

DESIGN AND IMPLEMENTATION OF THE GENDER ACTION PLAN FOR THE PLANETGOLD PERU PROJECT



Design and implementation of the Gender Action Plan for the planetGOLD Peru project

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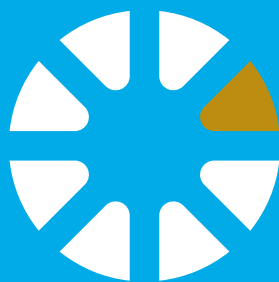
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1.

Introduction

The present document gathers the experience of the Gender Action Plan, designed and implemented within the framework of the planetGOLD Peru project, between 2020 and 2024. The document is divided into three sections. The first one summarizes the main findings of the gender diagnosis in small-scale and artisanal mining in 9 regions of Peru; then it presents the national, regional and local Gender Action Plan, transversal to the 4 components of the project.

The second section of the document describes the national advocacy and generation of regional alliances, managed by the project, around the recognition and strengthening of women's work in artisanal and small-scale gold mining (hereafter ASGM). Likewise, the roadmaps followed in Arequipa, Piura and Puno are detailed by region, in terms of progress in associativity, education and financial inclusion of women ore selectors, known as *pallaqueras*. Finally, the third and last section proposes a series of recommendations for the sustainability of gender actions in ASGM in Peru.



2.

Diagnosis and design of the Gender Action Plan for the planetGOLD Peru project

The Integrated Mercury Management in ASGM in Peru project, hereafter planetGOLD Peru, aims to reduce and eliminate mercury releases from the ASGM sector through the following operations: (i) strengthening the institutions and policy/regulatory framework for mercury-free ASM; (ii) increasing mining communities' access to financing in order to enable the acquisition of mercury-free processing technologies; (iii) increase the capacity of mining communities to undertake mercury-free ASGM, through the provision of technical assistance, technology transfer and support for formalization; and (iv) raise awareness and disseminate best practices and lessons learned around the elimination of mercury in the ASGM sector. Within this framework, the gender approach is transversal to the components and ensures both the participation and recognition of the role of women in the ASGM sector.

The visibility of the economic activity of gold handpickers, known as *pallaqueras*, became one of the priorities of the planetGOLD initiative in Peru, as they represent a population group that is precarious due to the nature of their work. The *pallaqueras* work on the hillsides manually selecting the gold-bearing material discarded by the miners as waste. Thus, the activity of the *pallaqueras* is not currently regulated in the country, so the women depend exclusively on the authorization of the mine owner or operator to be able to work. At the same time, during the commercialization of the mineral collected, they are subjected to discounts of 30 to 40 % with respect to the real value imposed on them by the buyers or collectors.

Although the initial design of the project included a Gender Action Plan, it was necessary to carry out an updated diagnosis at the national level on the reality of the sector, considering that there were no analyses or evaluations of this type. Thus, the first national socioeconomic study with a gender approach was carried out, which explores the social and economic characteristics, as well as the perceptions and visions of gender relations among male and female miners in ASGM in Peru. The field work consisted of a sample of 854 participants, to whom the methodological tools of surveys (854), semi-structured interviews (42), life histories (12) and focus groups (3) were applied, which were carried out in the regions of Arequipa, Puno, Piura, Ayacucho, Madre de Dios, Nazca, Ancash, Cusco and Apurímac.

Among the most noteworthy findings of the study, the following are identified:

- **Informal labor:**

79 % of ASGM workers do not have a labor contract and only 18 % are on the payroll. The *pallaqueras* do not have any type of labor contract and therefore have no labor rights.

- **Pallaqueo**

Activity recognized in Puno under Supreme Decree N°018 - 2018 EM, creating the Register of Third Party Natural Persons and Manual Gold Selectors, which counts 11 753 registered persons, of which only 24,16 % are women -approximately 2 840 *pallaqueras*-, a figure that does not necessarily reflect the total number of selectors in the region. According to the study, 100 % of the *pallaqueras* surveyed were unaware of the registration and its purpose. The study also revealed that pallaqueo is also practiced in other regions, such as Arequipa, Ayacucho, Piura, La Libertad, Ica and Apurímac, so its recognition should be regulated at the national level.

- **Inequality in roles and leadership**

Men occupy more senior roles, while women in mining have fewer leadership opportunities. For this reason, women *pallaqueras* face greater barriers to association and leadership within the gold value chain. In the case of the pallaqueo activity -generally carried out by women- there is a double dependency: i) they depend on the authorization of the mining concession holder or the mining operator where the mineral selection work is carried out, and ii) they depend on the gold trader, who sets the purchase conditions based on the international price of gold and the quality of the product. In this context, the *pallaqueras* not only operate in the precariousness and risks of the mining activity itself, but also see their decision-making and negotiation possibilities limited, and consequently, their opportunities to generate higher income.

- **Domestic burden:**

Women miners (66 %) and *pallaqueras* (84 %) have a greater burden in domestic tasks, especially since

the pandemic, which limits their time and resources to participate in productive or leisure activities.

