



The Minerals Africa Development Institution (MADI) Limited is a social enterprise registered in Uganda as a company limited by guarantee with an aim of supporting African countries in sustainable mineral resources development. MADI de-risks the African minerals sector to ensure there are mutual social and economic benefits accruing equitably to all key stakeholders (public, private and communities) while protecting the environment.  
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### FOCUS ON WOMEN IN MINING AND MINERALS SECTOR IN AFRICA



Creating an open and constructive environment to support the economic, social and environmental structural transformation of Africa's mineral sector

#### MADI E-CONFERENCE

**NEW EU LAW-REGULATION ON CONFLICT MINERALS - SIGNIFICANCE & IMPACT ON AFRICA'S MINERAL SECTOR, ASM & INTEGRATION PROCESSES - PART II**

Date: 25 MARCH 2021  
Time: 2-5 PM EAT



## UPCOMING EVENTS

### MADI E-CONFERENCE:

**NEW EU LAW-REGULATION ON CONFLICT MINERALS – PART II  
CHALLENGES AND SOLUTIONS**

March 25, 2021, 2 - 5 PM EAT  
Pre-register: <https://ma-di.org/madi-e-conference-new-eu-regulations-on-conflict-minerals/>



### MINERALS & SUSTAINABLE DEVELOPMENT

MODULE 1: MINERALS POLICY, LEGAL & INSTITUTIONAL FRAMEWORK FOR MINERALS DEVELOPMENT IN AFRICA  
TRAINING

### MADI E-TRAINING:

**MINERALS & SUSTAINABLE DEVELOPMENT  
MODULE 1: MINERALS POLICY, LEGAL AND INSTITUTIONAL FRAMEWORK FOR MINERALS DEVELOPMENT IN AFRICA**

April 2021 – TBC  
Pre-register: <https://ma-di.org/madi-training-registration-form/>

### MADI MADINI™

Signature Event



PROMOTING MINERALS REGIONAL VALUE CHAIN WITHIN THE AfCFTA CONTEXT: FROM RAW COMMODITIES TO BENEFICIATION

Last week in May 2021

### MADI MADINI™ - Signature Event

CONTEXTUALIZING AFRICA'S MINERALS VALUE CHAIN IN THE AFRICA CONTINENTAL FREE TRADE AREA  
THEME: FROM RAW MATERIALS TO BENEFICIATION - PROMOTING THE MINERAL VALUE CHAIN IN AFRICA IN THE AfCFTA | May 20 and 21, 2021

ANNONCE – LA PROCHAINE E-CONFÉRENCE MADI FRANCOPHONE  
NOUVELLE RÈGLEMENT DE L'UNION EUROPÉENNE SUR LES MINÉRAUX DE CONFLIT - IMPORTANCE ET IMPACT SUR LE SECTEUR MINÉRAL, L'ASM ET LES PROCESSUS D'INTÉGRATION EN AFRIQUE  
le 8 avril 2021, 15 h 00 – 17:30 h 00 (GMT) - Les détails seront bientôt publiés sur notre site Web



**International Women's Day (IWD)** is celebrated on 8 March around the world. It is a focal point in the movement for women's rights.



After the Socialist Party of America organized a Women's Day in New York City on February 28, 1909, German delegates Clara Zetkin, pictured here (a German Marxist theorist, communist activist, and advocate for women's rights), Käthe Duncker, Paula Thiede and others proposed at the 1910 International Socialist Woman's Conference that "a special Women's Day" be organized annually. After women gained suffrage in Soviet Russia in 1917, March 8 became a national holiday there. The day was then predominantly celebrated by the socialist movement and communist countries until it was adopted by the feminist movement in about 1967. The United Nations began celebrating the day in 1977.

Commemoration of International Women's Day today ranges from being a public holiday in some countries to being largely ignored elsewhere. In some places, it is a day of protest; in others, it is a day that celebrates womanhood.

Nonetheless, the International Women's Day (March 8) is a global day celebrating the social, economic, cultural, and political achievements of women. The day also marks a call to action for accelerating women's equality.

**SDG 5: Gender Equality by 2030** - Achieve gender equality and empower all women and girls

International Women's Day is a time to reflect on progress made, to call for change and to celebrate acts of courage and determination by ordinary women, who have played an extraordinary role in the history of their countries and communities.

The world has made unprecedented advances, but no country has achieved gender equality. Fifty years ago, we landed on the moon; in the last decade, we discovered new human ancestors and photographed a black hole for the first time.

In the meantime, legal restrictions have kept 2.7 billion women from accessing the same choice of jobs as men. Less than 25 per cent of parliamentarians were women, as of 2019. One in three women experience gender-based violence, still.

## FOCUS ON:

### WOMEN IN MINING AND MINERALS SECTOR IN AFRICA

Prepared by: **MARY BARTON**, Head of Minerals and Geological Information Department, MADI

A lot of research has shown that diversity and inclusion lead to more profitable, innovative and creative organizations. Despite this, the mining, oil and gas industry continues to struggle with the issue of gender diversity. According to Bloomberg, the mining industry employs around 15.7% women and only one in 20 global companies is headed by a woman. This proportion is even more unfavourable in Africa's mining and minerals sector. Although few in numbers, women are active participants in the industry and are making their mark. To celebrate the

International Women's day on the 8<sup>th</sup> of March, MADI reached out to representative sample of women in the mining, oil and gas industry across Africa who are doing exceptionally well in a hitherto male dominated domain.

