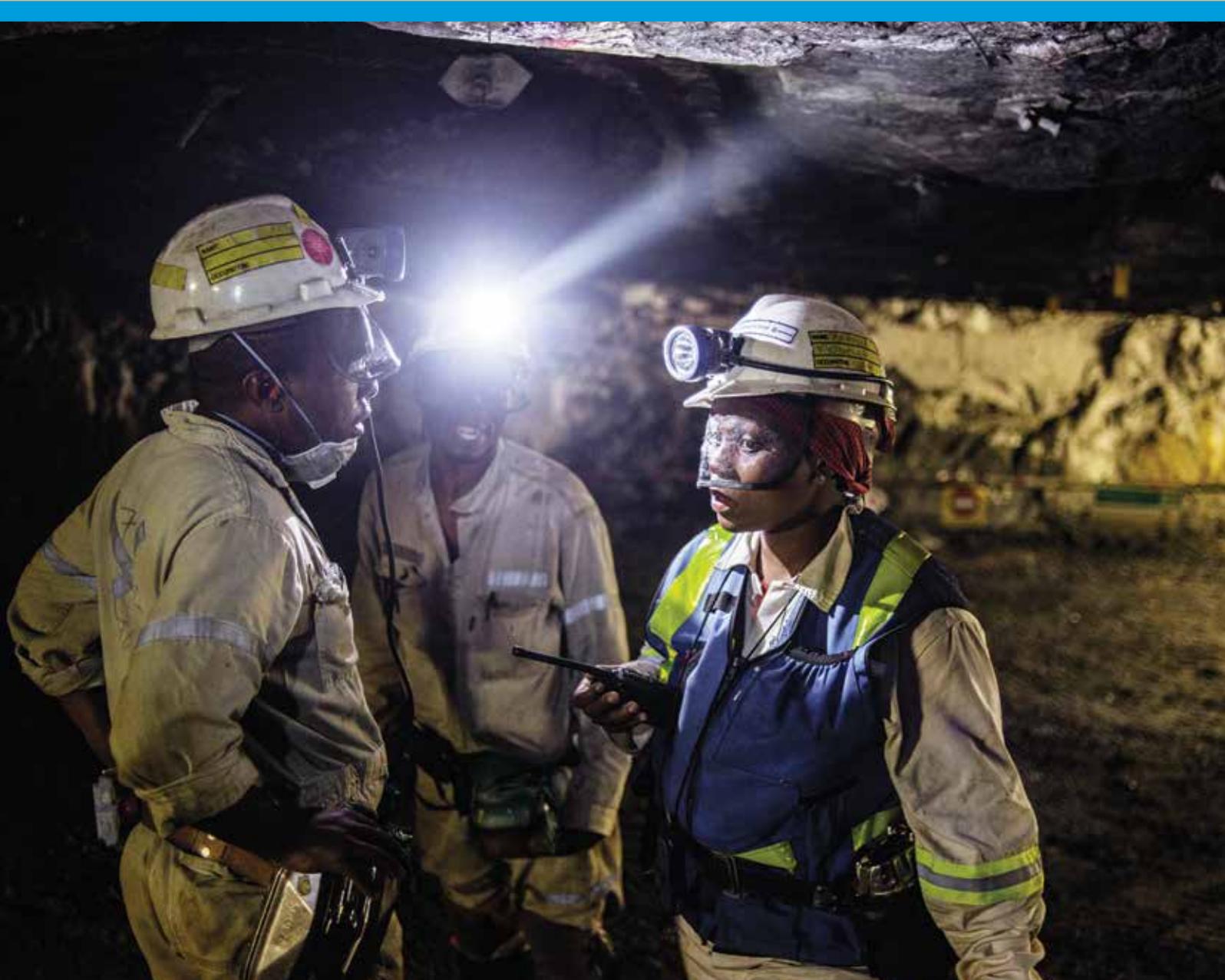


Report on the Regional Sharefair on  
Gender Equality in the Extractive Industries

# BUILDING ON GOOD PRACTICES



13–15 October 2015  
Nairobi, Kenya



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# **BUILDING ON GOOD PRACTICES**

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# Executive Summary

The United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) – in collaboration with key partners – held the first ever Regional Sharefair on Gender Equality in the Extractive Industries from 13–15 October 2015 at the United Nations Complex in Nairobi, Kenya ([www.empowerwomen.org/sharefair2015](http://www.empowerwomen.org/sharefair2015)). Focusing on the overarching theme of **Building on Good Practices**, the three-day Sharefair (which can be viewed online at <http://africa.unwomen.org/en/news-and-events/stories/2016/01/regional-sharefare-on-gender-equality-in-the-extractive-industries>) served as an inspiring platform for sharing knowledge and experience, establishing partnerships, and developing solutions to stimulate interest and collaborative efforts in engendering the extractive industries in Africa.

Four hundred and thirty participants – including researchers, policymakers, development agencies, United Nations agencies, regional economic commissions, the African Union, civil society organizations, women in the extractive industries, business leaders, investors, private sector representatives and practitioners – gathered at the Sharefair to discuss innovations, good practices, evidence from research and documented data, and legal frameworks and policies. The Sharefair also provided opportunities for networking, advocacy and capacity-building in support of women in the extractive sector.

Through a series of plenary and interactive group discussions, challenges, solutions and opportunities were identified for gender equality and women’s empowerment in the extractive industries. Trends in the sector were discussed, and feasible interventions to amplify the impact of gender equality in the extractive industries were identified. Diverse opportunities for knowledge sharing and networking were provided via the Sharefair exhibition booths. These featured over 50 organizations and women in the extractive industries exhibiting their products and services – affording a novel way of connecting participants and industry players. Throughout the Sharefair, special attention was given to the role of women in the extractive industries in the post-2015 development agenda.

