

I -II 2017

eWisely
Invest in women, invest eWisely

MAGAZINE

EWISELY.ORG

Invest
eWisely
Origin
& Focus

Women
IN MINING
Stories from
Colombia

**INVEST EWISELY
& EDUCATION**
Empowerment
& Leadership Workshop

BOOK RELEASE

Beyond CSR:
Mining & extraction

Successful
Women
Invest Wisely

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CONTENTS

4 EDITORIAL

eWisely
Origin & Focus

5 INNOVATION

Women in Sustainable Extractives
in Colombia

7 EMPLOYMENT

A Tale of Two Regions

9 LEADERSHIP

Glocal eHubs

11 ENTREPRENEURSHIP

Women in Extractives Congress
(Mining, Oil & Gas) Colombia

13 EDUCATION

Women in Extractives Congress
(Mining, Oil & Gas) Chile

16 “Women and Sustainable
Leadership in Unconventional
Fields.”

18 ENGAGE eWISELY

Education for Sustainable
Development: From Theory to
Impact



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EDITORIAL

About the Editor

Dr. Isabel B. Franco, Ph.D is an expert in Global Sustainable Change. She is also a scientist at the United Nations University and advisor for United Nations Agencies. She complements her scientific research with her passion for advocating for placing women at the centre of sustainability agendas. She is also the Founder of eWisely.

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eWisely Magazine

eWisely Magazine is aimed to inform our community and stakeholders (women, men, governments, industry and civil society) about our impact globally. eWisely does this by pushing global-local boundaries to place women at the centre of sustainability agendas. This publication seeks to account for our work in the regions we operate, namely, Asia and the Pacific, the Americas and Africa.

eWisely Magazine also seeks to disseminate our scientific research undertaken at eWisely Research eLab. Our research explores how stakeholders can better invest eWisely' to create shared value for all parties but mainly for women from developing resource regions. eWisely Magazine targets five areas that have been found to be valuable for women, namely: employment, education, entrepreneurship, leadership, and innovation. eWisely addresses these areas in alignment with the Sustainable Development Goals SDGs.

eWisely origin and focus

Invest in Women, Invest eWisely

The eLab on Women, Sustainability and Leadership –eWisely- aims to push global-local boundaries to place women at the centre of sustainability agendas. We do this by advocating for women in developing resource regions and advising stakeholders in how to create shared value for all parties, particularly for women. Supported by rigorous research, eWisely is characterized by its innovative approach that seeks to provide sustainable and socially responsible solutions to interested parties. eWisely also arises from the need to respond to pressing sustainability challenges both, at the global and local.

eWisely Lab is supported by ongoing scientific research led by Dr. Isabel B. Franco, Ph.D. Her research unveiled that the paradox between global investment and lack of livelihood options at the local level is not only causing losses in the industry due to the delays in productivity and importation of skilled labor, but it is also generating tension and discontent in developing resource regions. This occurs because the loss of natural capital at the local level is unsustainable, since it is not being replaced by other forms of capital such as human capital in the form of education, employment options, etc. We assist stakeholders in bridging this gap to foster overall sustainability for all parties but mainly for women.



INNOVATION: Active Women entrepreneurs in Colombia

Invest in Innovation, Invest eWisely

Innovative Colombian Women showing the way for positive and beneficial resource operations

The resource sector, particularly mining has become a major growth industry in Colombia representing more than 18 Billion USD in exports in 2016, more than half of Colombia's total exports last year. In recent years many foreign companies have moved into resource rich areas such as Risaralda to extract and export minerals such as nickel, coal and gold. After decades of civil conflict, foreign investment is very important to Colombia economically and will play a vital role in improving the livelihoods of Colombians. Research has found that many women adjacent to mining operations commonly experience a loss in livelihood, whether its income sources from artisanal mining, to affected agricultural outputs due to contamination and land loss.



The Risaralda region of Colombia has become an extractive hotspot in recent years attracting many foreign and domestic mining companies. The government of Risaralda in particular has acknowledged that the extractive industry is essential to meet regional competitiveness standards and achieve sustainable development goals. A requirement of the regional government is that the extractive companies adhere to

sustainable global practices and have strong interest to regional economic and social development. An important aspect to this requirement is inclusion and importance of women within the company and those affected by its operations. The result has been very positive with many local women gaining access to resources empowering them to be more entrepreneurial and innovative with their own skills and businesses. Women have played a strong role in the formulation of local development agendas, becoming active participants in achieving their development aspirations.