They had the following messages for the next generation of women engaged in mining and minerals sector in Africa.

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#### MINSOZI SIBESO - NAMIBIA



Meet Minsozi Sibeso, the Deputy Director at the Ministry of Mines and Energy (Department of Mines) in Namibia.

According to Minsozi, mining contributes an average of 12% to Namibia's GDP, hence being part of one of the most important economic sectors in her country is an honour and privilege, and a highly motivating factor. Furthermore, mining has always been a male dominated industry and so, women who join the industry

unfortunately must often prove that they are worth their weight in gold. This is a motivating factor for her because she knows that women have a positive contribution to make in this very

important industry and the success stories are there to prove the innumerable contributions of women in the industry.

When asked what she loves most about her job/career choice, Minsozi had this to say, *"Currently, I work in the Small – Scale Mining (SSM) industry, a sector that constitutes an important livelihood for a significant number of Namibians, estimated at about 8000 miners"* Her role as a Deputy Director involves facilitating development by optimizing support to the industry through various means including cooperation with other Government agencies and NGOs. Majority of small-scale miners in Namibia are nominally educated people in rural communities with limited opportunities. *"Seeing the direct, positive impact of our activities on their livelihoods makes me very happy. I always say my work in small-scale mining allows me to combine my love for the geosciences together with my love for people"*.

Minsozi aspires to leverage every advantage at her disposal, combine that with her geoscientific knowledge, in influencing policy direction and implementation towards greater benefits for

ordinary Namibians, especially the Namibian woman. She gets immense satisfaction from making a difference in the world and improving the lives of her people. Her aspirations are motivated by the biblical injunctions to be a brother (sister)'s keeper and to always do her very best.

Minsozi believes that the industry needs confident, highly capable and versatile individuals to provide solutions for the mining industry. These qualities are not gender specific. Women can successfully take up those roles. The playing field is not level yet, she opines because women's complex and multiple roles coupled with unconscious bias, social and cultural norms continue to be barriers towards their success. However, with determination and support of emerging empowerment policies, her message to women entering the industry is that, they can still have fulfilling and vibrant professional careers in the Mining Industry.

### **SOKHNA DIOP SECK - SÉNÉGAL**

This is SOKHNA DIOP SECK, a Senegalese Senior Geologist-Engineer working with Makabingui Gold Operations in Senegal.

Sokhna enjoys leading a team or being a part of a team. She is excited when difficult projects are completed and she looks forward to acquiring a comprehensive understanding of the mining and processing industry. Sokhna wants to become an extraordinary female leader in the mining industry. According to her, it is

clear that there are no limits for women anywhere.

For women aspiring to enter the mineral value industry, Sokhna had this message for them, *"Women have now proven their capabilities in the field. A plethora of opportunities are now extended to women in the workplaces to do equal tasks and prove what skills and potentials they have. The mining industry needs you!"*

### **NANCY AWORI - UGANDA**

Nancy Awori is the Chief Executive of the Minerals Africa Development Institution (MADI headquartered in Uganda but working with all African countries. Nancy believes that the minerals sector has great potential to transform Africa into an industrialized Continent if well managed. Her cardinal source of my motivation is to make a contribution in the development of prudent and effective policies, laws and regulatory frameworks at Continental, Regional and national level for Africa's minerals sector to ensure that Africans are

able to benefit from their natural resources through sustainable minerals development, value addition and beneficiation and the development of local content.

Being able to shape the Minerals industry through policies and laws that promote mutual benefits for all parties and leading a team that is passionate about bringing change to Africa's Minerals sector is what she loves most about her work. She is aspiring to be a significant contributor as the industry's change agent by providing a transformational leadership to MADI and encouraging, inspiring and strengthening the capacity of Women in Mining. Although the level of women participating in mining is still very minimal in recent years however, she recognizes the positive steps made towards integrating women into the industry.

Nancy encourages as many women as possible to join the industry by saying *"For the longest time, Mining is an industry which has mainly been male-dominated, regardless of geographical location or level of development, but if women are considering a career in the extractive industry, they should please do it, because it is a great industry to work in with great rewards. Although there are still many barriers for women in Mining, with persistence, women can break through these barriers and succeed in the industry"*.

### **HARRIET NAAKAI TETTEH - GHANA**

Harriet is a Geological Engineer who works with the Ghana Minerals Commission as a Satellite Officer. The intriguing wonder of nature carved in formations, orogenesis, mineral discovery and the depth of research necessary to exploit these at a benefit to a smart economy are her source of motivation in the industry.



Beyond that, it is the opportunity to influence decisions by incorporating several views to create one brilliant plan through knowledge sharing as well as the opportunity to serve people while learning the dynamics of process and reasoning are what she loves most about her career. She says, Geology and engineering inspire creativity and are in sync with nature.

