that would be highly useful in the context of this toolkit as well.)
- World Bank, Guidance Notes 1-6 in [Gender-Sensitive Approaches for the EI in Peru: Improving the Impact of Women in Poverty and their Families: Guide for Improving Practice](#), Washington, DC: World Bank, 2011.

### Gender Impact Assessments

- International Council on Mining and Metals, [“Tool 12: Social Impact and Opportunities Assessment”](#) in *Community Development Toolkit*, London: ICMM, 2012.
- Hill, Christina; Madden, Chris; and Collins, Nina, [“A Guide to Gender Impact Assessment for the Extractive Industries,”](#) Oxfam: Melbourne, 2017.
- O’Faircheallaigh, Ciaran, [“Shaping projects, shaping impacts: community-controlled impact assessments and negotiated agreements,”](#) *Third World Quarterly*, 38:5, 1181-1197, 2017.
- Oxfam America, [“Community-Based Human Rights Impact Assessment: The Getting it Right Tool.”](#)

## Grievance Mechanisms

- IPIECA, [Community Grievance Mechanisms Toolbox](#).
- Corporate Social Responsibility Initiative, [“Rights-Compatible Grievance Mechanisms: A Guidance Tool for Companies and Their Stakeholders,”](#) Cambridge: Harvard University: 2008.
- IFC, [“Good Practice Note: Addressing Grievances from Project-Affected Communities: Guidance for Projects and Companies on Designing Grievance Mechanisms,”](#) Washington, DC: IFC, 2009.
- International Council on Mining and Metals, [“Human Rights in the Mining & Metals Sector— Handling and Resolving Local Level Concerns & Grievances,”](#) London: ICMM, 2009.
- Fair Labor Association, “Nestlé Gender Dialogue Project: Establishing Women’s Dialogue Forums and Training on Grievance Mechanisms,” Fair Labor Association, 2016.
- World Bank, [Extracting Lessons on Gender in the Oil and Gas Sector](#), Washington, DC: World Bank, 2013.
- Compliance Ombudsman Advisor (CAO), [Grievance Mechanism Toolkit: A Practical Guide for Implementing Grievance Mechanisms in Different Sectors](#), World Bank Group, 2016.
- UN Global Compact, [Human Rights and Business Learning Tool](#), Geneva: Office of the United Nations High Commissioner for Human Rights, 2018.

## Gender-Sensitive Indicators

- Canadian International Development Agency, [A Project Level Handbook: The Why and How of Gender-Sensitive Indicators](#), Gatineau: CIDA, 1997.
- Golla, Anne Marie; Malhotra, Anju; Nanda, Priya; Mehra, Rekha, [Understanding and Measuring Women’s Economic Empowerment Definition, Framework and Indicators](#), Washington, DC: ICRW, 2011.
- Kemp, Deanna and Keenan, Julie, [Why Gender Matters: A Resource Guide for Integrating Gender Considerations into Communities Work at Rio Tinto](#), Melbourne: Rio Tinto, 2010.
- Minerals Council of Australia, Voluntary community investment: A strategic approach that incorporates gender: A toolkit for the extractives industry, Sydney: MCA.
- Montaña Sonia, [“Gender Indicators and Statistics in Latin America and the Caribbean,”](#) Santiago: United Nations Economic Commission for Latin America and the Caribbean, 2005.
- World Bank, [Integrating a Gender Dimension into Monitoring & Evaluation of Rural Development Projects](#), Washington, DC: World Bank.

## More Resources

- Eftimie, Adriana; Heller Katherine; and Strongman, John, [Gender Dimensions of the Extractive Industries: Mining for Equity](#), Washington, DC: World Bank, 2009.
- IFC, [A Strategic Approach to Early Stakeholder Engagement](#), Washington DC: IFC, 2015.
- IFC, [Projects and People: A Handbook for Addressing Project-Induced In-Migration](#), Washington, DC: IFC, 2009.
- IFC, [Strategic Community Investment: A Good Practice Handbook for Companies Doing Business in Emerging Markets](#), Washington DC: IFC, 2015.
- International Union for Conservation of Nature and Natural Resources – IUCN, [Gender-responsive restoration guidelines: A closer look at gender in the Restoration Opportunities Assessment Methodology](#). IUCN: Gland, Switzerland, 2017.
- Macdonald, Catherine, [“Working Paper: The Role of Gender in the Extractives Industries,”](#) Helsinki: UNU-WIDER, 2017.
- World Bank, [Uganda—Transport Sector Development Project: Additional Financing. Lessons Learned and Agenda for Action](#), Washington, DC: World Bank, 2016.