- **Access to financing:**

65 % of men and women in ASGM have not applied for formal loans because they perceive that they would not meet the requirements of financial institutions, which ask for accounting evidence of their income or documentation that accredits them as formal. The weak expectation of growth in the manual gold sorting activity and the limited vision of investment opportunities in their localities has contributed to the fact that only 27 % of *pallaqueras* demand some type of loan or financing. However, 50 % of women miners and 48 % of miners do demand financing, as they have been able to map better opportunities for their mining businesses.

- **Mercury exposure:**

71 % of ASGM men and women have no information on the effects of mercury on health and the environment; while 51 % perceive that they are exposed to mercury emissions and releases as a result of artisanal mining activities.

- **Violencia y protección**

73 % of men and women in ASGM are unaware of the location and functionality of the Women's Emergency Centers in their localities, as well as the procedure to follow if they are victims of any type of violence.

- **Gender stereotypes:**

In ASGM, patriarchal stereotypes persist that minimize the role of women and condition their hiring. Fifty-nine percent of men believe that women can distract men at work; 47 % perceive that mining work is too physical for them, which reinforces their subordinate role; and 53 % of men believe that childcare prevents women from concentrating on work, a perception that constantly conditions the employability and hiring of women who are mothers.

The results of the study were systematized in the publication "Women and men of gold: Challenges towards gender equity in artisanal and small mining".

Finally, based on the diagnosis, the Gender Action Plan for the ASGM sector was prepared, considering that it should be cross-cutting and multilevel governance. The plan developed by the planetGOLD Peru project is presented below:

Gender Action Plan in the ASGM sector

Levels of intervention	Component 1	Component 2	Component 3	Component 4
NATIONAL (Minam, Minem)	Technical support and monitoring of the regulations for the inclusion and formalization of <i>pallaqueras</i> . (ASGM Policy, ASGM Plan, extension of Supreme Decree N°018 - 2018 EM).			
REGIONAL (GREM/DREM, partners)	Involvement of the DREMs/GREMs in the capacity building processes of the <i>pallaqueras</i> . Synergies with organizations specialized in the sector to intervene in the development of <i>pallaqueras'</i> capacities.	Capacity building in financial institutions to serve the ASGM sector. Financial product adapted to <i>pallaqueras</i> (to strengthen them as credit subjects).		Generation of content for local health centers and CEM, to meet the demands of the local mining population.
LOCAL (ASGM organizations, associations/organized groups of women gold handpickers)	Technical assistance for the legal constitution of women gold handpickers associations. Technical assistance for organizational management of the association.	Financial Education Program, focused on: (i) management of resources/income at family/personal level, and (ii) financial management for business opportunities associated with the mining activity.	Development of good practices in gold selection: technical, commercial and negotiation aspects. Development of leadership and empowerment modules through workshops, dissemination of material and internships. Capacity building for the adoption of clean technologies.	Workshops on gender violence awareness and protection mechanisms. Identification of leadership to communicate the impacts and risks of mercury.



At the national level, the main allies of the project were the Ministry of the Environment (MINAM) and the Ministry of Energy and Mines (MINEM). The main purpose was to achieve recognition of the economic activity of manual gold selection and to expand the national registration of *pallaqueras*, which is currently only being implemented in the Puno region. In view of this, the project should provide support and technical assistance in the formulation of national policies and plans, so that all actors in the ASGM value chain, including the *pallaqueras*, are included in the consultation processes.

At the regional level, there were strategic allies, such as cooperating energy and mining regional authorities (DREM/GREM) and financial institutions that generate conditions for the development of capacities in ASGM organizations and *pallaqueras* associations, while sustaining future results. For example, the creation of financial products for ASGM, which will continue to strengthen the sector's financial inclusion, as well as the involvement of the DREM/GREM in the training

programs of *pallaqueras*, which provides continuity to their learning and gives visibility to their work, among others. Finally, specialized actors, such as health centers and Women's Emergency Centers, were invited to learn about the reality of ASGM communities, which are usually located far away and are unaware of the benefits or campaigns of these public and free care centers.

Finally, the local intervention refers to the development of workshops, training or technical assistance with emphasis and priority on manual gold sorters. The work focused on organizing the *pallaqueras* groups and providing them with legal support to consolidate their associativity, developing a comprehensive financial education program, implementing good mining practices and introducing them to mercury-free technologies, as well as raising their awareness of the impacts of mercury on human health. In some cases, it will be necessary to address issues of violence prevention; however, this was proposed to be worked on according to each territorial demand.

3.

Field implementation and results of the Gender Action Plan

Once the gender diagnosis and validation of the Gender Action Plan were completed, the planetGOLD Peru team worked on different fronts to address the three levels of intervention proposed by the plan. For the national level, the project provided technical assistance in the design of the first National Multisectoral Policy on ASGM (2022). While it is true that this policy does not detail an expansion of the national census of manual gold sorters, it does develop a series of activities aimed at training and including the *pallaqueras* population. It should also be noted that the manual gold selectors were part of the consultation processes of the Policy.