Harriet's research aspiration is to discover the linkages between the roles of a mining engineer, minerals engineer and the geologist in equilibrium on a project, and make it sustainable. Her career aspiration is to be a multifaceted Geo-mining Analyst, that is to become a miner and a geologist with a business focus.

Harriett is encouraging women with the following words *"There are several opportunities tapped and untapped within this industry. Most of the untapped lie in the sectors of engineering, re-engineering, innovation and creativity. Aspire to go beyond the basics, allow yourself to dream and the opportunity to create – then you will find true joy in mining. As we say, mining is joy!"*

## JOHANNA LINUS - NAMIBIA



Johanna Linus is Senior Geoscientist with the Ministry of Mines and Energy in Namibia.

To all women who are interested in developing a career in the mineral resource space, she says “Your gender is not a determinant factor on what you can accomplish in life, so do not let anybody or anything make you believe otherwise. Your unique talents are needed to grow the industry and your natural feminine traits of empathy, humility and resilience can

promote a nurturing environment that will enable happy, peaceful, and safe workplaces in the industry”.

“I have been working in the mining industry for nearly ten years and knowing that I am making a contribution towards the generation of the much – needed revenue for economic and social development; and enabling sustainable sourcing of raw materials, keeps pushing me out of bed in the morning” She added, as her source of motivation.

What she cherishes most about her career is the opportunity to positively impact people's lives especially artisanal and small – scale miners who she closely engages with in her current role. Johanna enjoys the opportunity to meet and network with people from all over the world, and the ability to leverage the interconnectivity between mineral resource, people, profits, and the planet.

Her biggest aspiration is to land a leadership position that will enable her to have more influence in the governance and sustainable development of the mining sector, and she is actually working towards that goal. She is currently pursuing an LLM in International Mineral Law and Policy at the University of Dundee, United Kingdom.

## CHRISTINE LOGBO KOSSI - CÔTE D'IVOIRE



The Managing Director of the Côte d'Ivoire Chamber of Mines is Christine Logbo Kossi.

Christine is calling on women entering the industry to be strong, be honest, be resilient, be themselves and they develop excellent skills and competencies along the line.

Christine is enjoying her the ability to help develop an emerging industry Côte d'Ivoire and especially the popularization of various socio-economic opportunities.

She tells her story this wise, “I had not planned a career in mining, but I admit being dazzled to see a mining industry more and more normative and oriented towards the development of the well-being of human beings. In addition, to being economically efficient, we are working on post-mining and especially on the

succession of young men and women, capable of promoting a responsible and inclusive industry”.

Christine aspires to leave a legacy of values such as a sense of responsibility, hard work and a spirit of sharing, whether at the head of an African Organization or in a mining company.

## FATIMA IBRAHIM MAIKORE – NIGERIA



Fatima Ibrahim Maikore is the Principal Geologist at Ministry of Mines and Steel Development in Nigeria.

As a geologist working in the Nigerian government, she has always been motivated to solve challenges and improve the lives of people. One of the things she loves about her job is the feeling that it gives, by recognizing that the mineral resources of Nigeria if properly harnessed, will be the future and source of revenue to help transform the country for good. Having the opportunity to be part of a team that promotes the mining sector through conferences, presentations, meetings etc. is one of the reasons she has this feeling of accomplishment. It is a silent whisper that the future of Nigeria will blossom.

She thoroughly enjoys working with her co-workers in a very light-hearted atmosphere and that is what encourages her to go to work every day. She handles a lot of enquiries regarding the investments opportunities in the Nigeria’s mining sector, both locally and internationally. She also prides myself on being an advocate for women in the mining sector, doing her best to understand their individual situations and solving their problems and providing the best possible solutions. This has allowed her to keep moving forward with her work and prove to the management that nothing can stop her from promoting the sector.

As a woman working at a government Ministry, one of her main goal is to develop knowledge base on mining policy and governance. She hopes to work in a position that supports my professional development so that I can continually learn innovations to help Nigeria and Africa.

Fatima, wants women to increasingly become more involved in the workforce. She wants to see women, shift from primarily outdated female-oriented jobs to more sophisticated, and previously male-oriented, careers. She will like to see women making progress within their career aspirations.

## ANNA NGUNO - NAMIBIA



Anna Nguno is the Deputy Director of Geological Survey of Namibia.

She wants women to come into the industry and help transform it with the wealth of knowledge that they are bringing along.

Solving societal needs and have a deep understanding of the earth processes are two sources of her motivation.

Even as the Deputy Director, Anna enjoys her field work with a fair balance of desktop office and laboratory work; she loves the sharing of knowledge which helps her to be continuously learning about new improvements in geoscience methodology, technology and applications, that collectively and invariably make a positive impact on society.

Anna's primary aspiration at the moment is to be able to ensure that a vast number of young /early career geoscientists have the opportunity to present their research work at regional and international platforms.

## NILZA GUIVALA - MOZAMBIQUE

Nilza Guivala is an independent Lawyer of the extractives industry in Mozambique.



Her motivation to work in the industry is that it is *always changing, and it is always challenging*. In addition, she believes that she is working on issues that make a real difference to society; as she points out: *"It is really rewarding to work in an industry where the work I do has a tangible impact on the world around me."* Diversity is what she loves the most about her job: No two projects are ever the same offering her an opportunity for constantly learning and developing herself. Her job gives her the opportunity to help many people, including the most vulnerable and that is what motivates Nilza even more - knowing that her work has a direct impact on energy consumers.