“I am happy with the mining company's contribution. They provided us with a trainer and other resources. I am very happy; we have been able to benefit from this (program)” (Female Community Leader, Interview, November, 2012).

With assistance from the companies and government funded programs, many women have been taught new skills and been provided with equipment of their choosing. Some of the initiatives include agribusiness, dress-making, jewelry, coffee production and agriculture. Women are encouraged to realize their entrepreneurial potential, and many women such as those who have become skilled jewelry or dress makers have also been provided with the means to attend conferences to market and sell their products.

“We have been trained in jewellery design ... the

company has also provided us with some financial assistance to attend international fairs so that we can promote and sell our products” (Community Members, Interview, October, 2012).



Whilst long term mining operations will have effects on women’s livelihoods, it is mainly due to active women participation and the enhancement of women’s assets to further integrate livelihoods into the mining sector that the industry will have less severe impacts on developing resource regions.

Overall the importance of women in Risaralda’s booming economy has led to increased women participation other relevant initiatives like human relations, conflict resolution, social responsibility, sustainable development and community decision-making processes. Risaralda is an example which will be very important to the post conflict reconstruction of Colombia as its decades long conflict subsides.

Article by Josh Whereat, Research Analyst at eWisely Lab

EMPLOYMENT: A Tale of Two Regions

Invest in Employment Opportunities, Invest eWisely

As with most industries, the need to promote gender equality and the empowerment of women in resource regions is highly important and can have a major impact on stimulating sustainable development and combating poverty, hunger and diseases. Reports have shown that women are disadvantaged in securing paid jobs and face inequality in income, experience higher unemployment rates, and are disproportionately represented in the informal and subsistence sectors.



It has become important to extractive corporations and governments that women are included in decision making processes and their role in communities from resource rich regions. Women in the Risaralda region of Colombia have made a lot of progress in empowering those in their community and highlighting their importance to the extractive industry which has affected their traditional livelihoods. Thanks to assistance from national development programs, and local community members and stakeholders, mining companies have provided the means necessary to empower women and ignite their entrepreneurial potential. More and more women and men are being educated, trained in new industries and provide a powerful voice in the future of their communities and the role of the mining companies. Risaralda provides an example of a positive collaboration between the community, the

company and the government.



Unfortunately, the same cannot be said for the Canadian First nation community Tsilhqot'in, in Eastern British Columbia. Tsilhqot'in people live the remote and isolated, yet resource rich Nemiah Valley. Having lived there for over a millennia the Tsilhqot'in women have always relied on their land for economic, spiritual, and cultural survival. According the community leader,

“The poverty level here [is high] and the members that live here, we're all proud Tsilhqot'in, and in large part, we can, our People can live that way, because they can still depend on running down to the river and that river can provide them whatever fish is necessary. We can still go upon our lands. Whether being the mountain directly behind this community we've referred to as Tsi bas, we can go directly behind that mountain, we can hunt deer, we can hunt moose.”

Tsilhqot'in women have explained how they rely on local harvests for food and medicine, and for socio-cultural uses. Furthermore, they depend on wild games such as moose and deer for meat and for hide that are used for making clothing items such as vests, jackets, gloves, and moccasins. They sell arts and crafts for school supplies and the fishing, hunting and gathering livelihood sustains their culture and transmits to the younger generations.



proximity to reserve lands, the plan bypasses communities that could do the distribution connection. Not only the planned mine irrevocably affects the environment, it does not provide safeguards to the local economic development.

Current mining plans for the Nemiah Valley would not be supported by the Tsilhqot'in people as the environment and traditional livelihood practices have more importance than commercial wealth.

Whilst mostly self-sufficient Tsilhqot'in people are like most first nations people, have low education attainment, lack of access to financial capital, inadequate power supply, and government control of Indigenous lands have been barriers to the people's meaningful participation in economic activities in the region. Many could argue that the proposed mining development 25km north of the reserve could provide many of the much needed development and services needed in reserve and the Risaralda case could provide an example for how such a process could happen. The Tsilhqot'in people themselves do not object to development projects,

“But we will not create jobs at any cost to the environment. We will not create economic development at the expense of a sacred lake. We will not destroy anything valuable that relates to our teachings of our cultural and spiritual connections just for the sake of a new Dodge 4X4.”

“All the First Nation communities in the Tsilhqot'in are developing economic strategies and always have been. Our people have the same hopes and dreams as the Canadian society in general. We want our children to receive an [sic] education, become productive members of society. Our members want jobs like everyone else.”