On the other hand, through the advocacy processes of planetGOLD Peru and other cooperating partners, the first Gender Plan for ASGM (2023) was launched, a process led by the General Directorate of Mining Formalization (in Spanish, DGFM), which integrates training and protection activities for groups of manual gold selectors. It should be noted that this plan includes the lessons learned from the Financial Education Program, implemented by planetGOLD Peru during 2022.

At the regional intervention level, the project established strategic alliances throughout its implementation, with the objective of developing activities in the field to achieve greater reach and impact with the groups of manual gold selectors. This was the case of the alliance with Caja Municipal Ica, Solidaridad, GEA Group, Swiss Responsible Gold Initiative, as well as the energy and mining departments of each region, which facilitated the conditions for working with the *pallaqueras*.

Precisely the detail and development of these alliances are reflected in the work at the local intervention level,

for which the project team prepared work strategies by territory, based on the initial findings of the national diagnosis. The first step in implementing the ASM Gender Action Plan was to identify groups of *pallaqueras* in the mining areas of Puno, Piura and Arequipa, adapting the actions to each territory and the degree or level of organization they presented. One of the project's tools was to establish or strengthen the associativity of the groups of women sorters as a mechanism to improve their organizational management, in order to provide them with legal support in the absence of a regulation that recognizes the economic activity of manual gold sorting at the national level.

Thus, during 2021 and 2022, technical support was provided to strengthen the management of associations already established, such as the 6 associations of the Rinconada base, in Puno, and Cuatro Horas, in Arequipa. In addition, non-profit civil associations were organized and legally constituted, such as the Katarata Association of Women Manual Gold Selectors, in Arequipa, and the first association of sorters in Piura, the Cuchi Corral- Chirinos-Suyo Association of Women Manual Gold Selectors.

As a result of this intervention on the process of associativity in manual gold selection, the practical guide The ABC's for setting up an association of manual gold selectors was prepared, a document that presents in a simple way the process that groups of *pallaqueras* must follow to become legally constituted, and which will be disseminated by the ASGM National Women's Network to promote associativity.

Once the first part, which included workshops and technical assistance in the field related to gender, was

completed, based on the low-value grant agreement between UNDP and GEA Group (within the framework of the planetGOLD Peru project), a Comprehensive Financial Education Program (2022) was implemented, aimed at women *pallaqueras*. The contents of the program were aimed at strengthening personal and organizational finances and identifying investment opportunities. It also designed and validated a first financial product model, tailor-made for the gold handpickers and based on the community banking or solidarity credit model.

Additionally, based on the synergy between planetGOLD Peru and Caja municipal Ica, in September 2023 the first financial products aimed at the ASGM sector were launched: (1) Crece Minero loan: financing of fixed assets and working capital, from S/ 500 to S/ 100 000 (USD 132 to USD 26,315), and (2) Mujer *Pallaquera* loan: financing aimed at businesses complementary to the mining activity, from S/ 500 to S/ 12 000 (USD 132 to USD 3,160), based on the planetGOLD team's estimates for loans granted to ASGM (Project Implementation Reports - PIR, 2024). Up to June 2024, USD 554,896 (S/ 2 504 604) have been placed, distributed in 78 loans, of which 9 correspond to the Mujer *Pallaquera* loan, 69 to the Miner Grows loan product and 4 to the Minero Emprendedor loan (Caja Los Andes).

The lessons learned from the Financial Education Program and the business opportunities identified by the groups of *pallaqueras* created the conditions to work on a second initiative, called *Emprende Pallaquera*, within the framework of the low value grant between UNDP and the NGO Solidaridad, within the project, for the period 2023 - 2024. This initiative allowed the development of entrepreneurial skills for the creation and management of businesses, as well as providing technical assistance to improve the competitiveness of economic activities, complementary to the activity of manual gold sorting.

Emprende Pallaquera was able to get 75 women gold handpickers, distributed in 8 groups in Arequipa,