The first day of the Sharefair focused on **unpacking the issues and opportunities for women in and affected by the extractive industries**. It was filled with voices of women in the sector sharing their personal stories and testimonies. The second day – which included the official opening ceremony for the Sharefair – highlighted extractive industries policy frameworks and legislation with a focus on **women’s needs and opportunities in the sector**. Participants engaged in high-level panel discussions on policies for engendering the sector; also, a video address by the UN Women’s Executive Director, Phumzile Mlambo-Ngcuka, on

gender-responsive national regulatory extractive policy frameworks was streamed to participants. The third day engaged participants in **sharing knowledge and good practice** from private sector engagement in communities. The day showcased research papers and evidence around policy frameworks, socioeconomic and environmental impacts of extraction, women's participation in the extractive industries and domestication of the African Mining Vision.

past three days. This pathway document focused on critical intervention areas that could spur gender equality in the extractive industries including national and regional policy and legal considerations; advocacy, capacity and communication; research, knowledge management and capacity-building; private sector development; business development and innovation; and a repeat of the Sharefair to fast-track the proposed intervention areas.

The recently approved Sustainable Development Goals – especially Goal 5, Achieve gender equality and empower all women and girls – and their 40-plus gender-related targets also create new opportunities to reconnect, recommit, and mobilize political will and public support for women's economic empowerment.

**Katherine Muoki**, Director of Planning, Gender Directorate, Ministry of Devolution and Planning, Kenya

The Sharefair concluded with the development of an **pathway/outcome document** for gender equality and women's empowerment solutions in the extractive industries – a culmination of the lessons learned and discussions of the

**“It is becoming clear that for inclusive transformative and sustainable growth and development, gender equality is imperative”**

# Acronyms

ACP	African Caribbean and Pacific	FEMCOM	Federation of National Associations of Women in Business
AMDC	African Minerals Development Centre	GDP	gross domestic product
ASM	artisanal and small-scale mining	IFC	International Finance Corporation
CEO	chief executive officer	LSM	large-scale mining
COMESA	Common Market for Eastern and Southern Africa	WEPs	Women's Empowerment Principles
CSR	corporate social responsibility	UNECA	United Nations Economic Commission for Africa
DRC	Democratic Republic of the Congo	UNDP	United Nations Development Programme
EAC	East African Community		
EI	extractive industries		
ESARO	Eastern and Southern Africa Regional Office		

All dollar amounts are U.S. dollars unless otherwise indicated.



# Day 1

## Unpacking the Issues and Opportunities for Women in and Affected by the Extractive Industries

**SESSION 1:** Voices of Women in and Affected by the Extractive Industries

**SESSION 2A:** Addressing Challenges That Prevent Women from Advancing in the Extractive Industries

**SESSION 2B:** Finance for Business within the Extractive Industries Sector

**SESSION 2C:** Women in Affected Communities – How Can Our Voices Be Heard?

**SESSION 3A:** The Gemstone Industries – Maximizing Opportunities

**SESSION 3B:** Identifying Business Opportunities in the Extractive Industries Sector

**SESSION 3C:** Finding Mutual Solutions: Community/Company Relations

**SESSION 4:** Wrap-Up and Conclusion of Day 1





## SESSION 1

# Voices of Women in and Affected by the Extractive Industries

A series of presentations provided an overview of women's experiences in the extractive industries (EI) through personal testimony. EI experts also shared experiences and discussed options to maximize women's benefits from involvement in the sector. Additionally, a photo exhibition of women in artisanal and small-scale mining (ASM) in Africa was presented (see box on page 4).

**Constance Kunaka**, Director, Copper, Gold and Diamond Factory, Zimbabwe

Defining moments in life, noted Constance Kunaka, can drive women to great success, depression or failure. Kunaka's defining moment was the loss of her husband at a young age. Newly widowed with three children, hopeless and job-less, she walked into a local authority to acquire information about granite mining as a way of earning her livelihood and meeting her family's needs. The information she received helped her acquire a license, leading to her successful entry into ASM. Desire for a better life instilled passion and commitment: Kunaka did not even have time to acknowledge the various challenges she had to overcome. But there were challenges; women in ASM face the following:

- Lack of information on how to navigate the complex EI environment, including EI laws, policies and licensing
- Lack of technical knowledge, including of value chains and mineral processing
- Lack of technology, as most EI equipment is designed for use by men

Moreover, in Zimbabwe, multiple licenses granted by multiple ministries (water, mines, environment) are required, and some licenses can take a long time to be granted. This process needs to be streamlined.

To succeed in the EI sector, Kunaka advised women to develop the competencies and skills needed to advance in the commodities and minerals business. She also urged advocating for equality in access to EI resources. Although Kunaka succeeded through sheer will, she noted that it would serve women better if they would acquire the skills relevant for ASM, and embed them in their engagement with the EI sector.

**“To succeed in the extractive industries, women must develop the competencies and skills necessary for advancement in the commodities and minerals business”**

**Emma Adam**, President, Africa Women in Mining Association in Malawi

Emma Adam explained that Malawi's wealth of minerals has led to a large proportion of women being involved in ASM. While women in ASM work in partnership with men, they are not allowed to hold the same positions within the mines as men. Superstitions in Malawi's EI communities hold that the presence of women in the mines "make minerals disappear". In some cases, men have disrupted women miners to discourage them from engaging in EI activities.

Other challenges facing women in Malawi are a lack of consistent cash flows from minerals, forcing some women to engage in prostitution as a way of earning a living;

**Constance Kunaka**, Director, Copper, Gold and Diamond Factory, Zimbabwe

## Photo Gallery

Sarah Mackenzie, of the University of Queensland's Centre for Social Responsibility in Mining, presented photos taken by her colleague Lynda Lawson of women in ASM in Africa, depicting their challenges and struggles as well as their opportunities and desire for a better future. The challenges she cited included many of those noted by other session presenters: lack of adequate E.I. equipment, lack of information on and knowledge of the minerals they were mining and their value and price, a hostile work environment, lack of access to market, health and safety issues, and exploitation of underage girls seeking money for school supplies. She noted that the role of women in the sector was poorly researched, even though women make up a large percentage of the ASM labour force. Lawson conducted interviews in an effort to bridge this information gap.



In Lilongwe, Malawi, Lawson found that most of the women in the ASM sector were happy despite the challenges, since the mines offered the only viable livelihood. Access to information and skills training would give them a better chance of competing in the E.I. value chain, as well as increased income. Deplorable working conditions negatively affected the women's lives.