Any community around the world would have a different reaction or expectation of an extractive company in region. Overall it is important in any case that women are respected, acknowledged, empowered and involved in the processes involved in the industry. Both of these case studies provided detailed accounts from women affected by the industry.



Article based on scientific research by Isabel B. Franco, Ph.D, United Nations University and Titi Kunkel, Ph.D, University of Northern British Columbia

However, research has shown that mining projects a threat as they can permanently alter a

watershed and convert a fish bearing lake into a tailings pond for mine waste. The lake containing 90,000 rainbow trout fish and its surrounding area were described as the heartland of the Tsilhqot'in people. Also, while project plans include bringing three-phase power supply to mine sites within close

LEADERSHIP: Glocal eHubs

Invest in Leadership, Invest eWisely

Recently, we celebrated the launch of our Glocal eHubs in Asia and the Pacific, PNG and Sri Lanka. Our eWisely community connects through eHubs or virtual communities for women leaders in sustainability. Our leaders interested in leading glocal eHubs adhere to our principles and values.

Glocal leaders transcend existing barriers to position women at the center of global / local sustainability agendas, particularly in the following areas:

Women, Sustainable Resource Governance, Extractives and Leadership
Women, Education and Impactful Research for Sustainable Development
Women, Sustainable Livelihoods and Entrepreneurship
Women, Corporate Sustainability and Leadership

The eHubs aim to connect our global community. Other activities include:

Inform and disseminate information about the participation of women in sustainability and leadership agendas

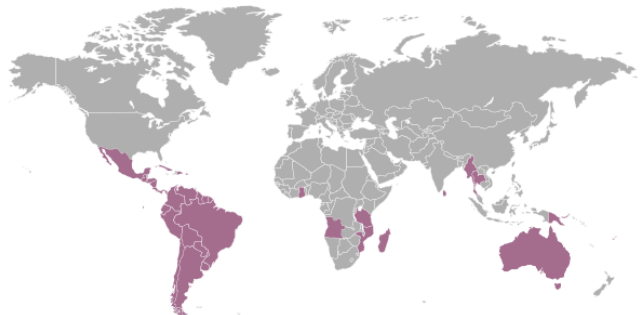
Support and train women to strengthen their professional development in our key areas: women, sustainability and leadership

Provide advice to interested parties (companies, governments and civil society) on issues related to the participation of women in global / local sustainability agendas.

Develop fundraising initiatives to help the representation of groups of women in the global / local sustainability agendas.

Establish partnerships to develop collaborative projects around key areas: women, sustainability and leadership.

More information about global eHubs at invest@ewisely.com



ENTREPRENEURSHIP: Women in Extractives Congress

Invest in Entrepreneurship, Invest eWisely

Joining entrepreneurial efforts with eWisely Colombia Hub



June 1 of this year, Medellín, Colombia was the host of the Women in Extractives Congress. The objective of the Congress was to carry out an informative and consultative process to explore opportunities for insertion, attraction and sustainable development of the human capital of women in the extractive industry (mining, oil and gas) at the local-global level. It also sought to generate recommendations aimed at creating social and corporate sustainability approaches that generate added value for interest groups (industry, women in mining, oil and gas, governments and civil society).

In addition, the Congress was able to convene 61 attendees from various interest groups (private sector, government, academia and civil society). The first part of the event was held in a Congress format, while in the second part a consultation workshop was held. The findings of the workshop will allow us to respond in a preliminary way to the problems related to sustainable development, insertion and retention of women in the extractive industry. The contribution of the participants allowed us to better understand the opportunities and challenges of the extractive industry for the sustainable development of the human capital of women in mining, oil and gas and recommend

effective collaboration processes to leverage the role of women as the central axis sustainable development of the regions where the use of natural resources is made.

Afterwards a presentation based on research findings was given by Isabel B. Franco, Ph.D sustainability scientist at eWisely, who began with the exploration of the issue of women in extractive industries at the global level. Initially, global issues related to the issue of women in the mining-energy sector were discussed. Some of the aspects that were discussed were the global scarcity of human resources, the implications of the issue of women in extractives for obtaining and retaining the social license to operate and the roles of the government, the private sector, universities and civil society for the sustainable development of the human capital of women in the extractive industry.