Nilza loves to inspire young people, especially Mozambican women to take different amazing career opportunities in the energy sector, where they can make a difference too. Her message to women is encouraging: *There is a whole scope of roles that women can get involved in which are really exciting, so do not be intimidated, just go for it. Be persistent but patient and most of all enjoy the journey.*

## RETHINKING HOW RESEARCH IS DONE IN AFRICA FOR WOMEN IN THE MINING SECTOR



By NYARADZO PRECIOUS CHAGWINYA

Intern and Research Officer, Industry Value Addition and Beneficiation, ASM, Women and Youth, Blue Economy, MADI

The need for research is imperative to identify women's challenges in the mining sector and find possible solutions. Unfortunately, the recommended solutions are always not without flaws, and if they are workable, they are barely implemented. This therefore, limits women to the status quo, as recipients of negative impacts of mining. Women are still subjected to social ills, economic oppression and marginalized in mainstream mining. The African Mining Vision succinctly identified women as "marginalised stakeholders", and notes that one of the adverse social impacts of mining includes economic inequality between women and men exists in the mining frontier.

Researchers under the guidance of World Bank have managed to identify some of the challenges faced by women in the mining sector in Tanzania. Some of the challenges included lack of access to land, its use and control over resources, lack of financing to fund mining projects and entrenched traditional beliefs which prevent women from enhancing and utilising economic

resources. The researchers posited that women will continue to be excluded from fully benefiting from mining projects even if the mining sector is formalized, unless there is a commitment to gender mainstreaming. This is due to the existing legal constraints that women face with regards to owning or inheriting land: a key tenet to mining. As a result, women will be compelled to operate informally and under harsh conditions to sustain their livelihoods, not to forget that, women have a higher chance of being unable to meet the requirements needed to operate formally and legally.

Also, Uganda's Development Research and Impact examined women's economic role and livelihoods in the artisanal mining of tin, tantalum and tungsten and gold in DRC, Rwanda and Uganda. The research was participatory in nature and examined the type of economic activities women are involved in. The research found that policies and regulations fail to recognise gender inequalities during the formulating stages, and also when enforcing such policies in the mining sector.

To fully realise the dream of women becoming equal participants in the mining sector, a conscious effort must be made to engender the opportunities for greater participation. Some of the key requirements include the need of regulatory bodies to fairly and effectively enforce policies and regulations which clearly stipulate provisions that provide for equal access to land and licenses for women across the African continent. The role of government in empowering women can not be overlooked. International Institute for Sustainable Development (IISD) recommended that government must establish state managed loans such as public microfinance and village banking. They further recommended the preferential treatment of women to access finance through grants and loans. However, this method may not work as majority of women in this demography, do not meet loan requirements such as the need for collateral. Perhaps *for starters*, authorities need to take a second look at putting in measures *in place to ensure women benefit from certain affirmative tax incentives*.

As noted above, research has been conducted to identify the challenges women face, however substantial change in women's lives in the mining sector is still minimal. Therefore, to fully achieve positive results I believe, there is a need to rethink how research is done in Africa especially when dealing with marginalised groups. In the context of women in mining, the following must be considered when conducting research: *the characteristics of the researcher and participant such as age, gender, economic, marital and social status*. The cultural system of the mining community must also be considered. *The researcher must have an understanding of the participants to get more accurate information and results*. The researcher must have a deep understanding of traditional beliefs of the community, their social and economic structure and the particular prevailing financial system.

Researchers are largely far removed from the African realities and systems which might be too complex for them to deconstruct. This is because researchers have not experienced the day-to-day realities of the women affected. Therefore, some of the challenges African women face in the mining sector maybe misconstrued or misunderstood since the challenges stem from cultural, economical and social African contexts and systems. African women need to initiate their own research programs, and must be preferably be conducted by African women who have knowledge of the demographic characteristics of their participants. Not only must researchers meet such a criterion, but drafters of policy, enforcers of the law and the community at large must all. I think the entire mining system needs an overhaul from the one who does exploration, pegs a land site and the grantor of mining permits.

*How best can we see women participate and achieve success in the mining sector?* Women must be part of the problem-solving process. Rather than researchers simply identifying problems from their own assessment, women affected must cite their challenges on their own. Women must be allowed to narrate their own story, in their own way. Their analysis must be recorded with exactness to reduce the flaws that results in the perpetuation of women subjugation or exclusion in the mining story.

Women must be part of the solution making process. Recommendations and solutions must be created by the women affected including how best they would want their challenges to be solved and to what extent they expect other stakeholders to participate and influence in their affairs. Women must be part of the entire problem-solving process. But beyond being part of these processes other stakeholders must be involved, who are often the contributors to women being segregated, and marginalized.

## GENDER IN MINING SECTOR FOR A SUSTAINABLE DEVELOPMENT



By JEAN BAPTISTE SABUKWIGURA, Intern and Research Officer, Environment and Climate Change, MADI

*"Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs."* Definition from *Our*

*Common Future*, also known as the Brundtland Report.

