DEED OF AMENDMENT

BETWEEN

COMMONWEALTH OF AUSTRALIA

represented by the Australian Agency for International Development
(AusAID)

ABN 62 921 558 838

and

MINERALS COUNCIL OF AUSTRALIA

ABN 21 191 309 229

FOR

Joint Research on Land Use Agreements and Sustainable Outcomes for Women

AUSAID AGREEMENT NUMBER 59192

THIS DEED OF AMENDMENT is made this *2nd* day of *December* 2011

BETWEEN:

> The **COMMONWEALTH OF AUSTRALIA**, represented by the **AUSTRALIAN AGENCY FOR INTERNATIONAL DEVELOPMENT, ABN 62 921 558 838** ("the Commonwealth")

AND

> **MINERALS COUNCIL OF AUSTRALIA, ABN 21 191 309 229 of Level 3,**
>
> **44 Sydney Avenue, Forrest, Australian Capital Territory** (the "Organisation").

RECITALS:

A. On **5 May 2011** the Commonwealth and the Organisation entered into **Grant Agreement Deed 59192** in writing for the funding of the Activity described in the Agreement.

B. The parties have now agreed to alter the Grant Agreement Deed as set out in this Deed.

OPERATIVE PROVISIONS:

1. In this Deed, unless the contrary intention appears, a reference to the "Agreement" is to the Agreement referred to in Recital A.

2. The Agreement is amended as set out below:

Clause 2.2	Delete existing Clause 2.2 and replace with new Clause 2.2 as follows: "The Organisation must commence the Activity no later than **9 May 2011** and must complete the Activity by **31 May 2013**".
Clause 4.4	Delete existing Clause 4.4 and replace with new Clause 4.4 as follows: "The Grant and any interest earned or exchange rate gains must be used diligently and for the sole purpose of the Activity outlined in **Schedule 1 and Annex A** of this Agreement. Any interest earned or exchange rate gains made on the Grant

	must only be expended on the Activity."
Clause 15.1	Delete existing Clause 15.1 and replace with new Clause 15.1 as follows: "AusAID will pay the Organisation an acquittable Grant of **AUD181, 200**, plus GST if any up to a maximum amount of **AUD18,120** in tranches divided as follows:

Indicative Date	Tranche Number	Amount of Grant Funds
Within thirty (30) days of the date of this Agreement and subject to receipt of a valid invoice.	1	AUD150,000
Following ethics approval for Stage 2 and receipt of a valid invoice (anticipated to be March 2012)	2	AUD31,200

Schedule 1	Insert "Annex A- Mining and local-level development: examining the gender dimensions of agreement making and benefit sharing proposal, October 2011" as an Annex to Schedule 1

3. The amendments set out in this Deed take effect on the date on which this Deed is signed by both parties.

4. In all other respects the parties confirm the Agreement.

EXECUTED AS A DEED by the Commonwealth, by an authorised officer, and by the Organisation by its authorised officer(s).

SIGNED for and on behalf of the
COMMONWEALTH OF AUSTRALIA
represented by the Australian Agency for
International Development by:

in the presence of:

███████████████████████

███████████████████████
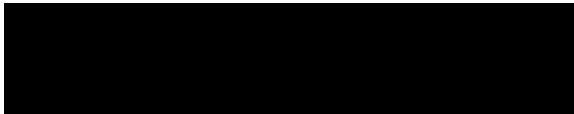
_____
Signature of FMA Act s44 Delegate

_____
Signature of witness

███████████████████

███████████████████

_____
Name
(Print)

_____
Name of witness
(Print)

███████████████████

_____
Position, Section

SIGNED for and on behalf of
MINERALS COUNCIL OF AUSTRALIA by

███████████████████████

██████████████

_____
Name and Position
(Print)

_____
Signature
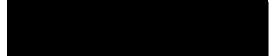
By executing this Deed of Amendment the signatory warrants that the signatory is duly authorised to execute this Deed of Amendment on behalf of the Organisation.

in the presence of:

███████████████████

██████████████

_____
Name of Witness
(Print)

_____
Signature of Witness

AMENDMENT SUMMARY SHEET

The Grant Agreement Deed has been varied in accordance with the clause headed
Agreement Amendments of the Grant Agreement Deed on the following dates relating to:

Amendment #	Date	Very Brief Summary of amendment	Increase/Decrease in financial limit	Adjusted Financial Limit
1	Nov 2011	**Increase value of grant, extend end date, and attach detailed proposal from CSRM**	**AUD31,200**	**AUD181,200**

SMI**CSRM**

Centre for Social
Responsibility in Mining

Mining and local-level development: examining the gender dimensions of agreement making and benefit sharing

Proposal

October 2011

Background

The Minerals Council of Australia (MCA) and AusAID have entered into a partnership to undertake a research project that focuses on the gendered nature of agreements and agreement-making processes and related local-level benefit sharing in the context of mining. For the purposes of research, agreement making refers to negotiation, implementation and monitoring of the agreement. The Centre for Social Responsibility in Mining (CSRM) has been invited to undertake this research project.