The global dynamics were then examined in the local context through the presentation of case studies in Asia-Pacific, Africa and Latin America and the Caribbean. The chair ended with the presentation of the Colombian case as a case study and a more detailed explanation of the human capital development approach for women in the extractive industry. The sustainability approach consisting of five components namely education, employment, entrepreneurship, leadership and innovation is the baseline of the actions undertaken by the eHub on

Women, Sustainability and Leadership Colombia, eWisely Colombia.



Finally, the results of the investigation revealed that of 6 mining companies (AngloGold Ashanti Colombia, Red Eagle Mining Colombia, Cerromatoso, Cerrejón, Continental Gold, Mineros SA and Drummond Ltd Colombia), only one of them reached a score of 12, with 15 being the highest score. The study also showed that more than half of the companies present a limited inclusion of women in each of the components of the human capital sustainability approach and even some do not perform any type of actions in the components that make up the sustainability approach presented. The results conclude that it is necessary to review the strategies of the mining companies in the country with respect to their sustainability agendas and the principles and standards of international sustainability to which they adhere. This will allow proposing solutions that promote the sustainable development of the human capital of women in the extractive industry, as well as promoting social and corporate sustainability in developing resource regions.

The Congress ended with a consultation workshop which was designed to discuss issues relevant to the sustainable development of the human capital of women in the extractive industry. Applying the methodology of focus groups, the workshop

convened the participants around dialogues and collaborative works in which they shared perspectives from the sectors they represent, ie, private sector, government, academia and civil society.



Some of the findings showed public and private policies in the sector that they called 'not very flexible and discriminatory'. Likewise, opportunities were highlighted in relation to the training and academic level of women in the industry.



By Isabel B. Franco, Scientist at eWisely

EDUCATION: Women in Extractives Congress (Mining, Oil & Gas) Chile

Invest in Education, Invest eWisely

Educating women about gender inclusion in the extractive industry with eWisely Chile Hub



On June 8 of this year, Antofagasta, Chile hosted a workshop on Women in Extractive Industries. The objective of the workshop was to carry out an informative and consultative process to explore opportunities for inclusion, attraction and sustainable development of the human capital of women in the extractive industry (mining, oil and gas) at the local-global level. Likewise, it sought to generate recommendations tending to consult about the opportunities to create social and corporate sustainability approaches that generate added value for the interest groups (industry, women in mining, oil and gas, governments and civil society). Some of the topics covered by the workshop were, among others:

1. Sustainable development of the human capital of women in industry: A new approach to corporate social sustainability
2. Inclusion and attraction of women in the extractive industry



Likewise, the Congress managed to convene participants from various interest groups (private sector, government, academia and civil society). The first part of the event was held in the chair format, while in the second part a consultation workshop was held. The findings of the workshop will allow us to respond in a preliminary way to the problems related to sustainable development, inclusion and retention of women in the extraction industry. The contribution of the participants allowed us to better understand the opportunities and challenges of the extractive industry for the sustainable development of the human capital of women in the mining, oil and gas industry and recommend effective collaboration processes to leverage the role of women as an axis central to the sustainable development of the regions where the exploitation of natural resources takes place. In the list of participants, the following stood out:

- Women in the mining industry
- Academic Researchers of the Mining Business School at Universidad Católica del Norte
- Representatives of the local government
- Consultants
- Representatives of civil society organisations

The Congress began with the opening panel led by the Representative of the Mining Business School and the Ambassador for Antofagasta of WIM Chile. WIM Chile presented the advances of the organization in this area. The success of its initiatives in the local context has resulted in the inclusion of the issue of women in the agenda of the industry that operates in the region. Both the Mining Business School and WIM Chile urged companies operating in the region to follow best practices in the global-local context.



The event ended with a consultation workshop. The purpose of the workshop was to discuss issues relevant to the sustainable development of human capital and convened attendees around dialogues and collaborative works in which they shared perspectives from the sectors they represent the private sector, government, academia and civil society.

Some of the findings showed some threats related to the desertion of women in the sector after having children, labour laws considered as 'deficient' and an installed culture that recreates the passive role of women. Likewise, opportunities were highlighted with a broader and more diversified perspective of teamwork, adaptation of infrastructure for the work of women in the industry, privilege of competences

and not quotas among others.

The Congress was sponsored by Plataforma Norte, the Mining Business School WIM Chile and the eHub Women in Sustainability, Extractives and Leadership Chile – eWisely Chile- We thank our sponsors for their collaboration and support.