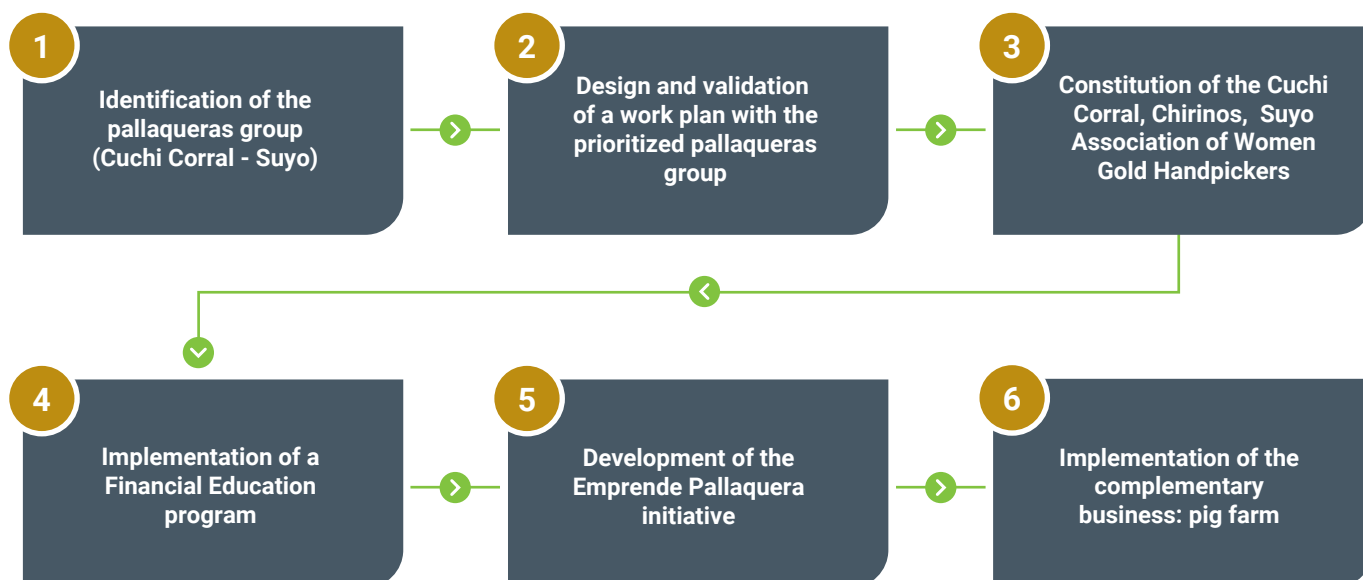
Puno and Piura, to complete the training modules and business internships. Each group of women entrepreneurs was part of the diagnostics for the prioritization of businesses in each territory. Likewise, each business was evaluated under a market study, in order to analyze its potential and demand. Among the prioritized businesses were the following: (i) in Puno, a *pollería* restaurant, a *pollería-chifa*, a restaurant and a sewing workshop; (ii) in Piura, a pig farm and a bakery; and (iii) in Arequipa, a sewing workshop and a bakery-pastry shop.

The *Emprende Pallaquera* initiative based its intervention strategy on providing technical training distributed in 6 areas: (i) associativity, (ii) what we will do, how we will do it, (iii) business plan, (iv) associative investment, (v) business formalization and (6) business management. Likewise, these work axes were accompanied by internships to experiences of similar business models, in which the members had the experience of sharing with specialists and technicians in each business demanded. Finally, each enterprise had the opportunity to receive non-reimbursable financing to execute their training plans and to have the first productions of their enterprises or to manage the acquisition of assets and working capital.

As a result of the synergy between Solidaridad and FUNDES, in the framework of the grant agreement, two seed capital competition were held (December 2023 and April 2024). In the first edition, a bakery venture from Arequipa won, receiving S/ 14 000 (USD 3,685), while the rest of the participating groups received approximately S/ 3000 (USD 790) each, for initial working capital. In the second edition of the competition, a pig farm enterprise from Piura won, receiving co-financing in equipment and supplies for more than S/ 30 000 (USD 7,895) to implement its business plan. In addition, more than S/ 70 000 (USD 18,421) were allocated among the other participating enterprises to carry out part of the projects presented.

3.1. Piura Region

The roadmap worked out for the Piura region was as follows:



With the signing of the collaboration agreement between planetGOLD Peru and Sociedad Minera San Sebastián de Suyo, a group of 35 manual gold selectors working in the mining concession area was identified. The *pallaqueras* were unorganized and did not necessarily intend to become an association, and several were unaware of what it meant to be part of a workshop and training program.

Through meetings, the topics, schedules and locations for the training sessions were agreed upon and the proposal to establish them as a non-profit association was presented. The training program for the Piura region consisted of 9 sessions, in which 3 learning modules were developed: (i) Strengthening soft skills, (ii) Good practices in manual gold selection, and (iii) Optimizing my finances. Each session was attended by specialists on the subject and the Suyo Women's Emergency Center was also invited to provide information and raise awareness on how to identify types of violence against women and their families, as well as the mechanisms for reporting any act that women recruiters or their partners may face.

In June 2022, the Cuchi Corral - Chirinos - Suyo Association of Women Manual Gold Selectors was officially launched with 35 members, the first association of women gold handpickers in the Piura region, and one of the first associations invited by the National ASGM Women's Network to join.

Once the first stage of workshops and training on gender issues was completed, the Financial Education Program was implemented by GEA Group in September 2022. Personal finances, as well as the possibility of developing alternative businesses to mining work, were highly demanded topics in the first workshops, so it was a priority for the next stage of work to focus on financial education and entrepreneurship.

The Financial Education Program consisted of a session that worked on the following topics: (i) module 1: Understanding the world of finance, (ii) module 2: Good financial practices, (iii) module 3: Entrepreneurship with a gender approach, and (iv) module 4: The health of my business and financial products. In the latter, a model of a financial product for *pallaqueras*, based

on solidarity or collective credit, was presented in order to receive comments and criticisms from the members. The session included a book of materials and each module was participatory with dynamics and examples, where each member could apply the tools learned in the workshop.

For the period 2023 - 2024, the group of participating members decreased because they could not keep up with the schedules established for the workshops and internships of the *Emprende Pallaquera* initiative; in this sense, we worked with a group of 12 members in the region. The first step was to conduct a diagnosis and market study of local business opportunities, so it was decided to work initially with two enterprises: (i) bakery, comprised of 8 members; and (ii) pig farm, comprised of 4 members.