In Tanzania, where training and capacity-building were provided, women were taught how to cut minerals into jewellery as a way of enhancing value chain gains and accessing better markets. The capacity-building intervention in Tanzania saw women access major markets – including New York – to sell their tanzanite products.



conflicts between established and small miners over markets and supply chains; and the multiplicity of licenses required for exploration and mining. This last, coupled with the various applicable taxes (mineral royalties, customs and excise duty), discourage women from effectively engaging in mining. However, the Government of Malawi has put mechanisms in place to train women in ASM in geology, mineral extraction, lapidary work and basic knowledge of gemology. This training is provided so women in the EI sector can better contribute to economic development. The government has also enhanced training on HIV and AIDS.

**Alphonsine Tshilehe**, President, Katanga Corporation on Miners, Democratic Republic of the Congo

Alphonsine Tshilehe pointed to the training of women entrepreneurs in ASM as a major challenge for the EI sector in the Democratic Republic of the Congo (DRC). Approximately 300 EI associations have been registered in the DRC, but these are poorly coordinated, giving the male-dominated sector leverage over women. Also, in some mines, women were not allowed in, as – like in Malawi – it was believed their presence would cause the minerals to disappear.

A particularly big obstacle has been the fact that information on minerals, licensing and geology has not been tailored for women in grass-roots ASM. Most of these women are unable to comprehend and absorb gemology and geological studies in the manner in which this information is usually presented. Providing these studies in grass-roots language would empower women in ASM to engage effectively.

Tshilehe noted that, as in other EI sectors throughout Africa, women in Katanga were constantly at risk of contracting HIV and

*“Just like in other EI sectors in Africa, women in Katanga are constantly at risk of contracting HIV and AIDS due to rampant sexual exploitation in the mines”*

AIDS due to rampant sexual exploitation in the mines. The DRC’s Ministry of Mines has begun to put mechanisms in place to ensure that women and children are protected from any negative impacts of extraction.

**Alphonsine Tshilehe**,  
President,  
Katanga  
Corporation on  
Miners, DRC

**Faith Lomuria**, Community Representative, Friends of Lake Turkana, Kenya

Faith Lomuria shared the experiences of women in ASM in Turkana County following oil and gas exploration. She highlighted the following key challenges:

- Increased demand for resources such as water and education as community members migrated to the mines
- Increased conflict within the mines due to the need for revenue sharing
- Intra- and inter-community conflicts over resource areas
- Inadequate involvement of women in decision-making
- Increased divorce, prostitution and early marriage
- Child labour due to school drop-outs
- Increased level of vulnerability for women

To effectively tackle these issues, women in ASM were encouraged to find women mentors who understand how the ASM business operates. Working with such mentors will also help young ASM entrepreneurs develop the skills and knowledge needed to operate a successful ASM business.

## SESSION 2A

# Addressing Challenges That Prevent Women from Advancing in the Extractive Industries

This session provided an opportunity for women aspiring to succeed in the EI to hear and learn from those who have already made it and what it took them to get there. Good practices were shared by women who have broken the ranks to succeed in the EI sector either as owners of mines or at the board level. They also discussed opportunities that exist for women from government and private sector interaction.

**Sibusisiwe P. Bango**, Executive Director and Small-Scale Gold Miner, Empretec, Zimbabwe

Sibusisiwe Bango discussed effective ways to advance in the EI sector, based on her own experiences. Bango had entered the gold mining sector coincidentally, with an initial focus on buying and selling gold. She later obtained a gold mining license, and employed four people in the mines. Bango quickly discovered that access to information, electricity and market was a major challenge. Other challenges she highlighted during her presentation follow:

- Lack of adequate financing – high interest rates on loans
- High entry barriers – numerous licenses or permits required

- Equipment – huge capital outlay to acquire suitable equipment
- Legislation and policies – not gender sensitive or gender responsive
- Environmental degradation

Bango recommended the following to effectively advance in the EI sector:

- Proper financing mechanisms should be developed through channels like Kenya's Women Enterprise Fund, the Youth Fund and grants.
- Banks and financial institutions should be trained to appreciate the nature and value of the EI.
- Environmental agencies should aid in environmental compliance as miners engage in extraction.
- Licensing should be set up as a "one-stop shop", instead of requiring multiple licenses for different EI aspects.

**Sumayya Hassan**, Chief Executive Officer (CEO), National Oil Corporation, Kenya

Sumayya Hassan described her experiences as a female CEO of a large-scale oil and gas company. In her opening remarks, she noted that the EI sector was extremely technical, requiring a high level of skills and technical capacity which left women highly disadvantaged. However, the robust growth of the EI sector in Africa meant that women had opportunities to build their capacities and enhance their technical skills so as to compete effectively in the EI market. Hassan highlighted the following as ways in which women can engage in the EI sector:

- Keeping abreast of EI development throughout the world
- Taking calculated risks, such as collaborating with other players in the sector, seeking financiers, and networking at the local and national levels within the EI sector
- Becoming comfortable with technology

**Sumayya Hassan**, CEO, National Oil Corporation, Kenya

**“To compete effectively with men in the extractive industries, women need to be comfortable with technology”**

- Prioritizing clearly so as to avoid any confusion of roles and to aid in delegating work
- Seeking out a mentor or coach to access wisdom and knowledge and thereby learn and grow, so they can in turn mentor others
- Being professional, so as to be taken seriously in a male-dominated society

**John Bande**, Former Minister of Trade and Industries, Malawi

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John Bande noted that the interaction between government and the private sector is vital for the sustainability of any economy. He further noted that, despite Africa's having vast mineral resources, poverty is still prevalent, as women are largely excluded from or marginalized in participating in or benefiting from the continent's substantial extractive resources. As highlighted by other speakers, women have limited access to EI ownership, equity and leadership roles. Stakeholders should establish mechanisms and policy frameworks to ensure that women in the ASM and large-scale mining (LSM) sectors receive adequate and equitable access to information, resources and compensation.

In Malawi, the government developed a policy that addresses ASM with a gender-sensitive focus. The sector has subsequently grown and its structure improved. Other action items Bande cited include the following:

- Formation of joint ventures between the private sector and foreign investors to support women's empowerment in ASM
- Promulgation of environmental and safety standards and regulations
- Government development of gender-sensitive and -responsive policies that ensure formalization of the ASM sector and assistance in the provision

of technical expertise in terms of marketing, technology, accounting and financing opportunities

## SESSION 2B

# Finance for Business within the Extractive Industries Sector

The session identified the main issues women face in accessing finance within and around the EI sector and what can be done to unlock these bottlenecks to enable them to access affordable and suitable financing for their business enterprises.