## Bibliography

- Asian Development Bank, [Gender Checklist: Resettlement](#), Manila: Asian Development Bank, 2003.
- Boutilier, Thomas, and Thomson, Ian, [“Modelling and Measuring the Social License to Operate: Fruits of a Dialogue between Theory and Practice,”](#) *Social License*, 2011.
- Business and Human Rights Law Centre, [“Rio Tinto Lawsuit \(re Papua New Guinea\),”](#) February 3, 2012,.
- CAO, [“Grievance Mechanism Toolkit: A Practical Guide for Implementing Grievance Mechanisms in Different Sectors,”](#) Washington, DC: World Bank Group, 2018.
- Chambers, Robert, [“The Origins and Practice of Participatory Rural Appraisal,”](#) *World Development*, Vol. 22, no. 7, 1994: 953-969.
- Corporate Social Responsibility Initiative, [Rights-Compatible Grievance Mechanisms: A Guidance Tool for Companies and Their Stakeholders](#), Cambridge: John F. Kennedy School of Government, Harvard University, 2008.
- Douglas, S., Farr, V., Hill, F.I and Kasuma, W., “Case study: Bougainville — Papua New Guinea,” in S. Douglas and F. Hill (eds), [Getting It Right, Doing It Right: Gender and Disarmament, Demobilization and Reintegration](#), New York: United Nations Development Fund for Women, 2004.

- Eftimie, Adriana et al., [Gender Dimensions of Artisanal and Small-Scale Mining: A Rapid Assessment Toolkit](#), Washington, DC: World Bank, 2012.
- Eftimie, Adriana; Heller, Katherine and Strongman, John, [Gender Dimensions of the Extractive Industries: Mining for Equity](#), Washington, DC: World Bank, 2009.
- EY, [“Business Risks Facing Mining and Metals 2017-2018: Top 10 business risks.”](#)
- Garasu, Lorraine, “The role of women in promoting peace and reconciliation,” in A. Carl and L. Garasu (eds), [Weaving Consensus: The Papua New Guinea — Bougainville Peace Process](#), London: Conciliation Resources in collaboration with BICWF, 2002.
- Hill, Christina, and Newell, Kelly, [Women, Communities and Mining: The Gender Impacts of Mining and the Role of Gender Impact Assessment](#), Carlton: Oxfam Australia, 2009.
- Human Rights in ASEAN, “Thailand: Ongoing Judicial Harassment against Members of the Khon Rak Ban Kerd Group (KRBKG),” July 13, 2017.
- IFC’s [“Good Practice Note: Addressing Grievances from Project-Affected Communities,”](#) Washington, DC: IFC, 2009.
- IFC, “Performance Standard 1: Assessment and Management of Environmental and Social Risks and Impacts,” Washington, DC: IFC, 2012.
- ILO, “A Conceptual Framework for Gender Analysis and Planning,” International Labour Organization and the Southeast Asia Multidisciplinary Advisory Team Online Gender Learning and Information Module.
- Kauthen, Meg, [“Outside the Mine Gate: Empowering Women Through Inclusive Business,”](#) Business for Development, 2017.
- Kemp, Deanna, and Keenan, Julia, [Why Gender Matters: A Resource Guide for Integrating Gender Considerations into Communities Work at Rio Tinto](#), Melbourne: Rio Tinto, 2010.
- King, Elizabeth and Mason, Andrew D., [Engendering Development Through Gender Equality in Rights, Resources, and Voice](#), Washington and New York: World Bank and Oxford University Press, 2001.
- Lillywhite, S., Kemp, D. and Sturman, K., [“Mining, resettlement and lost livelihoods: Listening to the Voices of Resettled Communities in Mualadzi, Mozambique.”](#) Oxfam: Melbourne, 2015.
- Minerals Council of Australia, [Voluntary Community Investment: A Strategic Approach That Incorporates Gender. A Toolkit for the Extractives Industry](#), Canberra: Minerals Council of Australia, 2014.
- Observatory for the Protection of Human Rights Defenders, [“In Harm’s Way: Women Human Rights Defenders in Thailand,”](#) Geneva: UN Committee on the Elimination of All Forms of Discrimination against Women, 2017.

- Oxfam America, [“Community Voice in Human Rights Impact Assessments.”](#) Washington, DC: Oxfam, 2015.
- [Papua New Guinea — Bougainville Peace Process](#), London: Conciliation Resources in collaboration with BICWF, 2002.
- Pike, Rory, *Social License to Operate: The Relevance of Social License to Operate for Mining Companies*, New York: Schrodgers, 2012.
- Protection International, “Thailand Khon Rak Ban Koed Group Demands Participation to Protect Their Communities from the Harmful Effects of Mining in Loei Province,” News Release, July 7, 2016.
- Protection International, “Thailand: Women Rights Defenders Honoured by the National Human Rights Commission,” News Release, March 10, 2016.
- Ward, Bernie and Strongman, John, [Gender-Sensitive Approaches for the Extractive Industry in Peru: Improving the Impact on Women in Poverty and Their Families](#), Washington, D.C: World Bank, 2011.
- World Bank, [“Gender-Responsive Social Analysis: A Guidance Note - Incorporating Social Dimensions into Bank-Supported Projects,”](#) Washington, DC: World Bank, 2005.
- World Bank, [“Good Practice Note: Integrating Gender into Country Assistance Strategies,”](#) Washington, DC: World Bank, 2012.
- World Bank, [“World Bank Statement on Cancellation of the Uganda Transport Sector Development Project \(TSDP\),”](#) News Release, December 21, 2015.

For more information, please contact Adriana Eftimie ([aeftimie@ifc.org](mailto:aeftimie@ifc.org)) or Katherine Heller ([kheller@ifc.org](mailto:kheller@ifc.org)) or find out more at [commdev.org/infra-gender-toolkit](http://commdev.org/infra-gender-toolkit).