The overarching aim of the research is to identify factors that enable and/or constrain the achievement of gender equality in agreement making between local communities and Australian mining companies operating either domestically or offshore. The research also aims to understand the extent to which these factors influence women's economic and development capacity.

The research aims will be achieved through analysis of institutional frameworks and approaches to agreement making and local-level development in different socio-cultural contexts. Examples of leading practice approaches to gender-sensitive agreement making and related local-level development will be documented alongside opportunities for improvement. Principles and guidance materials will be produced in order to build industry, development sector, government and community capacity to negotiate and implement gender-sensitive agreements and achieve development outcomes that benefit (a) women, and (b) their households.

Research outputs will highlight the business case for integrating gender into agreement-making processes. They will also be designed to enable Australian mining companies to be more effective in facilitating positive and gender-sensitive development outcomes through agreement-making processes as well as engaging Governments in the delivery of national-level development outcomes. It is also envisaged that findings will assist governments, development agencies and community groups, particularly those that engage women, in the same manner.

Definitions:

Agreement: In this proposal, an 'agreement' is an overarching term used to refer to a negotiated agreement between a mining company and local stakeholders. These agreements are vehicles for managing impacts and delivering development benefits to communities impacted by resource projects or peoples who have rights over the land and waters that companies need to access, such as indigenous and land-connected peoples. Terminology associated with indigenous agreements typically includes Land Use Agreements, Native Title Agreements and Impact and Benefit Agreements. Other times, agreements are struck with a broader group, or a group that does not identify as indigenous, and may be referred to as Community Development Agreements, Voluntary Development Agreements, Partnership Agreements, Shared Responsibility Agreements, Participation Agreements and so forth.

Gender: 'Gender' relates to how a person's biology is culturally valued and interpreted into locally accepted ideas of what it is to be a woman or a man. 'Gender' and the hierarchical power relations between women and men are socially constructed and not derived directly from biology. Gender identities and associated expectations of roles and responsibilities are therefore changeable between and within cultures. Gender power relations permeate social institutions so that gender is never absent. Use of the term gender signals awareness of these dynamics and inequality as the outcome of social processes (Reeves & Baden (2000) *Gender and development:*

Context

Mining and local-level development

Debates about mining and development are complex and broad-ranging and cover themes such as:
- resource curse theories that relate to the macro-level
- allocation and distribution of national, regional and local resource revenues and other benefits
- the most appropriate structures and processes for effective community development and poverty alleviation at the local level.

The assumption that mining is an effective lever to lift poorer nations out of poverty or improve the standard and quality of living of people in remote regions of developing countries continues to be contested by a range of academic commentators and civil society groups, amongst others. Regardless of these ongoing debates, mining companies are recognising their role as development actors and are increasingly engaging with the development aspirations of nations, regions and local communities. There has, however, been little systematic analysis of the extent to which development and poverty alleviation efforts of mining companies have been effective or how well they reflect the aspirations of the communities they work with/amongst.

For local communities, taking full advantage of the benefits and opportunities that mining can bring, while at the same time dealing with adverse risks and impacts, can be a huge challenge, particularly when key institutions, actors and groups lack the will and/or capacity to meaningfully engage on development issues and ensure fair and equitable distribution of risks and benefits from mining. The issue of development equity and questions of inclusion and exclusion have become important focal points in debates about mining and development. Within this, the gendered nature of benefits and their distribution is a key consideration, including the extent to which these impacts and benefits influence (either positively or negatively) women's economic and development capacity.

Gender and development

Women's contributions to society through their productive work (paid and unpaid), reproductive work, domestic and caring work and contributions at the community level are central to the survival and sustainability of business and society more broadly. Women are not inherently vulnerable; however, the reality of sex and gender discrimination that characterises every society, to varying degrees, means that women's voices and perspectives are often marginalised and excluded, including by businesses such as mining. An industry focus on gender in local-level development is required if companies are to improve their social performance in relation to gender. Within this, both the practical gender needs and strategic gender interests of women require consideration.