**Maggie Kigozi**, President, Business and Professional Women, Uganda

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Maggie Kigozi highlighted the financing challenges women in ASM face and the opportunities that could be explored by women in the EI sector in this regard (see table on page 8). Most of these challenges are based on the patriarchal nature of the African culture which does not allow women to participate in certain aspects of economic development, such as ASM. Women continue to experience discrimination in the workplace, and only 12 per cent of the CEO positions in Africa's private sector are held by women. Consequently, men have better access to financial resources than their female counterparts. Kigozi also mentioned the pervasive lack of adequate financial training for female entrepreneurs.

To access information about financing, women need to understand loan provisions, repayments and investments, among others. These and other challenges experienced by women in accessing financial opportunities for their businesses were further described in this session.

CHALLENGES	OPPORTUNITIES	FINANCING OPTIONS
<ul style="list-style-type: none"> <li>• Only 12% of women in Africa are represented in the private sector as CEOs, top managers or on boards</li> <li>• Lack of access to information</li> <li>• Lack of confidence in the EI</li> <li>• Fewer women have skills in geology and the EI</li> <li>• Inadequate entrepreneurship skills</li> <li>• Lack of financial literacy</li> <li>• Lack of collateral for loans</li> <li>• Bureaucracy – denials of information and/or frustration</li> <li>• Girls marry at an earlier age</li> <li>• Prohibitive legal documents</li> <li>• Local purchase order financing can be prohibitive when banks give women 30–90 days to pay</li> <li>• Credit reference bureau restrictions</li> </ul>	<ul style="list-style-type: none"> <li>• Women’s participation in the EI value chain – i.e. supply of food and services – doctors, lawyers</li> <li>• Women’s participation in logistics in the EI sector including transport</li> <li>• Women’s engagement in the business of refinery products – i.e. sale of products</li> <li>• Companies utilize extensive information and communication technology programming and networks</li> </ul>	<ul style="list-style-type: none"> <li>• Savings (banks, cooperatives)</li> <li>• Joint ventures to mobilize funds</li> <li>• Business loans</li> <li>• Value chain supply arrangements with companies</li> <li>• Grants (not the best way to raise funds since they are not usually awarded to start-ups)</li> <li>• Mineral commodities as bankable collateral (e.g. depositing gold and borrowing money against it)</li> <li>• Equipment loans</li> </ul>

**Caroline Ngonze**, United Nations Development Programme (UNDP) Programme Specialist, Belgium

Caroline Ngonze explained that donors, like bankers, view investment in the extractive sector as very risky with unassured returns. Further, she noted that inasmuch as funding does exist in the EI, women in the sector need to understand how to position themselves to access it. Some of the ways recommended for obtaining EI funding include utilization of incubator projects to access seed funding to enable women to develop bankable projects that have relevance, viability and sustainability; and creation of a revolving fund for project sustainability. Ngonze also suggested women can jointly own EI machinery and equipment to leverage the expense of single ownership.

**Rachael Njau**, Regional Representative, Tanzania Women Mining Association

Rachael Njau pointed out that tanzanite mining had licensed a total of 60 miners, of whom a majority were male. Tanzanite mining poses numerous challenges for women, which exacerbates their underrepresentation in the sector. Specific challenges faced by women include the following:

- Tanzanite is buried so deep the very nature of its mining makes it prohibitive for ASM women.
- Mining tanzanite requires advanced technology – pumping oxygen into the shafts, removing water, removing minerals, etc.
- Women tanzanite miners lack adequate knowledge – e.g. they do not know the actual value or price of tanzanite.
- Diseases such as HIV and AIDS are associated with the EI sector.
- The uncertainty of tanzanite mining frequently results in banks repossessing the property of those who fail to pay their tanzanite mining loans.

## SESSION 2C

# Women in Affected Communities – How Can Our Voices Be Heard?

This session explored ways in which women in affected communities can be represented in decision-making processes. Case studies of community engagement, women-led EI enterprises, and company policies and programmes to better integrate women were presented.

**Alice Kazimura and Esther Abigaba**, International Alert, Uganda; **Swaleh Kitasi**, Project Manager, and **Kenyatta Maitha**, Head of Policy and Campaigns, Action Aid, Kenya; **Charles Wanguhu**, Platform Coordinator, Kenya Civil Society Platform on Oil and Gas; **Abbas Abdul Rafiu**, Senior Scientist/Head of Conservation, National Environmental Standards and Regulations Enforcement Agency, Nigeria

This panel discussion explored effective ways for women in EI communities to be represented in decision-making processes, with the panelists sharing experiences, evidence, research and good practices.

Alice Kazimura presented **Uganda's experience**. When commercially viable oil deposits were confirmed in the country's Albertine region in 2006, the government and oil companies began preparation for exploiting the oil resource. Many meetings were held, studies and environmental impact assessments performed, and consultations conducted. All of these processes had only minimal participation by rural women, yet they constitute a vital group of stakeholders and are custodians of homes.

The Ugandan government then began to map where oil infrastructure development projects would be located and to acquire land to host the projects. These projects included drilling oil wells, constructing an oil refinery, and building road networks to connect the projects as well as an airfield to connect to external markets. Community land was taken with compensation offered, but most of those affected were not satisfied with the compensation packages. In Uganda, ASM produces more than 90 per cent of the metallic, industrial and building minerals mined. It also provides livelihoods to almost 200,000 individuals. Women were concerned that the compensation packages offered by the oil and gas companies were not sufficient to sustain their livelihoods. Besides, the consultations on compensation targeted

**“In Uganda, women are concerned that compensation packages offered by oil and gas companies are not sufficient... besides, consultations on compensation mainly target men”**

mainly men. With limited or no land to grow food crops, women could no longer put enough food on the table to feed their families. This in turn led to a disintegration of families, as some men abandoned their homes seeking jobs elsewhere. In other cases, men remarried, abandoning their original wives and homes altogether.

The following lessons were learned from Uganda's experience:

- Create a favourable investment climate, with streamlined bureaucracy, transparent allocation of licenses and heightened use of geologic information for women in the EI.