### Introduction

The U.S. Department of Labor defines a male-dominated sector as one where women constitute less than one-fourth of the total workforce<sup>1</sup>. In Africa, 50% of the population are women in many countries while the percentage of women working in the mining sector is very low<sup>2</sup>.

Women constitute a half of every community in which mining operations take place, and many of them are employed in the sector or its auxiliary sectors, either formally or informally. However, the benefits that men and women in affected communities receive from mining operations differ significantly,



Source: <https://delvedatabase.org/>. Consulted on March 3<sup>rd</sup>, 2021.

<sup>1</sup>The Advocates for Human Rights: Promoting Gender Diversity and Inclusion in the Oil, Gas and Mining Extractive Industries. A Women's Right report, January 2019.

[https://unece.org/fileadmin/DAM/energy/images/CMM/CMM\\_CE/AHR\\_gender\\_diversity\\_report\\_FINAL.pdf](https://unece.org/fileadmin/DAM/energy/images/CMM/CMM_CE/AHR_gender_diversity_report_FINAL.pdf)

<sup>2</sup>

<https://data.worldbank.org/indicator/SP.POP.TOTL.FE.ZS?end=2019&locations=ZG&start=2019&view=map>

as well as the impacts of these operations on their livelihoods, social and cultural contexts and physical integrity and well-beings. Overall, the impact of gender on mining is complex and requires a systemic approach to understanding.

According to the Natural Resource Governance Institute (NRGI)<sup>3</sup>, several countries have provisions in place that prohibit women from working underground, working at night or working in the extractive sector at all. According to the World Bank, across the world, 60 countries still have laws on the books that restrict women's employment in mining<sup>4</sup>. These laws are most prevalent in sub-Saharan Africa, where one-third of countries prohibit women from working in mines.

### Impacts of Mining on Women

Women and men are impacted differently by mining activities. As these activities are done for businesses, mining companies do not appear to take a gender-neutral requests seriously. As a consequence, women are often marginalized in stakeholder engagements, and their rights are insufficiently considered in project planning and implementation. These impacts are:

- Land, livelihoods and food security: Social norms dictated types of work that women and men undertake. Rural women are responsible for preparing food, and collecting firewood for their family's consumption. For these reasons, when it comes that Mining companies expropriate land – even when with compensation – recipients are men, heads of households and it's up to the men to buy or not to buy another land. And when the men buy, it is not of the same quality. This situation puts the women under a dependency condition.
- Health: Although the methods of absorption of the chemical substances to which women and men are exposed are identical, the respective accumulation zones of the toxic molecules and the affected or damaged organs may not be the same, and may result in different health consequences. Women-specific physiologies at different life stages affect women's susceptibility to disease. Water pollution, air pollution and exposure to heavy metals are some examples. Women are every time in contact with water, when it's polluted the ensuing contamination is direct.
- Unpaid care work: not only do women prepare food but they also take care of children, accompany them to school, pick them back, etc. This has an impact by the fact that, even she if they gain employment, women are unable to work full time due to theses unpaid work.
- Gender based violence: when women are dependent financially, the GBVs cases increase. Note, men who work in mining are from other localities, and they spend a long period far from their families. The consequence is that sexual harassment, forced prostitution or other GBVs increase also.

### Reasons Behind Women's Exclusion in the Mining Sector

Causes of women's exclusion in the mining activities are myriads, some include:

- Mobility of miners: minerals are finite. In artisanal mining, where no study is done, miners can mine and after two years move to other locations. This situation of mobility becomes difficult for women to move along especially with the family.
- Cultural or historical barriers: they believe that "women who are menstruating, would make it impossible for minerals to be found". They believe that "All veins disappear when menstruating women are around".
- Inadequate work environment: places of convenience in the artisanal are not convenient enough for the women in ASM. Another problem is that some PPEs (Personal Protective Equipment) are not made for women. This is a case of overalls, boots or helmet and long hair. For mining companies, women are still having this problem as there are no female agent – in many cases – at Health center at/or near mine sites.

### Reasons to include women in the mining sector

1. Compliance with a number of international conventions:
  - The Convention on the Elimination of Discrimination against Women;
  - The International Convention on Economic, Social and Cultural Rights;
  - The International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families;
  - The Universal Declaration of Human Rights;
  - The United Nations Guiding Principles on Business and Human Rights.
2. Contribution to SDG5, SDG8 and SDG16;
3. Increase profitability (women are less fraudulent and do not misuse money compared to men);
4. Stronger social license to operate (Acceptance of a mining company in a community);
5. Mitigate the risks of negative impacts of mining operations on women;
6. Improving the economic and social well-being of women.