In July of this year eWisely also made a strategic alliance with the Invest in LATAM Mining Summit. The event was held in Santiago, positioned the Latin American region as one of the most attractive mining investment centers for international investors due to the existing reserves of gold, copper and lithium. The Summit was held in Chile with the participation of Newmont, PDAC, CESCO, TSX, SPOTT, Capital Resources, SQM, SONAMI and Gold Fields.



Photo Documentary “Launch”



Solo un **23%**
de las mujeres
estudian carreras
en áreas no
convencionales
como Ingenierías,
Ciencias y
Tecnología.

(Franco, y Salinas, 2017)

“Women and Sustainable Leadership in Unconventional Fields.”

“On December, 2017 the photo documentary ‘Women and Sustainable Leadership in Unconventional Fields’ was launched. The documentary is based on scientific research undertaken by eWisely research team. Research was conducted in Latin America through interviews and focus groups with women, student and professionals in male-dominated industries.

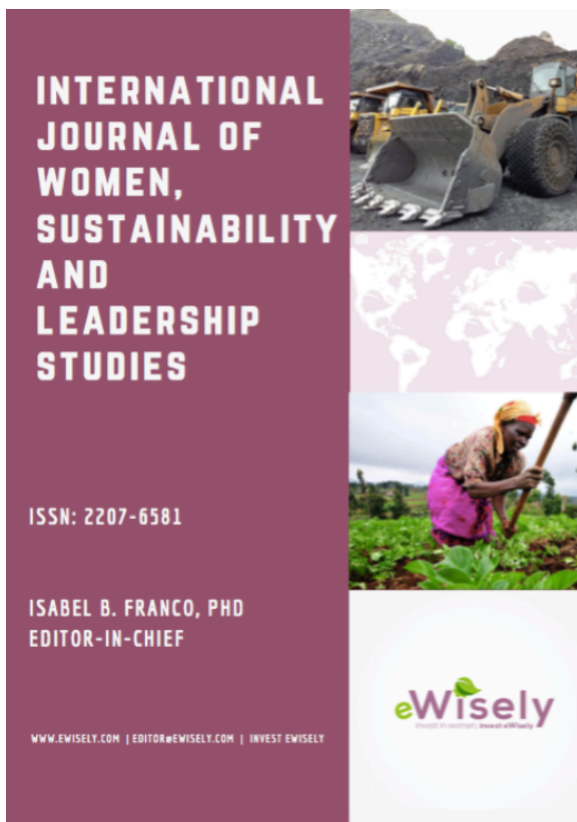
The documentary was kindly sponsored by Mineros S.A and produced by Aztec Visuals. This visual ethnography highlights the paradox in which women are immersed. On the one hand, research findings show that women feel threatened under a gender equality paradigm as they feel pressured to be equality competitive, aggressive and assertive as men. Research also found that women tend to hide their feminine attributes to succeed in male dominated fields.

On the other hand, women under the gender diversity paradigm feel they have been tasked with multiple responsibilities. They argue they are often seen as multi-tasking and more organized than men and are given more responsibilities at the work place that are not being compensated adequately.

A photo competition took place before the launch of the photo documentary to increase awareness of the leadership of women in unconventional fields. A prize was awarded to the best photo. Jenny Manrique, from Colombia was awarded the prize ‘Woman in sustainable impact’



Engage eWisely



Scientific Journal

The call for proposals for the Scientific Journal on 'Women, Sustainability and Leadership Studies' is now open.

Email us at invest@ewisely.com or invest@ewisely.org for more information.

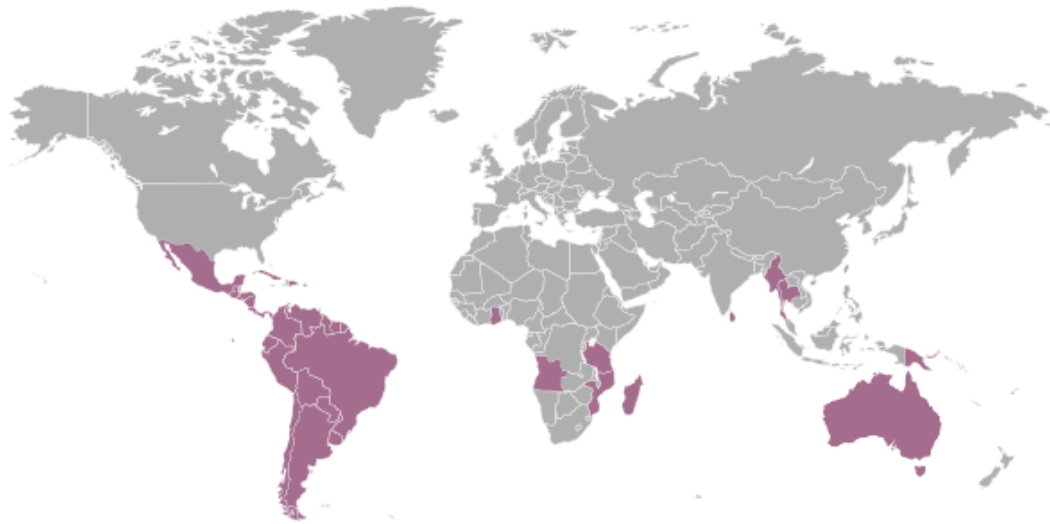
Visual Ethnography: Women, Sustainability and Leadership