**Alice Kazimura**,  
International  
Alert, Uganda

- Develop an interdisciplinary, gender-responsive model of extraction training and extension, based on building capacity and intersectoral linkages with investors, the government and community members.
- Provide training demonstrations on how to use EI equipment.
- Emphasize community and sectoral development through private investments in a socially and environmentally sound manner.
- Reform and strengthen the mineral sector's legal, regulatory and institutional framework.
- Encourage young girls to pursue the mathematics, science and engineering subjects that form the frontier of the EI sector.

“Working with and investing in women makes good business sense”

**Christine Musisi**, Regional Director, UN Women Eastern and Southern Africa Regional Office

Swaleh Kitasi cited various measures for **mitigating the negative impacts and strengthening the benefits of the EI sector on women and communities**. These measures included empowering women by eliminating barriers to their attaining career positions in the EI, providing equity in the pay structure and creating an environment that enables women to have a good work/life balance. Since extraction has environmental and socioeconomic impacts on human life, women at the community level should be involved in consultations where policy dialogues on EI safety, resource sharing and environmental protection take place. Women are encouraged to use protective equipment such as boots, overalls, gloves, headlamps, safety goggles, helmets, reflective vests, dust masks and first aid kits to protect themselves from the health hazards associated with the EI.

Charles Wanguhu, in discussing **effective advocacy – who to target and how**, indicated that the EI sector was full of opportunities women should target, particularly in the EI value chain. Because there is a significant bias against them in the EI sector, women should develop strategies to ensure enhanced equity and justice in resource distribution. Further, women should advocate for gender mainstreaming in the EI. They should also have equitable access to jobs, education and participation so as to build the skills and competencies required for the EI. Building on this impetus would result in women-led businesses flourishing and competing favourably with those of men in the extractive supply chain.

Citing remarks made by Christine Musisi, Regional Director, UN Women Eastern and Southern Africa Regional Office (ESARO), that “working with and investing in women makes good business sense”, Wanguhu noted that companies in the EI sector had begun to realize this and were engaging women in jobs that were previously reserved for men – jobs like driving trucks and operating loaders and other heavy machinery. This shift was encouraged by studies like that done by Anglo American Thermal Coal in South Africa, which found that women employees had impressive safety records and higher performance compared to their male counterparts.

Abbas Abdul Rafiu discussed the **role/benefit of women during extraction and post-extraction for community sustainability**. Employing women is good for communities as women are then able to contribute to household finances; also, women are more likely to invest in education, health and nutrition for their families. And when women are involved in community consultations to decide on priorities for investing EI resources, the outcomes often have more sustainable development impacts. Rafiu also made the following observations:

- **Women could make better employees.** Opening job opportunities to women could increase productivity and reduce costs. Women are seen to be more reliable, follow rules and obey health and safety regulations.
- **Gender responsiveness could improve management efficiency.** A proactive gender equity approach could free up management time for core business activities rather than having to respond to investor concerns or handle conflict resolution within the community.
- **Women's economic empowerment could be good for community development.** Women are reported to have a better track record in starting successful businesses and repaying microcredit loans. They also demonstrate a greater willingness to respect safety and environmental safeguards.

#### SESSION 3A

## The Gemstone Industries – Maximizing Opportunities

This session discussed ways in which practitioners can maximize opportunities in the gemstone industries by sharing sector good practices.

**Crystal Nel**, Gemological Institute of America

Crystal Nel explained that the eyes are the most important tool in examining gemstone colour, and that visual observation techniques are used to determine the quality and nature of gemstones. For example, shining light through a stone allows an observer to determine if it is transparent, translucent

or opaque. Pleochroism is the process of looking at the different colours within the gemstone. In general, pen light and polarizing filter are used as aids in seeing and evaluating gemstones; the presence of two or more colours indicates that the stone is pleochroic. Nel noted that the Gemological Institute of America has labs around the world and is willing to help analyse stones from ASM. The Institute also wants to help women acquire the technical skills that would enable them to analyse gemstones.

#### SESSION 3B

## Identifying Business Opportunities in the Extractive Industries Sector

The exploration for and subsequent discovery of oil and minerals in Africa opened up vast business opportunities for women in the EI sector. This session focused on the business opportunities available to women in the EI. It also discussed good practices and supply chain initiatives in the extractives, and looked at how women can harness financial opportunities and what measures need to be in place to allow for financial inclusion in the EI sector.

**Tebogo Mashego**, Entrepreneur, Mining, Metal/Aluminium Fabrication and Steel Engineering, South Africa

Tebogo Mashego argued that women in the EI need capacity-building to enable them to compete favourably. Mashego said that women in South Africa had benefited immensely from technical capacity-building organized by stakeholders in the EI sector. As a result, there had been a growth in entrepreneurship – particularly in ASM.

“Women should not just compete with but also learn from men who have succeeded”

**Katherine Muoki**, Director of Planning, Gender Directorate, Ministry of Devolution and Planning, Kenya

Other areas that present business opportunities for women include incubation hubs to share information with local women during local shows; extraction and commodities transport; boilers and fabrication; marketing of mineral products; information and communication technology and technology services; and other related services such as uniforms, food, child care and schooling. Mashego encouraged women in the EI to pursue these opportunities.

**Stephen Mwakesi**, CEO, Kenya Chamber of Mines

Stephen Mwakesi maintained that the main challenge facing women in the EI value chain is inadequate access to information on financing and on how to run EI businesses based on external funding. A further challenge is banks' expectation of huge amounts of collateral for business financing or to purchase equipment for use in extraction. Mwakesi noted that EI policy requirements, such as those for certification by the International Organization for Standardization (ISO), may be too technical for women who just want to obtain information and equitable opportunity in resource sharing and access to the value chain. Licensing of EI companies remains problematic since most African states do not have EI legal or regulatory frameworks. An institutional regulatory regime is important in providing structure to EI training, capacity-building and resource distribution.

**Jumaane Tafawa**, Director, Strategic Partnerships, Equity Group, Kenya

Jumaane Tafawa explained that his company has designed Equitel, a SIM card designed to provide both banking facilities and credit history for Equity customers. Women in the EI could register for the SIM card to enable them to access financial services. With this product, Equity has been able to map women entrepreneurs and develop tailor-made products suited to their needs. Equity successfully targeted 10,000 women entrepreneurs for training in financial services. A further 20,000 women were targeted for financial literacy training, inventory keeping, record-keeping and access to financing. Women in the EI should take advantage of this opportunity to enhance their financial management skills so as to thrive in the sector.