As the technical training and internships were carried out, different progress was observed in each group of enterprises. Communication and leadership problems weakened the bakery enterprise, which is why they

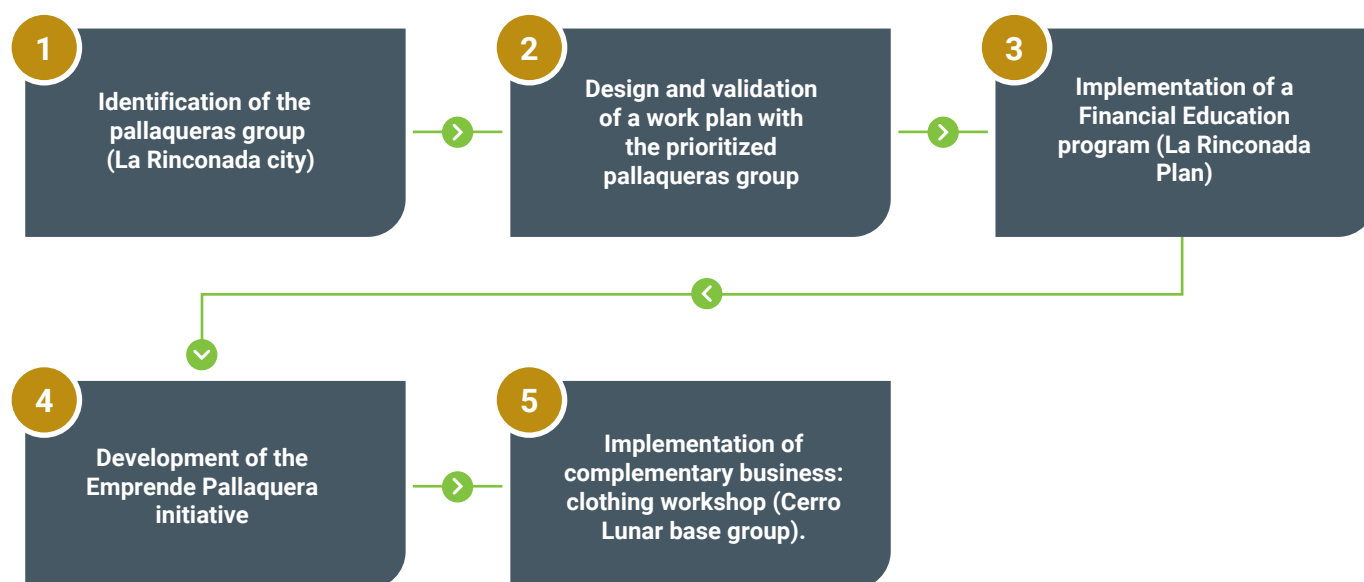
decided to abandon the initiative. On the other hand, the group dedicated to the pig farm grew to 6 members, which demonstrated a solid communal organization, teamwork and clear common objectives, through the assignment of tasks, responsibilities and even made their own direct investments in their business, which showed that they were highly committed to all the activities of the project. It is also important to note that they were able to reach agreements with the community and obtain municipal permits, as well as a deed of possession for the land where they work and permission from the water users' board to supply water to the future corrals.

The technical conditions, level of maturity of the venture, as well as the business model proposal presented, made the pig farm venture the winner of the second Seed Capital Competition, held in April 2024, which received a non-refundable co-financing of 30 000 soles. The result of this initiative together with the award meant the official launch of the La Frontera - Nueva Esperanza pig farm on September 1, 2024.



3.2. Puno Region

In the case of this region, the following gender roadmap for gold handpickers was developed:



In the Puno region, gold handpickers were identified - according to the scope of the planetGOLD Peru project - in the city of La Rinconada, so the team decided to identify groups committed to be part of the workshops and gender training. La Rinconada has two *pallaqueras* bases: Cerro Lunar base and Rinconada base, where each has 8 and 6 associations, respectively. During planetGOLD's first visit, a commitment was made by the San Francisco Association of Gold Handpickers, which belongs to the Cerro Lunar base and is made up of 17 members.

The consulting team in the field conducted a diagnosis of the state of the situation of the San Francisco Association, which allowed identifying its main demands and critical points. Based on this, the Gender Action Plan was initiated, from which the following 3 workshops were developed during the first half of 2022: (i) Good practices in the use of personal protective equipment (hereinafter PPE), (ii) Organizing my association and (iii) General aspects of leadership. Although it is true that there was an initial commitment on the part of the members, several of them began to have difficulties in attending the activities, so that

some of them had to be cancelled or rescheduled. As a result, the association decided not to continue with the training program.

In order to reach a larger group of *pallaqueras*, given the population scope of sorters in the city of La Rinconada, the planetGOLD team formed an alliance with the Swiss Responsible Gold Initiative (in Spanish, SBG) and the Solidarity Mining Program to articulate institutional efforts. The aim was to develop conditions and strengthen capacities for the consolidation of good mining practices and the visibility of six associations of manual gold selectors in the Rinconada base. This synergy was called La Rinconada Plan and was implemented in the period from October 2022 to May 2023.