There is now clear evidence that investment in women is likely to deliver long-term health, education and local development outcomes. This is reflected in global frameworks such as the Millennium Development Goals (MDGs) to which many mining companies aim to contribute. Gender mainstreaming is also a specific focus of the United Nations as research confirms that a gender-

neutral approach renders invisible important gender issues and marginalises women's experiences. Again, a focus on gender in mining and development is essential.

Notwithstanding that leading mining companies are deliberately and explicitly aligning themselves with a poverty alleviation agenda, mining impacts women and children in different and often more significant ways than men. Women and girls are often more adversely impacted and have fewer opportunities to access the positive development benefits that mining can bring. Despite this, mining has not traditionally taken an explicit gender and development focus, at least at the policy level, to ensure that women and men have equal access to mining derived benefits.

Mining and agreement making

Agreements negotiated between mining companies and indigenous communities or other land connected peoples are increasingly recognised as important in terms of formalising the conditions upon which mining can take place on indigenous lands, as well as the compensation and benefit sharing arrangements that flow from mining. Agreements are one way for communities and companies to seek to achieve greater certainly about development benefits. While agreements are increasingly common in Australia and Canada due to a set of legal imperatives, they are also becoming more prevalent in developing countries as communities seek to formalise arrangements with mining companies around environmental management, resource revenues, local employment, land use and access, respect for culture and heritage and so forth.

Given the above-mentioned debates about mining and development, the increasing focus on development equity, and recognition that women are integral to the sustainability of society and the economy more broadly, it is important that the gendered dimensions of agreement making be given more specific attention. Much of the existing literature on gender and mining suggests that women are largely excluded from negotiations around agreement making. The alternative perspectives that are emerging suggest that this view is oversimplified and that the gendered dynamics of agreement making are more complex and nuanced than the current literature would suggest.

There is much work to be done to understand the gendered nature of agreement making with mining companies and the consequent effects on development outcomes. It is important to continue to highlight cases where women are excluded from agreement-making processes, but it is equally important to focus on cases where women have participated in agreement-making processes to understand the factors that made this possible and the effects of their involvement on development outcomes more broadly. This research stands to make an important contribution in this regard.

Scope of work

This project will consider the role of agreement making in delivering local-level benefits and, more specifically, the gendered nature of these processes and their impacts. The research will seek to build knowledge and understanding to inform mining industry development strategies, as well as the strategies of development agencies working in the context of mining. Findings could also be useful for governments as a partner to agreements or in setting minimum standards, and community groups in their engagement with mining and development.

Project Flow and Key Elements

The project has the following key elements:

Stage 1:
1. Desktop research
2. Targeted practitioner interviews
3. Site selection process
4. Development of research protocols
5. Engagement of local specialists

Stage 2:
6. Comparative case studies (primary research)
7. Analysis
8. Feedback loop
9. Final outputs

Project oversight will be provided by the MCA and AusAID, and the MCA's Gender, Mining and
Communities Dialogue will act as a reference group.
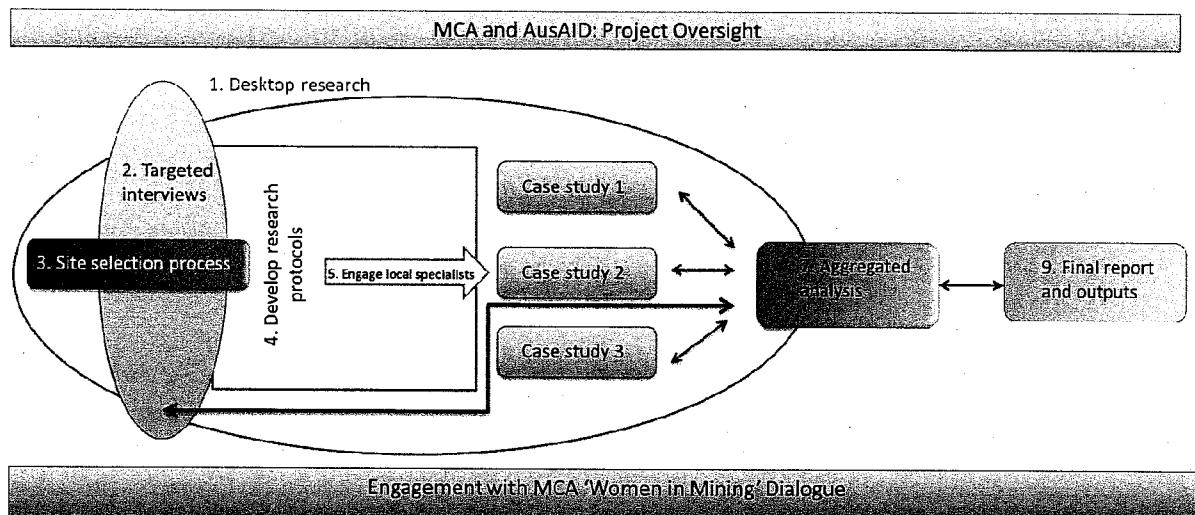
Stage 1:

1. Desktop research

The work will include a desktop review of existing industry guidance and norms and scholarly research
that sits in the nexus between literature on:
- mining and community development
- gender and development
- mining and agreement making (including negotiation, implementation and monitoring).

The desktop research will focus on the intersections between these bodies of knowledge in order to
refine the key criteria that will frame the case study research.

2. Targeted interviews with specialist practitioners

The first phase of research will involve discussion with experienced practitioners in the mining and
agreement-making field from around the world. This phase will enable learnings from countries and
cases not included in the case studies to inform the overall research. As so much knowledge on this
topic is anecdotal and unpublished, primary research through interviews is vital in order to draw out
lessons on this topic including the business case for integrating gender into agreement-making
processes. These interviews will also help to ensure that the field research is aligned with current
thinking and practice. While the case study research will provide some depth, these interviews will help
to provide breadth of knowledge and insight into agreement-making and implementation in other
locations.

Interviewees may include members of the MCA's Gender, Mining and Communities Dialogue as well as
other scholars, practitioners, representatives and parties who may have been involved in agreement-
making, implementation and/or monitoring. In particular, CSRM will seek to engage with people who
have been involved in agreement-making where there has been a specific focus on gender. For example,
at Voisey's Bay in Canada, indigenous women chaired the negotiating team and have been appointed as
Implementation Coordinators. The Voisey's Bay agreements also include specific provisions for gender

equity. The research team would seek to engage people involved in these processes. Other similar examples will also be identified.

3. Site selection process

Four tailored case studies will be undertaken at mine sites where:

1) an agreement between the mine and the local community (or particular groups within a community) is central to the relationship
2) where an agreement is a critical mechanism for delivering development benefits.

At this stage, it is envisaged that four case studies will be undertaken, including:

- one detailed case in Australia centred on an Indigenous Land Use Agreement or equivalent
- three case studies in other countries – Ghana, Papua New Guinea and Indonesia.

Site selection will depend on the level of access that the MCA and the CSRM research team is able to secure, as well as the priorities of the MCA and AusAID. The aim would be to select cases, ideally with a mix of regulatory frameworks, companies, commodity and type of agreement (e.g. land access, profit sharing and compensation/offset agreements) to provide points of comparison.

Using a case study approach will allow us to examine 'real world' examples of agreement making, and explore factors that contribute to successful or unsuccessful outcomes in specific contexts. A limitation of the approach is that the findings may not be 'generalisable' to other contexts, particularly because the selection of case study sites is restricted to locations where it is feasible to do field research.

4. Development of research protocols

Once the literature review and targeted interviews are underway, the development of research protocols will commence. For each of the four case studies, research teams will comprise one lead researcher from either CSRM or the MCA and one local researcher (or researcher with local expertise). Lead researchers will work with each of the local researchers to tailor the approach to data collection to ensure that it suits the local context and culture. Local researchers will be familiar with the local context and ideally will have worked with local communities involved in the research. As each of the case study sites have undertaken detailed social baselines and ethnographic work, the likelihood of securing such local researchers is fairly high.

As the research teams will be different for each site, it will be vital that research protocols are developed to guide the work at a conceptual level and at the same time leave enough scope for adaptation for each case study, including the use of participatory research methods.

Protocols/guidelines will be developed for:

- introducing the project to research participants
- securing informed consent of research participants
- developing a background context briefing for each of the case study sites, including key readings for lead researchers
- issues to focus on in the field
- gathering and recording of data (qualitative and quantitative)

- write-up of field reports
- gathering feedback on draft findings.

Research protocols will be reviewed by the Reviewers (Foundation for Development Co-operation), and provided to the MCA's Gender, Mining and Communities Dialogue and participating companies for comment, before being adapted by local researchers and then applied in the field.