Tafawa further noted that the Africa Mining Vision and country mining visions should provide opportunities for women to grow as entrepreneurs. He pointed out that in Kenya, women could position themselves in EI careers by serving as legal advisers, engineers, information and communication technology specialists, among others, to effectively compete with men in the sector.

**Elizabeth Rogo**, Area Manager, East and South Africa, Weatherfold

Elizabeth Rogo discussed good practices and supply chain initiatives. She highlighted the following as good practices that should be exhibited in the EI value chain:

- Equitable access to EI markets by men and women
- Legal requirements for a specified threshold for acceptable minimum involvement of women in resource distributions and value chain creation
- Knowledge transfer and access to decision-making processes

- Equal representation of women and men in downstream and upstream EI product sales and services

Rogo emphasized the need to ensure that all value chains available to women in the EI sector are documented. She added that conducting training and capacity-building would enhance women's business skills and thereby enable them to compete fairly with men in the sector.

### SESSION 3C

## Finding Mutual Solutions: Community/ Company Relations

This session explored ways in which companies within the EI can better relate to communities in their area. It focused on corporate social responsibility (CSR) and community involvement beginning at the initial stages of exploration.

**Esther Mwaura**, Director and Founder, GROOTS Kenya; **Anne Kabugi**, Senior Public Affairs Advisor, Tullow Oil; **Amarachi Ejerime**, Cordard Company, Nigeria; **Josephine Muta**, Mui Basin, Kenya

This panel session explored new solutions surrounding compensation mechanisms for women in the EI sector. It looked at how to build alternative local economies linked to the EI and how to safeguard the environment and community from exploitation.

Esther Mwaura explained that cultural and traditional factors influence and determine the roles of women in the EI, and that **women's unique roles and challenges were often overlooked**. For instance, when drafting policy responses for the EI,

women were often considered to not have anything to contribute or were treated as "gender-neutral". As a result, women's employment in the EI tends to decrease as mechanization increases – making it less likely for women to benefit as EI technologies expand.

Anne Kabugi, co-moderator, encouraged stakeholders to **adopt a bottom-up approach that would ensure women are involved in extractive companies' community relations-building forums**. For instance, Base Titanium Limited in Kwale, Kenya, continued to create significant opportunities for local women through a focused local employment programme, and by procuring goods and services from local vendors. The company was cognizant of its role in setting national benchmarks that would be compliant with globally accepted standards for transparency, governance, safety, environmental management and community investment. However, the country's EI sector needs more such organizations and frameworks to further ensure gender equality.

Amarachi Ejerime highlighted the importance of EI companies engaging in **training on technical skills** such as engineering through universities and polytechnics, targeting both girls and women. Currently, the International Finance Corporation (IFC) runs programmes across Africa to help women succeed in the private sector. IFC support to EI companies in Ghana and South Africa led to an increase in the number of women employed in the sector.

Josephine Muta stated that community engagement was an important element in the planning and decision-making processes of the coal industry as well as in establishing engagement opportunities with the community. In Kitui, Kenya, a detailed description or analysis of the

community was needed for effective dialogue and engagement between it and the local coal company. It is imperative that EI companies use community analysis for local problem solving and decision-making. **Effective community engagement depends on mutual trust, respect and communication between industries and the community.**

The panel participants noted that good community engagement involves an **exploration of values**. Companies should ensure they do not violate community values as they engage with the community.

Kabugi noted that, in most cases, **communities have unrealistic expectations of EI sector companies**. EI companies should involve the community in early decision-making in order to reduce conflict and mistrust. Effective community engagement should raise awareness of the “big picture” including social and cultural impacts, environmental effects and the economic consequences of any decisions or proposed changes. Engaging a cross-section of the community would provide opportunities for building a shared understanding of these factors.

Community attitudes and expectations can be identified through a range of techniques, including information evenings, meetings, community opinion surveys and focus groups. More advanced licensees could also consider techniques such as feedback forms, hotlines, websites or community forums or workshops. Ideally, these activities should be undertaken during a project’s planning stage, before developing the workplan. Although engagement is valuable at any stage of a project, early engagement provides valuable opportunities to influence public perception and to create a positive atmosphere for future community engagement activities. EI sector companies should provide clear information regarding their work, compensation, methodologies of compensation and other relevant issues.

#### SESSION 4

## Wrap-Up and Conclusion of Day 1

This session consisted of presentations and consensus on key issues to be taken into consideration in policy dialogues and how to articulate them. The following tables summarize these issues.

**Hon. Najib Balala**, Cabinet Secretary, Ministry of Mining, Kenya

**“If you want something, ask a man; if you want something done, ask a woman”**

## EFFECTIVE WAYS TO ADVANCE IN EI

CHALLENGES	WAY FORWARD
<ul style="list-style-type: none"> <li>• Lack of access to loans, collateral and other forms of financing</li> <li>• Legislation and policies that are not gender sensitive or gender responsive</li> <li>• Lack of information on EI licensing and operations</li> <li>• Government directive that all oil be sourced from a single institution – a national oil company – thereby cutting out smaller dealers</li> <li>• Women’s exclusion from decision-making in the EI</li> <li>• Women’s health issues not addressed in the EI sector</li> </ul>	<ul style="list-style-type: none"> <li>• Capacity-building for women in the EI on human and women’s rights and information sharing on value addition of minerals in the supply chain through advocacy</li> <li>• Develop systematic information sharing in licensing, mining, value, etc.</li> <li>• Develop frameworks for enhancing the protection of women against violence in the EI</li> <li>• Involve communities in discussions around EI law reforms and ensure their grievances are noted</li> <li>• Develop initiatives to encourage transformational leadership, learning and sharing of experiences</li> <li>• Develop early warning systems and information exposure for community members – specifically women – before onset of mining (e.g. cross-benefit analysis, health hazards, impacts, risks and benefits of EI activities)</li> </ul>