The La Rinconada Plan involved the participation of approximately 85 members of the Rinconada base and the assignment of roles to each cooperant based on their experience. Within this framework, SBG was responsible for the thematic axis of formalization and associativity, whose workshops were implemented in December 2022 and whose objective was to

strengthen the work of the boards of directors, as well as to establish where each association is headed. The legal status of each association was also reviewed and recommendations were issued to each group. SBG was also responsible for conducting a study on marketing in La Rinconada and evaluating the participation of the *pallaqueras*.

In the case of planetGOLD, the team was responsible for the financial inclusion axis, where the Financial Education Program was implemented by Grupo GEA in October 2022, in which topics were presented on ways to maintain good financial health, manage a family budget, have savings, access credit and the credit opportunities that currently exist. One of the most enriching activities of the sessions was the dynamics of identifying business opportunities, where it was observed that the *pallaqueras* had an urgency to have new income that would allow them to progressively move away from the manual selection of gold.

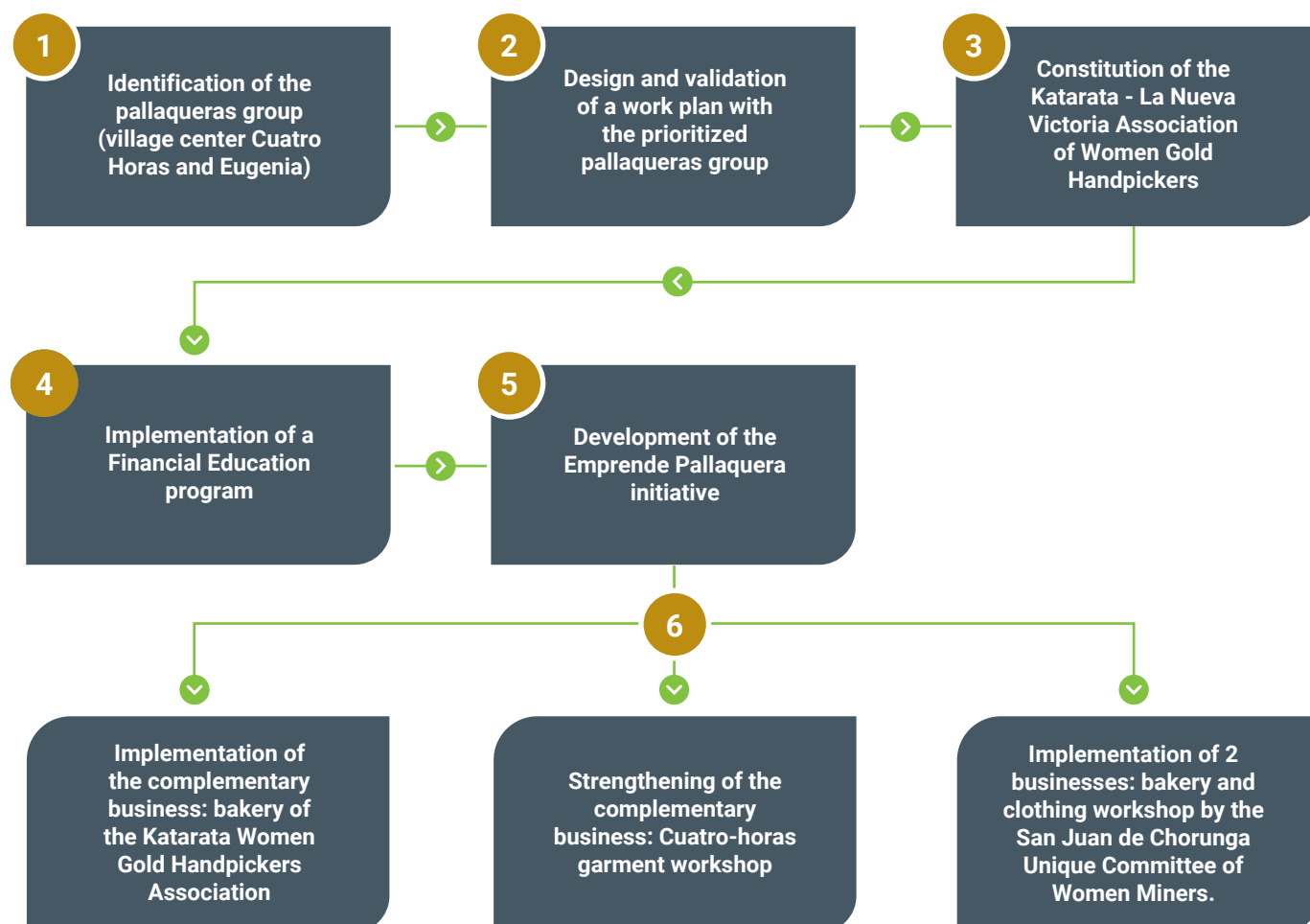
Finally, Solidaridad was responsible for implementing the leadership strengthening axis. For this purpose, it worked under the mentoring program, which had the purpose of forging 18 women mentors selected from the 6 associations of the Rinconada base. These mentors include all the women leaders (18) selected in the training workshops who, because of their profile and based on selection criteria, were chosen to position themselves in their role and manage the mining work. To achieve this purpose, they were trained through a training process, as well as through the exchange of experiences with Bolivian women, so that they could share and improve their practices in the development of their own internship. The role of the mentors is to replicate their leadership roles in their associations and their respective Base, in addition to continuing to forge the communal and network work learned from the Bolivian experience.