Participating companies will be asked to provide a health, safety, security and cultural briefing prior to researchers entering the field.

5. Engagement of local specialists

It will be important to establish in-country contacts to coordinate and guide the CSRM research team. It is envisaged that two in-country contact points will be established:

Company contact

Participating companies will need to nominate a key contact for co-ordinating researcher access to the operation and also to key personnel for interviews and discussions. This will be an in-kind contribution by the participating companies. This person will not be a member of the research team. Their role is logistics and support.

Local Researchers

In-country contact(s) who do not work directly for the participating company will be established for each case study site. These personnel will be involved in:
- coordinating consultations with community members
- recruiting local interpreters for international team members as necessary
- advising on the need to adapt research protocols to suit the local culture
- providing in-country cultural briefing and support
- leading discussions and interviews with local people, where appropriate
- coordinating the 'feedback loop' of aggregated findings to research participants (see below)
- before research findings are finalised.

Local researchers (or researchers with local expertise) may be seconded from local universities or research institutions, NGOs or consultancies. It is envisaged that the participating company, the MCA, AusAID and CSRM will jointly agree on an appropriate person(s).

Stage 2:

6. Case studies

Overarching research questions

The research will be guided by the following key research questions:
1. Are community agreements (or their equivalent form) being effectively utilised in local mine affected communities to achieve positive local-level development outcomes for (a) women and (b) their households?

    a) What are the different experiences of women and men in the agreement-making process?

    b) How do local-level development outcomes differ for women and men as a result of agreement making? Why?

    c) To what extent do agreements address women's practical gender needs as well as their strategic gender interests

    d) Has the role of government, NGOs or other parties influenced agreement making processes and outcomes?

    e) Has a specific focus on women's inclusion in agreement making had a beneficial 'spill over' effect, such as achieving greater economic empowerment for women and local communities more broadly?

2. What is the industry's current capacity to engage with women as direct beneficiaries and participants in mining ventures?

3. How could gender be better integrated into agreement-making processes? Does there need to be stronger drivers, clearer guidance and/or specific requirements for industry members to specifically address gender equality in agreement-making processes?

Each case study will address these questions against the background context of each site. Background profiles of each site will cover aspects such as:

- socio-political and regulatory context, including requirements and drivers for agreement-making and local-level development
- cultural context, including gender roles and relationships
- strength of civil society, including community organisations, representative bodies
- history of company-community relationships, issues
- organisational context (company policies, procedures, systems or processes, company culture, and other organisational factors that may have influenced the agreement-making process)
- secondary data (census, indexes, agencies, NGOs)
- the content of agreements (incl. design, scope, focus, content of clauses)
- any other relevant history associated with the agreement-making process itself.

Methods

The research will be undertaken using rapid ethnographic methods including:

Method		
Interviews	•	Engagement with women and men within communities
	•	Engagement with company representatives
	•	Others (see list below)
Observation	•	Company-community interaction where possible/appropriate
Document analysis	•	Agreements, policies , plans, procedures, monitoring data

The approach used for each case study site needs to be negotiated between the company, the CSRM research team, local researchers and participants. Each study will need to be sensitive and responsive to the situation on the ground and researchers will need to be cognisant of local sensitivities. This includes devising strategies to research/investigate gender in contexts where open discussion of gender and gender dynamics/relationships may be problematic.

Research participants

It will be important to engage a range of stakeholders in this research including:
- community leaders and representatives (incl. women and men) involved in agreement-making processes
- other community members (incl. minority, marginalised and vulnerable groups) not involved in the agreement-making process but who may be impacted by the operation
- women's associations and organisations
- NGOs and community-based organisations (CBOs)
- local service providers
- mining company representatives (incl. staff at corporate, regional and site levels, including functional and operational staff), particularly those involved in agreement making
- development agencies, including AusAID, The World Bank and others as relevant
- government officials (national, regional and local)
- legal advisers to parties of the agreement
- other professionals involved in negotiation, implementation and/or monitoring of agreements.

Researchers will need to be highly sensitive to relationship dynamics on the ground. They must also be sensitive to engaging with 'at risk' groups as the potential for further marginalisation or exacerbation of conflict between groups may be present in any given context. Culturally-specific strategies for engagement with local people will need to be developed for each particular context.