For more reading:

1. <https://pubmed.ncbi.nlm.nih.gov/26094520/>
2. <https://www.iisd.org/system/files/publications/jgf-women-asm-challenges-opportunities-participation.pdf>
3. <https://resourcegovernance.org/blog/women-mining-history-legal-invisibility-and-exclusion>
4. <https://openknowledge.worldbank.org/bitstream/handle/10986/32639/9781464815324.pdf>
5. <https://www.sciencedirect.com/science/article/pii/S2214790X18303058>
6. [https://miningwatch.ca/sites/default/files/Overburdened\\_0.pdf?\\_cf\\_chl\\_jschl\\_tk\\_=ec40ccda58ce36ea7082fd4d863f38066f8035b4-1614850078-0-AebC6ROgA9Rip8L-RFHeZ7XOSOJ8AgOluamCUw8xFiODbk6lx\\_fXlIk\\_-ruVVvt-9rG05MgCnvOWLfmoWL1GgiOhXY4pEMUyffh8h7yamPUtJUBbDSCNVIYUr3lCsne1ljisWG\\_agdpaOtW5tnQoAg7Z\\_hteNV8dB3n\\_S0dW4dlxhHOtY3NEXPh867NZS-YindA1ApJfk5rRaYBoI01t2JD2HK\\_JhpEpwXWqsyjwPK\\_E7h4AKkqWSe\\_em9vBaZ\\_LXgBZ3tQsn66MSXBip9Bw7KOMtnlo7kSyz6fclv\\_TRf79wyN](https://miningwatch.ca/sites/default/files/Overburdened_0.pdf?_cf_chl_jschl_tk_=ec40ccda58ce36ea7082fd4d863f38066f8035b4-1614850078-0-AebC6ROgA9Rip8L-RFHeZ7XOSOJ8AgOluamCUw8xFiODbk6lx_fXlIk_-ruVVvt-9rG05MgCnvOWLfmoWL1GgiOhXY4pEMUyffh8h7yamPUtJUBbDSCNVIYUr3lCsne1ljisWG_agdpaOtW5tnQoAg7Z_hteNV8dB3n_S0dW4dlxhHOtY3NEXPh867NZS-YindA1ApJfk5rRaYBoI01t2JD2HK_JhpEpwXWqsyjwPK_E7h4AKkqWSe_em9vBaZ_LXgBZ3tQsn66MSXBip9Bw7KOMtnlo7kSyz6fclv_TRf79wyN)

<sup>3</sup> <https://resourcegovernance.org/blog/women-mining-history-legal-invisibility-and-exclusion>

<sup>4</sup> World Bank. 2020. Women, Business and the Law 2020. Women, Business and the Law. Washington, DC: World Bank. Doi: 10.1596/978-1-4648-1532-4.

7. <https://beta.delvedatabase.org/uploads/resources/Delve-2019-State-of-the-Artisanal-and-Small-Scale-Mining-Sector.pdf>
8. <https://www.pactworld.org/library/mapping-artisanal-and-small-scale-mining-sustainable-development-goals>

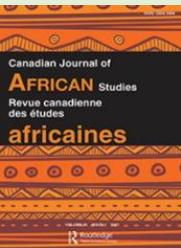
## GENDERING THE ASM WOMAN'S LIVELIHOODS – SUMMARY



(from GENDERING WOMEN'S LIVELIHOODS IN ARTISANAL AND SMALL-SCALE MINING: AN INTRODUCTION by Doris Buss and Blair Rutherford)

<https://www.tandfonline.com/doi/full/10.1080/00083968.2019.1691028?scroll=top&needAccess=true&>

Summarized by JEAN BAPTISTE SABUKWIGURA, Intern and Research Officer, Environment and Climate Change, MADI



This special issue appeared in Canadian Journal of African Studies /Revue Canadienne des études africaines (volume 54, 2020 -Issue 1: The Gendering of Artisanal and Small-Scale Mining in Sub-Saharan Africa) and provides a rich and diverse presentation of research on gender and ASM in sub-Saharan Africa. There are differences in the arguments and analyses among the papers – on questions such as

women's empowerment, the kinds of gender norms and relations examined, the methodological tools used, the forms of gendered social inequality considered, or the layers of governance revealed – but all contribute to demonstrating the importance of taking gender seriously in examining ASM.

Until recently, women were largely invisible as miners within the array of initiatives, laws and policies seeking to regulate mining in sub-Saharan Africa. This invisibility is beginning to change as gender and women are increasingly referenced in mining reform initiatives.

According to a meeting organized by IMPACT (former Partnership Africa Canada) and held in 2018 in Kinshasa, DRC, participants discussed the value (or lack thereof) of women's work in the country's gold, tin and tungsten artisanal mines. While many of the Kinshasa-based participants, who were mainly government and civil society leaders, responded furiously that pregnant women should not mine, the women miners explained that the order was harming them and was preventing them from earning a livelihood at the time they needed it most (*when expecting a new baby!*), at least, the women could do other jobs that did not involve mercury, such as crushing stones.

The Kinshasa exchange is one example of the contestation of women in ASM, underscoring the importance of conceptual understandings of gender, power and mining to better grasp the varied vulnerabilities, inequalities and power relations shaping different livelihood possibilities for women in ASM. Writing in 2011, Jennifer Hinton referred to a "visibility crisis" in ASM, by which she meant the reluctance by state governments, but also donor agencies, researchers and others, to see ASM as a viable sector in its own right.

While this special issue aims to contribute to the importance of "making visible" women's differential participation in ASM in sub-Saharan Africa, we are also keen to examine the different forms of visibility of "women in mining" that materialize in some policy and scholarly work.