Participate in our visual ethnography. This project aims to tell stories of women leading sustainability initiatives globally.

Email us at invest@ewisely.com or invest@ewisely.org for more information.



Global Leadership Program!



Join us and create global change!

We are looking for young leaders who voluntarily are willing to create sustainable global impact by supporting our work.

We work with graduates worldwide. All nationalities proficient in one or two of our official languages are welcome (English, Spanish and Portuguese)

Send us your CV to invest@ewisely.com or invest@ewisely.org





eWisely at The United Nations



Education for Sustainable Development: From Theory to Impact

Fostering inclusive education for women and vulnerable communities can create lasting impact for all.

Every year from 2017 onwards the United Nations University (UNU) will host the Global Conference on Education for Sustainable Development. The conference aims to revise and strengthen the global commitment of Regional Centres of Expertise on Education for Sustainable Development. The first thematic conference took place in Okayama, Japan in December 2017. The conference aligns with SDGs and global precepts from UNESCO and UNU on education for sustainable development.

This year, the conference was attended by member states and representatives from the Americas, Europe, Asia and the Pacific and Africa. Higher education institutions and local government representatives from Japan and senior delegates from UNU also participated. The recommendations contributed substantially to the implementation of the roadmap for Education for Sustainable Development. One of the most outstanding results of the conference was an emphasis on education for vulnerable communities, particularly aboriginal communities.

Dr. Isabel B. Franco, Ph.D scientist at eWisely led the capacity-building workshop on 'Education for Sustainable Development: From Theory to Impact'. Some of the lessons learned from the workshop were as follows:

- Multi-stakeholder collaboration for education for sustainable development
- Enhancing Aboriginal Education
- Supporting the role of youth in education for sustainable development
- Women, education, and capacity development

eWisely is currently supporting the visual ethnography on Women, Sustainability and Leadership led by Dr. Isabel B. Franco Scientist at eWisely and UNU. Female participants at the Conference proactively shared their perceptions concerning these three thematic areas.



eWisely around the world



eWisely Chile

June, 2017, Capacity-building and coaching on Women, Sustainability and Extractives in Antofagasta, Chile



eWisely, Colombia

May, 2017, Capacity-building and coaching on Women, Sustainability and Extractives in Medellin, Colombia



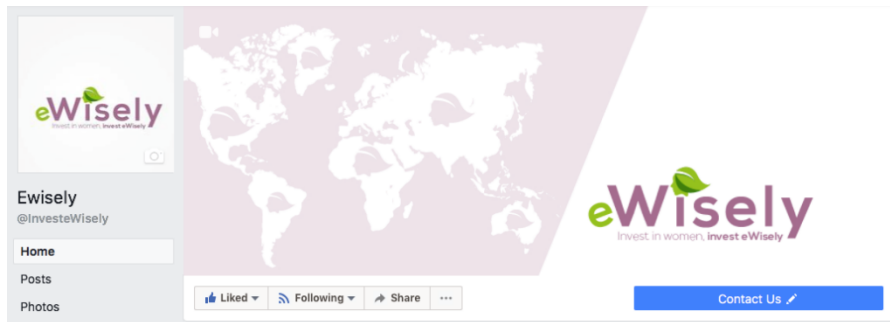
eWisely Japan

December, 2017, Dr. Isabel B. Franco, Ph.D, scientist at eWisely led the workshop on Education for Sustainable Development: From Theory to Impact at the UN Global Conference of Education for Sustainable Development

Connect eWisely

Global eHub

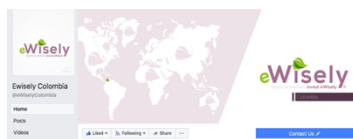
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