Once this stage was completed, the *Emprende Pallaquera* initiative began, for which the availability of the members of the Rinconada base, and even the Cerro Lunar base, who showed interest despite not having been part of the first stage of training, was consulted. Similarly, three groups of *pallaqueras* were identified, for which market studies and diagnostics were again carried out to determine the type of business that each group could develop. The Rinconada base group, made up of 9 members, decided to start a restaurant; the first group from the Cerro Lunar base, made up of 7 members, decided to start a clothing workshop; and the second group from the Cerro Lunar base, made up of 8 members, decided to start a *pollería* business.

As the technical trainings progressed, the groups of the restaurant and *pollería* enterprises did not show commitment at the time of agreeing on dates for the scheduling of activities. In fact, at the time of scheduling workshops, the members were absent, which affected the learning chain and the training to implement the business model; for this reason, both ventures did not make it to the final stage. In the case of the clothing workshop, there was consistency in the technical training, even though it was conducted in the city of Puno. It is also important to note that, in the case of this enterprise, none of the participants had previous knowledge of the activity; in addition, two of the five remaining participants were illiterate, which also limited the learning process. Finally, sewing requires healthy hands, which is difficult to maintain because of the pallaqueo activities that tend to mistreat them; in spite of this, the group remained consistent and made it to the final stage of the initiative. Although it is true that they did not win either of the two editions of the Seed Capital Competition, on both occasions they received funds to start their training plan, which was focused on the commercialization of women's clothing for mining, such as jackets and vests.

3.3. Arequipa Region

For the Arequipa region, the roadmap was as follows:



In the case of Arequipa, work was carried out in two zones, which led to the identification of two groups of manual gold selectors. In the district of Chaparra, province of Caravelí, the Cuatro Horas Association of Women Gold Handpickers de was identified, one of the first *pallaqueras*' organizations to be formed in the region, while in the district of Mariano Nicolas Valcárcel, a group of *pallaqueras*, still unorganized, was identified working in the concession of the mining company La Nueva Victoria SAC.

During the first stage of the Gender Action Plan, in the case of the Cuatro Horas Association, a situational

diagnosis was carried out and recommendations were issued on how to manage their accounting and management, as the association also managed a workshop for making PPE. In addition, one of the association's priorities was to have planetGOLD reach an agreement with the mining company Macdesa so that they could return to work as *pallaqueras* in the mining concession. Until this problem was resolved, and considering that the clothing workshop was located within Macdesa's facilities, the members were paralyzed in terms of income and activities, so they were unable to participate in workshops or training provided by the consulting team in the field.

In the case of the sorters of the mining company La Nueva Victoria, 17 women were identified without being constituted as an association and a situational diagnosis was made and a training program of 8 workshop sessions was implemented during 2022, which addressed the following topics: (i) Occupational health and safety: proper use of PPE, (ii) Organizational management, (iii) Training for the board of directors, (iv) Awareness of the impacts of mercury on human health, and (v) Leadership and associativity. Also, in August 2022, the Katarata-La Nueva Victoria Association of Women Manual Gold Selectors was officially established.

With respect to the implementation of the Financial Education Program, in charge of Grupo GEA, it was implemented in two locations: Chaparra and Eugenia. As indicated initially, the Cuatro Horas Association of Women Gold Handpickers was temporarily paralyzed; however, some of its members moved to work at the Nueva Estrella Association, so it was decided that the program would be implemented in Chaparra with members of Nueva Estrella and Cuatro Horas. In the case of Eugenia, 13 of the 17 members of the Katarata-La Nueva Victoria Association participated. This first workshop was the first experience in shaping the bakery business model that they set as a goal to establish as an association.

For the implementation of the *Emprende Pallaquera* initiative, the Solidaridad team decided to reconnect with the Cuatro Horas Association of Women Gold Handpickers, while by 2023 it had received authorization from Macdesa to return to work in the garment workshop. Solidaridad also decided to convene the San Juan de Chorunga women miners' committee (associated with Minera Oref), whose intervention was partially co-financed in partnership with FUNDES and the Argor Heraeus refinery. Four groups of women entrepreneurs were identified: (i) the Katarata-La Nueva Victoria Association, with the bakery business; (ii) the Cuatro Horas Association, with the strengthening of skills and improvement of assets of the clothing workshop; (iii) the first group of the San Juan de Chorunga Women's

Committee, with the bakery business; and (iv) the second group of this committee, with the clothing workshop enterprise. The 4 groups -in total 54 gold handpickers- managed to reach the final stage of the *Emprende Pallaquera* initiative, of which the progress of the bakery business of the Katarata-La Nueva Victoria Association, who won the first edition of the Seed Capital Competition, was outstanding. Regarding the progress of each group, the following is detailed below:

Association of Four-Hour Manual Mineral Selectors

Las The technical training in cutting and sewing has enabled the members, who previously did not participate in production, to make garments, which provides them with a "piecework" income. The initiative has invited MACDESA and the mining company Tres Esperanzas SAC, among other mining companies, so that the members can offer their products.