The papers in this special issue endeavour to provide a nuanced account of women's livelihood strategies in ASM in ways that challenge images of women as (simply) heroines and/or victims. But they also build on feminist research on "gender and development" (a term used for ease of reference) in other respects. While gender is often a key analytical lens in this work, Jenkins (2014) and Lahiri-Dutt (2012, 2015) have urged more attention to the operation and variability of gender in ASM and in resource extraction more specifically.

Several of the papers map the gendered organization of ASM that excludes women from certain mining roles such as digging for ore. The survey of women and men miners in Uganda, DRC and Rwanda, as analysed by Stewart, Kibombo and Rankin, clearly shows that men are dominant in excavation jobs while women engage in a diverse set of economic practices.

Just as the gendered division of labour can vary from site to site and within the same site over time, gender norms and structures also have different effects. Gender norms often structure inequalities in which women, by and large, are negatively impacted.

Tracking differences between women and in the operation of gender is empirically important, revealing ASM sites as more complex and socially stratified than is generally recognized (Fisher 2009). But the recognition of variation in the operation and effect of gender norms and meanings is also important for revealing forms of agency and subjectivity that operate and can become visible when gendered effects and performances are not reduced to an effect of power (Cooper 2004, 47). Various papers, echoing the approach of Sebina-Zziwa and Kibombo, also look at different, sometimes overlapping, types of governance structures that operate in ASM sites, and that shape women's livelihoods.

## UPCOMING MADI EVENTS

### MADI E-CONFERENCE:

#### NEW EU LAW-REGULATION ON CONFLICT MINERALS – PART II *CHALLENGES AND SOLUTIONS*

March 25, 2021, 2 - 5 PM EAT

Pre-register: <https://ma-di.org/madi-e-conference-new-eu-regulations-on-conflict-minerals/>



Creating an open and constructive environment to support the economic, social and environmental structural transformation of Africa's mineral sector

#### MADI E-CONFERENCE

**NEW EU LAW-REGULATION ON CONFLICT MINERALS - SIGNIFICANCE & IMPACT ON AFRICA'S MINERAL SECTOR, ASM & INTEGRATION PROCESSES - PART II**

Date: 25 MARCH 2021  
Time: 2-5 PM EAT



Join us for the continuation of our February 25, 2021 conference on EU Regulation on Conflict Minerals. Our speakers and discussant will engage in discussions on EU Regulation challenges for African miners and solutions to overcome these challenges.



## MINERALS & SUSTAINABLE DEVELOPMENT

MODULE 1: MINERALS POLICY, LEGAL & INSTITUTIONAL FRAMEWORK FOR MINERALS DEVELOPMENT IN AFRICA  
**TRAINING**

## ANNOUNCING MADI E-TRAINING MINERALS & SUSTAINABLE DEVELOPMENT MODULE 1: MINERALS POLICY, LEGAL AND INSTITUTIONAL FRAMEWORK FOR MINERALS DEVELOPMENT IN AFRICA

April 2021 – TBC

Pre-register: <https://ma-di.org/madi-training-registration-form/>

#### INFORMATION

DATE: Last week of March 2021  
DURATION: 5 days (Two Day Sessions OF 2 Hours Each per day of a classroom of 30 and 30 mins of practical/exercises)  
LANGUAGE: Bilingual (English-French)  
LOCATION: Learning In Person  
PROGRAMME DIRECTOR: Ms Nancy Awori

FEES: \$250 (One time Promotional Fee). Each other course at \$500.  
READING MATERIAL: Relevant Policies, Laws, Regulations, & Guidelines ETC.

WEBSITE: <https://ma-di.org/training-and-capacity-building/>



#### 1. RATIONALE FOR THE COURSE

Africa has for a long time been the subject of international and domestic interest due to its vast natural resources. However, for many different reasons, Africa has not benefited from its natural resources in terms of tangible development and improvement of standards of living for her people. The exploitation of these resources by foreign interest has remained a major cause of conflict in Africa, negatively impacting economic and social development. The exploitation of Africa's natural resources has also increased concerns in relation to the exercise of sovereignty by African states. Good governance, transparency, accountability, the quest for self-reliance, benefits to local communities, management of mineral revenue, and responsible environmental management. For Africa to change the status quo and benefit from its resources, there is a need to extensively review and improve the existing policies, laws, and regulatory frameworks to specifically take care of African interests and vision. Additionally, there is a need to clearly address emerging challenges and issues including value addition, local content, regional integration, and industrialization that were not envisaged at the time the current mineral/mining laws were being drafted necessitating for the laws to be revisited to take care of these new issues.

## 2. COURSE OBJECTIVES

The course aims at introducing participants to the minerals policy, legal and regulatory framework in Africa. This will include a review and analysis of Continental, Regional and National policies, laws, regulations, and institutions involved.