## FINANCING FOR BUSINESS WITHIN THE EI SECTOR

CHALLENGES	WAY FORWARD
<p><b>Banks</b></p> <ul style="list-style-type: none"> <li>• View the EI as capital intensive with pervasive price fluctuations and risk</li> <li>• Inflexible lending rules</li> <li>• Untrained staff</li> <li>• Preconceived biases towards women</li> <li>• Unrealistic collateral requirements</li> <li>• High interest rates</li> </ul> <p><b>Women</b></p> <ul style="list-style-type: none"> <li>• Lack of information on the EI</li> <li>• Lack of skills in the EI</li> <li>• Cultural constraints (male-dominated society)</li> <li>• Lack of confidence (to engage in male-dominated career)</li> </ul>	<ul style="list-style-type: none"> <li>• Use minerals as collateral</li> <li>• Use local purchase orders as collateral</li> <li>• Use joint ventures to access funding</li> <li>• Use grants</li> <li>• Encourage good corporate governance</li> <li>• Develop capacity-building for women in the EI</li> <li>• Develop private-public partnership frameworks for the EI</li> <li>• Use credit reference bureaus as reference for lending, not for lending per se</li> <li>• Banks should design affordable and relevant products</li> <li>• Co-financing platforms with development financing institutions including the European Investment Bank, the Industrial Development Cooperation of South Africa, the Development Bank of Southern Africa, IFC, the Netherlands Development Finance Company (FMO) and Proparco</li> </ul>

## IDENTIFYING OPPORTUNITIES IN THE EI SECTOR

CHALLENGES	WAY FORWARD
<ul style="list-style-type: none"><li>• Poor entrepreneurial skills among women in the EI sector</li><li>• Political interference</li><li>• Lack of technical skills on gemology, engineering and mineral geology</li></ul>	<ul style="list-style-type: none"><li>• Develop incubation units that support and nurture talent and skills</li><li>• Train women in health and safety</li><li>• Value addition: do not just produce, but enhance value in marketing and product development</li><li>• Develop gender-sensitive local content, policy and frameworks on the EI</li><li>• Offer mentoring to girls to access EI technical skills such as gemology, engineering and geology</li><li>• Compensation and benefit sharing (long, medium and short term): control of and access to land is highly patriarchal; consider land-for-land compensation, and appreciate the connection between land and women</li></ul>

# Day 2

## Extractive Industries Policy: Women's Needs and Opportunities in the Sector

**SESSION 5:** Official Opening Ceremony

**SESSION 6:** Africa Mining Vision: Challenges and Opportunities for Engendering the Extractive Industries

**SESSION 7:** Developing Gender-Specific National and Corporate Action for the Extractive Sector

**SESSION 8:** Women's Empowerment Principles





## SESSION 5

# Official Opening Ceremony

Jeff Koinange, Broadcast Journalist, moderated the official opening ceremony of the Sharefair. Opening remarks were delivered by Christine Musisi, UN Women ESARO, and various distinguished dignitaries. Hon. Najib Balala, Kenya's Cabinet Secretary, Ministry of Mining, gave the keynote address and officially opened the Sharefair. The session showcased recommendations and issues from Day 1 and linked them to the keynote address. Perspectives and experiences of women miners were also shared, which led to an interactive dialogue.

**Christine Musisi**, Regional Director, UN Women ESARO

In her opening remarks, Christine Musisi provided statistics on the state of gender and women's empowerment in the African context. She noted that 70 per cent of women contribute to 90 per cent of food consumables in Africa, translating to a 32 per cent contribution to gross domestic product (GDP). About 89 per cent of women were in the informal sector of economic development.

Musisi explained that it was important to work proactively towards full integration of gender equality for women in the EI. The EI sector provides an excellent opportunity for dialogue not only on women's empowerment and gender-responsive strategies and frameworks, but also to champion the development of a policy guide in the formulation of EI frameworks and legislation that ensure women are placed at the heart of Africa's economic development. There is a need to ensure that extractive sector revenues

are reinvested in society for community benefit.

It cannot be overemphasized that women – who account for most of ASM – are grossly underrepresented in the EI sector as a whole. Consequently, women's human and socioeconomic rights are not adequately represented either in resource sharing, access to opportunities, equality in job placement or career advancement. It makes economic sense to invest in women since investing in women means investing in the health, education and well-being of the entire family.

*“We must proactively work towards full integration of women in the extractive sector”*

Women are the hope and economic drivers of Africa's future. Unfortunately, only 10 per cent of women globally hold management positions in the EI sector, and only 1 per cent in top executive positions. The ASM sector employs many women in Africa, providing them with opportunities to earn a living while at the same time contributing to economic development. However, in the African context, the ASM sector is still unregulated, and riddled with insecurity and inequitable resource distribution – which further hinders women's effective engagement in the sector.

To address these concerns, UN Women has brought together private sector, government, civil society and other representatives working in the EI sector, along with EI companies, to formulate mechanisms for ensuring equitable distribution of resources and access to information, technology and extractive value chains. Musisi stated that gender equality and women's empowerment

**Christine Musisi**, Regional Director, UN Women ESARO

by 2030 was “mission possible”, as UN Women has adopted and championed the Women’s Empowerment Principles (WEPs) that aim to ensure that women are adequately involved in leadership at higher levels, in decision-making and in consultations on matters affecting their livelihoods. Through the Sharefair, stakeholders were asked to engage each other in constructive dialogue and to come up with action points and a forward-looking pathway/outcome document for the EI sector.

**H.E. John Feakes**, Australian High Commissioner

Australian High Commissioner H.E. John Feakes stated that Africa, as a continent, holds the promise for a bright future, stating that “Africa is undoubtedly an economy on the rise and has some of the most vibrant entrepreneurs”. He noted that Australia had been a friend of Africa’s for many years, having advanced more than \$320 million in grants to Africa, and over \$180 million to Africa’s peacekeeping force in 2014.

The Australian government has, over the years, developed and transferred EI technical expertise on mine exploration, drilling and mine closure. Feakes noted that women’s economic empowerment is a smart policy and should be encouraged in the EI.

**Modibo Touré**, Special Adviser to the Secretary-General’s Special Envoy for the Great Lakes Region

Modibo Touré noted that Africa is at the pinnacle of its development and that the Sharefair could contribute to such development. For instance, he argued that dialogue on the development of EI frameworks would transform countries like the DRC: instead of minerals being drivers of conflict, they could instead be drivers of growth and economic empowerment. Touré challenged the Sharefair participants to come up with tangible outcomes for engagement mechanisms with large stakeholders including governments, civil society, the private sector, regional economic commissions and bodies, bilateral agencies, the UN family and women in the EI as a way of building a conflict-free and gender-responsive EI sector. He stressed the importance of creating an enabling environment for women to participate in the extractive sector.