Ethical approval

The research will be subject to the full ethical approval process for 'research involving human subjects' as is established at The University of Queensland. Participation will be voluntary and data will only be

collected on a confidential basis (see section 8 for an overview of the feedback loop). Informed participant consent will be obtained in all cases. As the research will engage marginalised, vulnerable, minority and at-risk groups, the CSRM Research Team will be obligated to ensure that such groups are not in any way compromised as a result of participating in the research.

7. Analysis

Case studies will seek to identify the extent to which the industry is addressing gender within agreement making processes primarily in relation to the following issues:

- women's participation in the agreement-making process (such as who was included and excluded
- and how this was determined)
- land ownership, access and use
- access to and control over revenues (and related spending)
- access to services that form part of the agreement (and contributions to critical MDGs)
- broader economic empowerment (such as through local business development)
- culture and heritage
- other issues that are surfaced in the field (such as security and violence against women).

Across this suite of issues, researchers will consider:

1. women's experience of involvement or exclusion
2. impact of involvement or exclusion
3. outcomes (direct, indirect, flow-on) as a result of agreement making
4. perceptions (women's and men's) of development benefits as a result of agreement making, including issues of gender equality and equity.

This approach is represented in the conceptual framework below:

Negotiation	Implementation	Monitoring and evaluation
• preparatory processes • informal/private processes • formal/public processes • ongoing negotiations post-agreement	• management • governance • delivery mechanisms, such as foundations and trusts • roles • resources	• participants • structures • processes • scope • focus • indicators • methods • resources
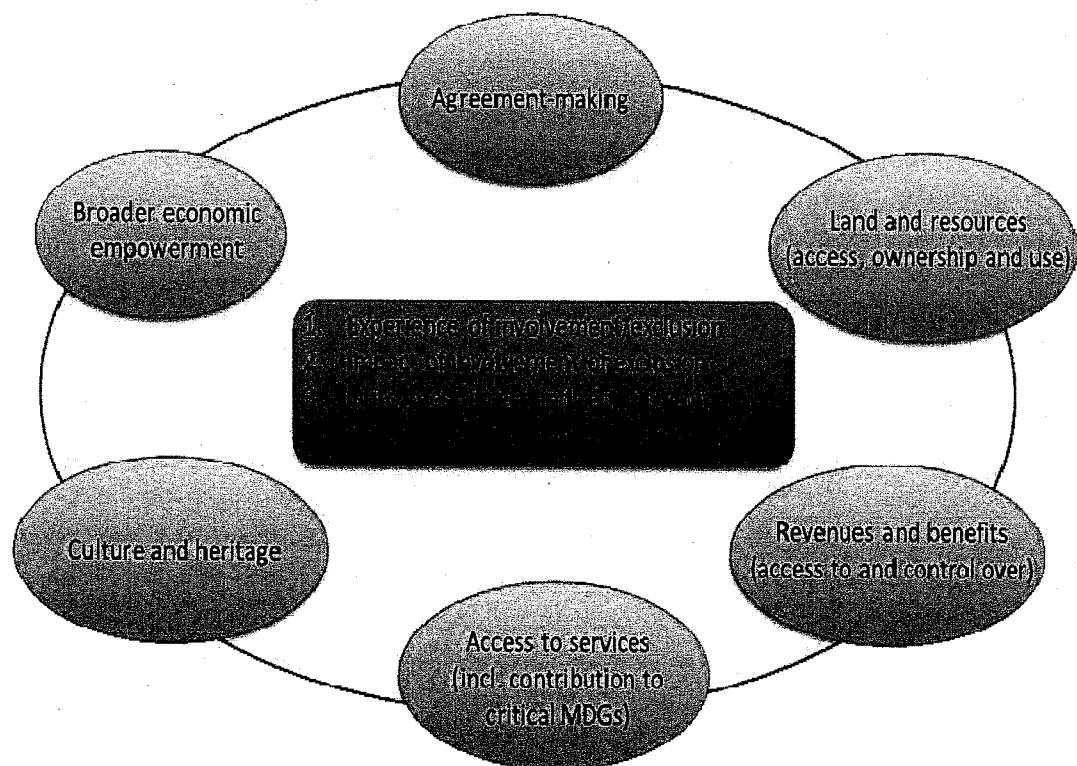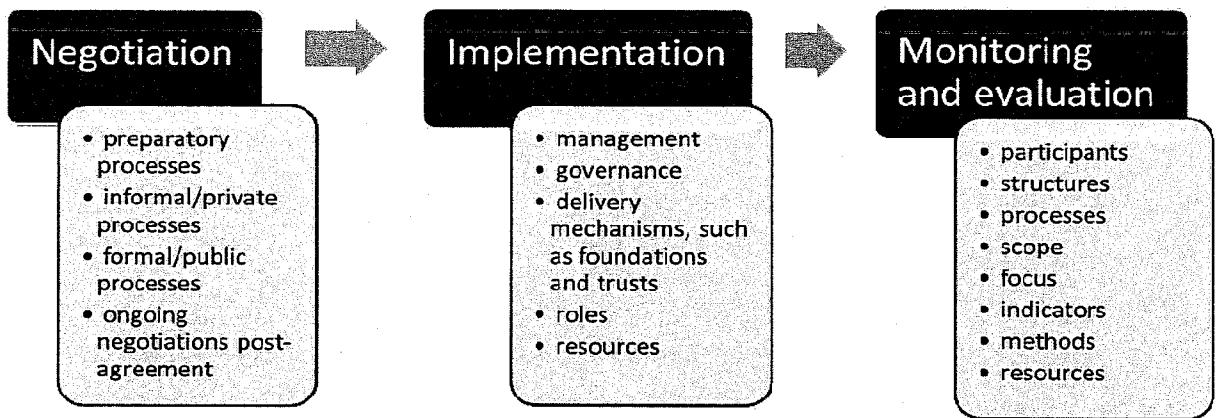
Each case study will seek to understand these issues across the relevant agreement-making dimension:

Cases will be compared and contrasted across the above-listed issues and processes. Common themes will be drawn out, as will divergent data and leading practice examples, including the 'business case' for integrating gender into agreement making processes.

Due to the need to select case study sites that are appropriately safe for field work, the research approach is unlikely to provide insight into agreement making in volatile contexts. This remains an opportunity for further research.

The analysis will avoid constructing women as a 'homogenous' group. There is much variation of experience within this category, including age, status, access to opportunity and resource and so forth. The analysis will seek to describe and analyse these differences, rather than seek to present a single narrative of women's experience at any of the case study sites.

8. Feedback loops

Another important element to research involving people, particularly research with vulnerable groups to ensure that research findings are shared with participants and that they have an opportunity to engage with the outcomes. A participatory feedback loop, facilitated by local researchers, will be built into the overall research design to enable company personnel and research participants at each case study site to review and comment on the aggregated findings and recommendations for improving gender equality in agreement-making processes. The feedback loop will provide an opportunity to refine suggested strategies and double check that they will be useful in practice. Researchers will ensure that communication of findings reflects communities' information needs, which will be discussed with them during the first field visit.

The MCA, AusAID and the Gender, Mining and Communities Dialogue will have an opportunity to comment on the analysis before it is finalised. Depending on the size of the Dialogue Table, it may be necessary to form a sub-group to look closely at the research findings and recommendations.

Additionally, researchers will 'check back' with 3-5 of the expert practitioners consulted in Phase 2 (Targeted Interviews) to 'test' research findings.

9. **Final outputs (including communication)**

The key project deliverables will be as follows:
1. literature review
2. research protocols for review by the MCA, AusAID, Gender, Mining and Communities Dialogue and participating companies
3. a site-specific summary of findings for each case study location
4. a public report of aggregated findings (literature, interviews, case studies) including:
   a. leading practice examples of positive development outcomes for women resulting from agreement-making processes
   b. factors that enable and constrain the achievement of gender equality in agreement-making processes and influence the extent to which women can reach their economic and development capacity
   c. recommendations, principles and/or guidance in relation to gender equality strategies within agreement-making processes.

Research findings will be summarised and packaged into a culturally appropriate format for dissemination to participating groups.

Project management and Engagement

The Research Team will liaise with the MCA and relevant AusAID officials in Canberra and in-country posts throughout the project. The MCA's recently established Gender, Mining and Communities Dialogue will serve as a multi-stakeholder Reference Group for the research.

This will include feedback/review of:
- initial proposal and methodology
- research protocols (interview questions, frames of analysis)
- interim findings
- final report.