Katarata-La Nueva Victoria Manual Gold Selectors Association

They have received 9 bakery and pastry workshops in the city of Ocoña. None of the participants had any previous knowledge of the subject, but they are now capable of making 20 different types of bread and 15 desserts. The training was provided by the Private Higher Education Institute Ecotur, an institution that will issue an official training certificate. The enterprise has been formalized as the company La Eugenia SAC, with 9 members. They were also winners of the first edition of the Seed Capital contest in December 2023.

Unique Committee of Women Miners of San Juan de Chorunga

The level of attendance has been over 80 %, which demonstrates a high level of commitment, considering the hours of travel necessary to reach the workshop in Camaná. Although 40 % of the participants in the bakery training had previous knowledge of baking, they recognized that this training has allowed them to be more practical and efficient in the use of inputs and time.

Based on the detailed implementation by regions, the trajectory of participation of manual gold sorters, in the years of project management, was as follows:

Regions	Organizaciones de <i>pallaqueras</i>	Periodos			
		2021	2022	2023	2024
AREQUIPA	Cuatro Horas Association of Women Gold Handpickers	30	14	15	16
	Nueva Estrella Association of Women Gold Handpickers		22*		
	Katarata – La Nueva Victoria Association of Women Gold Handpickers	16	16	16	9
	San Juan de Chorunga Women Miners' Committee			32	29
PIURA	Cuchi Corral – Chirinos – Suyo Association of Women Gold Handpickers	34	34	12	6
PUNO	Base Rinconada		85	9	6
	Base Cerro Lunar	17*		15	9
TOTAL		97	171	99	75

(*) Organizations/groups of *pallaqueras* that participated in only one moment or period during the planetGOLD project: in Arequipa, the Nueva Estrella Association (22 members) participated only in the financial education session; and in Puno, the San Francisco Association (17 members) participated in the first part of the Gender Action Plan, in 3 sessions.

Regarding the work periods, during 2021 and 2022, the first part of the Gender Action Plan was carried out, while in the last quarter of 2022 the Financial Education Program was implemented by the GEA Group, and for the 2023-2024 period the *Emprende Pallaquera* initiative was developed.

The groups of women gold handpickers decreased over time, as more time was required not only for the workshops, but also for more specialized training and internships. As a result, the project concluded with the participation of 75 women gold handpickers, who benefited from the legalization of their enterprises and the provision of working capital to start their businesses.

4.

Recommendations for the incorporation of the gender approach towards the closing of the planetGOLD Peru project

Based on the results and achievements of the project, using the multilevel governance approach as a tool to sustain long-term results, the following is proposed:

At the national level

Strategic ally:

Minem

In coordination with the team of the DGFM, review the next steps in the implementation of the Gender Action Plan for ASGM. Based on this, prepare the contents and guidelines based on the experience and lessons learned from the planetGOLD project, so that these add to the development of the plan during its period of validity (2023 - 2026).

At the regional level

Strategic allies:

Caja Municipal Ica Solidaridad

The *Emprende Pallaquera* initiative has the potential to continue through the leadership of Solidaridad, which was the strategic partner for planetGOLD's intervention during the period 2023 - 2024. While it is true that the initiative started with non-reimbursable funds, made up of contributions from planetGOLD, the work model and methodology could continue to attract donors, based on the leadership of the National Network of ASGM Women, under the advice of Solidaridad.

Solidaridad also has an ally in Caja Municipal Ica, the *Woman Pallaquera* loan, which could benefit

women collectors in the southern region of the *Emprende Pallaquera* initiative, such as the Cuatro Horas Association, the Katarata-La Nueva Victoria Association and the San Juan de Chorunga Unique Committee of Women Miners, organizations that will progressively require working capital financing and should be connected to the available financial offer.

At the local level

Strategic allies:

National Network of ASGM Women (by its initials in Spanish RNM-MAPE)

One of the success tools of the planetGOLD project approach was to consolidate associativity as a first step, as it sought to create new associations of *pallaqueras*, as well as to strengthen the bases of existing handpickers. Precisely, this step by step was systematized and shared with NNW-ASGM through a brochure called ABC: How to set up an association of gold handpickers, which has been shared and socialized in their tours in Arequipa, Puno and Madre de Dios during 2024, with the purpose of forging new associations, joining the network and, thus, expanding the base of *pallaqueras* at the national level.

As a strategic ally, RNM-MAPE has the opportunity to socialize the lessons learned from the planetGOLD project, and thus maintain the call for *pallaqueras* to join. To achieve this, it will also be necessary to count on Solidaridad's support and to propose a strategy to approach the grassroots.



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