The course will also highlight the salient issues, trends, and emerging issues and challenges of the legal systems of mining countries in Africa to give a comparative perspective and practical experience from those countries. At the end of the course, the participants will have:

- Enhanced knowledge in existing legal and regulatory framework at the Continental, Regional and National level that govern the minerals sector in Africa
- Better understanding of the available economic instruments that can be utilized in the minerals sector and the pros and cons of the instruments
- Enhanced knowledge in minerals policy, legal and regulatory framework, as well as the contractual environment surrounding the minerals industry, how mining rights are granted, the production process, the nature of mining rights, the regulatory and contractual model surrounding a mining project, social, environmental, and sustainability issues surrounding mining projects and dispute avoidance and resolution.

## 3. TARGET AUDIENCE

- Policymakers at all levels.
- Managers involved with planning, managing, and designing government policies in the mineral resources and natural resources sectors.
- Private sector
- Members of the legislature
- NGOs/CSOs

## 4. COURSE REQUIREMENT

- A minimum, a Bachelor's Degree
- Two years' work experience in the Minerals sector

## 5. CERTIFICATE OF COMPLETION

A Certificate of Completion will be issued by MADi to all participants who successfully complete the course-related self-assessments presented for each Module.

## LECTURE DESIGN - COURSE CONTENT

A.) Module 1, Lecture 1: Overview of the Minerals and Mining Sector in Africa	B.) Geological & Mineral Information for broad-based, inclusive, & sustainable development	C.) Module 1, Lecture 2: Continental, Regional & National Policies for Minerals Resource management & Exploitation in Africa	D.) Module 1, Lecture 3: Continental, Regional & National Laws Relating to Minerals Resource Management & Exploitation in Africa.
E.) Module 1, Lecture 4: Fiscal Regime/ Economic Instruments Design/Fiscal Tools	F.) Module 1, Lecture 5: Assessing the Effectiveness of the Continental, Regional and National Policies and Legislation for the Management of Minerals exploitation in Africa	G.) Module 1, Lecture 5: International, Continental, Regional & National Policies & Laws Relating to Responsible Environmental Management & Biodiversity Conservation during Minerals exploitation	H.) Module 1, Lecture 6: Mineral Contracts
I.) Module 1, Lecture 7: Enhancing National/Local participation in the Minerals Sector			
J.) Module 1, Lecture 8: Reviews, Questions & Answers			

Each Module Duration: 2 Hours



COURSE OFFERED IN PARTNERSHIP WITH THE AFRICAN LEGAL SUPPORT FACILITY (ALSF) ACADEMY



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## ANNOUNCING

### MADI MADINI™ - Signature Event: May 20 and 21, 2021 (TBC)

CONTEXTUALIZING AFRICA'S MINERALS VALUE CHAIN IN THE AFRICA CONTINENTAL FREE TRADE AREA

FROM RAW MATERIALS TO BENEFICIATION - PROMOTING THE MINERAL VALUE CHAIN IN AFRICA IN THE AfCFTA



**MADI MADINI™**  
Signature Event



**PROMOTING MINERALS REGIONAL VALUE CHAIN WITHIN THE AfCFTA CONTEXT: FROM RAW COMMODITIES TO BENEFICIATION**

Last week in May 2021

An estimated third of the world's known mineral-resource reserves are located in just a third of the explored parts of Africa. Nevertheless, Africa has not benefited substantially from its mineral wealth for the past 500 years. Even the remarkable extractives-driven economic growth of the last few decades across the continent failed to trickle down. Consequently, mineral and oil dependent African economies are in distress as they face severe fiscal and balance of payment deficits. A number of mineral rich countries have sought to review their fiscal

regimes and mining contracts to ensure that their economies shared in the high profits. Many of these efforts, however failed.

The fragmentation of the African continent with a section still holding allegiance to the colonial masters and continue to make huge economic sacrifices has been referred to by many scholars as a fundamental drawback to the unity and development of the continent. Intra-Continent Trade has been made difficult to impossible as a result.

Nonetheless, an Integrated, Prosperous and Peaceful Africa, driven by its own citizens and representing a dynamic force in the global arena has been conceived by the African Union. Hence, the African Union Heads of State and Government decided during their 13th Extraordinary Summit that was held on the 5th of December 2020, that its member states start trading under the African Continental Free Trade Area Agreement on 1st of January 2021.

But then again, the Africa Mining Vision (AMV), for example, was equally and formally endorsed in 2009 by the same African Union (AU) Heads of State and Government to promote equitable, broad-based development through the prudent utilization of the continent's natural wealth. However, eleven years after its adoption by AU Heads of State and Governments, implementation has been slow and there is an extremely low level of awareness of the framework among key stakeholders in the mineral sector.

The overarching questions therefore are, "Is AfCFTA going to experience a similar fate as the AMV has after 12 years"? How should Africa treat AfCFTA to ameliorate and eventually obliterate the factors hindering Africa from maximizing benefits or optimizing value from her mineral resources.

If Africa is to avoid the failures of the MDGs era and successfully transition from its present state to that foreseen by Agenda 2030 then it must better harness the potential benefits of its vast mineral wealth with an economic intra-continent agenda to trade as AfCFTA promises.

*MADI is organizing a two-day E-Conference to discuss in detail the establishment of the Africa Continental Free Trade Area (AfCFTA) and its bearing and impact on the continent's mineral value chain and to be held on 20-21, 2021 May (tbc).*

Please visit our website: <https://ma-di.org> for updates on this important event.

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