Timetable

Activity	Target Date
STAGE 1:	
Desktop research	October 2011 – February 2012
Site selection and negotiation with sites	
Interview protocol for targeted interviews	
Targeted interviews	
Research protocols for case studies	
Recruitment of local researchers	
Ethics approval	February – March 2012
STAGE 2:	
Case study 1 – field work, analysis and review (Australia)	March 2012 – September 2012
Case study 2 – field work, analysis and review (Ghana)	
Case study 3 – field work, analysis and review (PNG)	
Case study 4 – field work, analysis and review (Indonesia)	
Analysis – aggregation of research findings and report writing	September – October 2012
Asia Pacific Regional Mining Conference	October 2012
First draft findings to MCA and AusAID	November 2012
Community-level feedback loop	
Second draft report (following review by Reference Group)	December 2012
Penultimate draft for approval by MCA and AusAID	February 2013
Final report	March 2013
Summary of aggregated research findings translated and communicated to research participants	April 2013

Project risks

The table below lists some of the critical risks associated with the project, and the strategies that will be put in place to mitigate them:

Risk	Response
High investment associated with transporting researchers and interpreters to the field to undertake case study research relative to the time that they are spending on the ground.	Utilise local-level researchers wherever possible.
With four different field teams working across four different cultural contexts there is a risk that data quality will vary.	Research protocols will be developed to – as far as possible – standardise the presentation of data to facilitate analysis. A senior CSRM researcher will oversee all four case studies.
Reliance on rapid field work with people who may be at risk or vulnerable. Little time to establish trust.	Preference for local researchers who are familiar with the cultural context.
Lack of information in the literature on gender and agreement-making.	CSRM is conducting a series of targeted interviews at the beginning of the research to draw on knowledge and learning of others ahead of the research.
Potential to expose women to risk in volatile contexts.	Researchers will liaise with local NGOs, agencies and the local researcher to determine what processes will be safe and appropriate for local women. If there is a risk that we will put women in danger, then we will not consult directly, but use more indirect means to gain insights (i.e. talking to NGOs and other agencies), or, not consult at all.

Statement of Capabilities

About Us: Centre for Social Responsibility in Mining

The Centre for Social Responsibility in Mining (CSRM) is a leading research centre, committed to improving the social performance of the resources industry globally. We are part of the Sustainable Minerals Institute (SMI) at the University of Queensland, one of Australia's premier universities. SMI has a long track record of working to understand and apply the principles of sustainable development within the global resources industry.

At CSRM, our focus is on the social, economic and political challenges that occur when change is brought about by resource extraction and development. We work with companies, communities and governments in mining regions all over the world to improve social performance and deliver better outcomes for companies and communities. Since 2001, we have contributed significantly to industry change through our research, teaching and consulting.

Organisations who we have worked with or for include: the International Council of Mining and Metals (ICMM), Minerals Council of Australia (MCA), Queensland Resources Council, Australian Government, Queensland State Government, Oxfam Australia, World Bank, IFC, Rio Tinto, Xstrata, BHP Billiton, Newmont, Newcrest, Barrick Gold, BG Group, Anglo American and Vale. Countries we have worked in include: Papua New Guinea, Chile, Peru, South Africa, Solomon Islands, Laos, Cambodia, Philippines and Mongolia.

CSRM has been involved in exploratory research in domestic and international contexts, training and capacity building and good practice guidance in the area of gender and mining. Senior researchers actively contribute to the global debate about mining, gender and human rights. CSRM has also undertaken a tranche of work on agreements, in addition to projects relevant to benefit sharing.

Relevant projects include:
- World Bank Extractive Industries Source Book – Guidance Notes on Agreement Making
- ICMM – Good Practice Guide on Indigenous Peoples and Mining
- Rio Tinto – Indigenous Employment in the Australian Minerals industry
- BG Group – Agreement Making with Indigenous People – briefing paper
- Rio Tinto – Why Gender Matters: Gender Toolkit for Rio Tinto Communities work
- Women in the Australian Minerals Industry
- Rio Tinto – Gender Training for Communities Practitioners
- Lihir Cultural Heritage Program
- Survey of Aboriginal Former Employees and Trainees in the Australian Minerals Industry
- Increasing Indigenous Economic Engagement in NSW and QLD
- Indigenous Employment at Century Mine
- Rio Tinto Iron Ore – Indigenous Retention study

Project Personnel

CSRM Researchers	Position	Day rate	Role in the Project
Dr Deanna Kemp	Principal Research Fellow	$1500*	Chief Investor and Lead Researcher (PNG)
TBC	Senior Research Fellow	$1200*	Lead Researcher (Australia, Indonesia)
TBC	Research Officers	$800	Research support
TBC	Local Researchers	$800	In-country research support and follow-up

MCA in-kind researcher	Position	Day rate	Role in the Project
Therese Postma	Researcher	$500	Lead Researcher (Ghana)

* Less than standard commercial rates to ensure comparability with other AusAID work.

Budget

See attached.