Touré further challenged Sharefair participants to articulate clear political objectives and messages that could be conveyed to the Office of the Special Envoy for further interactions with policy and decision makers in the EI sector.

Touré also highlighted the commitment the African Union heads of state had signed on peace, security and cooperation. This framework was geared towards enhancing women’s empowerment by ensuring that the African region protects and develops natural EI resources as a driver of development and not conflict.

**Modibo Touré**,  
Special Adviser  
to the Secretary-  
General’s Special  
Envoy for the  
Great Lakes  
Region

**“It is important to create an enabling environment for women to participate in the extractive sector”**

**Ambassador Sahle-Work Zewde, UN**  
Under-Secretary-General and Director-General, United Nations Office at Nairobi

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In her opening remarks, Ambassador Sahle-Work Zewde stated that the recent discovery of large-scale natural resource deposits in Africa presents a great potential for the continent's development. She highlighted the importance of placing gender empowerment at the heart of this development as a way of propelling economic development and reducing poverty and other challenges facing women across Africa.

Women play a pivotal role in Africa's development, but are not recognized in the EI sector. It is of great concern that although women comprise 40 per cent of artisanal miners, they are significantly disadvantaged in their access to capital and financial credit, their access to technical expertise in the EI sector, their lack of a strong political voice, and the systemic and persistent gender-based inequalities in the EI sector.

There is a great need to address gender rights in the sector with specific regard to violence, sexual abuse and women's health. In moving forward, Ambassador Zewde noted that the United Nations had developed Sustainable Development Goal 5 geared at achieving gender equality and the empowerment of women and girls by the year 2030.

**Stefano Dejak, Head, European Union**  
Delegation to Kenya

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Stefano Dejak observed that the European Union has a crucial role to play in supporting the gender equality of women and girls in Africa. To actualize this commitment, the European Union has developed a special strategy for gender equality in its funding processes for 2016–2020 with funding

*“Both men and women in the mining sector need equal opportunities”*

of €2 million. The European Union has appointed a special envoy tasked with ensuring that gender mainstreaming is included in all European Union-funded projects. Additionally, the European Union has developed a gender mainstreaming checklist as a means of engaging its implementing partners.

**Ambassador Sahle-Work Zewde, UN**  
Under-Secretary-General and Director-General, United Nations Office at Nairobi

**Frank Dickson Mugenyi, Senior**  
Industries Advisor, Department of Trade and Industries, African Union Commission, Ethiopia

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Frank Dickson Mugenyi explained that governance of the issues affecting the African EI sector has to be “home grown” in order for the solutions to be lasting. He noted that the African Union heads of state had designated 2015 as the “Year of Women's Empowerment and Development towards Africa's Agenda 2063”. Further, the Common Market for Eastern and Southern Africa (COMESA) Treaty had created the Federation of African Women in Business as a conduit through which poverty eradication by 2015 would be accomplished. As a result of this agreement, mechanisms for enhancing training for women in gemology, geology and other technical expertise in the EI should be targeted in a broader sense to women in the EI sector. Achievement of African Union gender parity agreements by 2020 will require concerted efforts from

**Frank Dickson Mugenyi,**  
Senior Industries Advisor, Department of Trade and Industries, African Union Commission, Ethiopia

*“The issue is not that we have policies, the most important part is their implementation”*

government, civil society and the private sector in pushing for gender empowerment reforms. To this end, the African Union was committed to ensuring that women in the EI meet and share experiences and practices.

To ensure that EI initiatives are gender responsive, gender mainstreaming should be adopted not only in the EI sector value chain, but in holistic national policies and frameworks. UN Women and like-minded partners should establish legal frameworks that will form the basis for dialogue with government institutions.

On matters of transparency and accountability, Mugenyi noted that Africa has been losing between \$50 billion and \$150 billion through corruption, the black market, and poor valuation and markets for African minerals. As to the way forward, he stated that the African Union was still committed to the eradication of poverty by 2015 and was in the process of developing mechanisms for investing in skills and assets, improving income and the basic necessities of life, and achieving gender parity. The African Union plan is to ensure that gender parity is achieved by 2020 through eradication of all forms of gender discrimination against women.

**Hon. Najib Balala**, Cabinet Secretary,  
Ministry of Mining, Kenya

Hon. Balala began the Sharefair keynote address by pointing out that African women have continued to rise to the highest positions of power. Some of the women

driving African growth at the political level include Ellen Johnson Sirleaf, President of Liberia; Catherine Samba-Panza, President of the Central Africa Republic; Ameenah Gurib, President of Mauritius; and Saara Kuugongelwa, Prime Minister of Namibia. He also cited the late Nobel Peace laureate Wangari Maathai, who charted a path for women in Africa on the possibilities of empowerment and achievement. Against this backdrop of success, however, Hon. Balala wondered why Africa – the continent with the most natural resources on the planet – languished in poverty, with women experiencing the brunt of this poverty.

Hon. Balala noted that, in Kenya, the EI sector contributes 3 per cent of total export earnings and less than 1 per cent of GDP. However, the EI contribution to GDP is expected to increase to 3 per cent in 2017 and to 10 per cent in 2030.

On the policy front, the Kenyan government is committed to establishing gender-responsive laws that will guide the EI sector. Kenya's Ministry of Mining finalized the Mining Act in 2015, which was at the stakeholder review state. The act is the most progressive on gender mainstreaming in the region, providing opportunities for streamlined licensing processes, access to resources and resource sharing, and protection for women and children in the mines, including against abuse and other health-related risks. The act would also enhance mechanisms for investor stability and government accountability and transparency. Additionally, the Ministry of Mining has developed an online portal for EI licensing to reduce bureaucracy, corruption and inefficiency. The licensing period has been reduced to 90 days — making this the most progressive in the world.

Hon. Balala argued that governments must provide mechanisms for safeguarding wealth and protecting communities from

**Hon. Najib Balala**, Cabinet Secretary,  
Ministry of Mining, Kenya

**“With over 51 per cent of the world’s natural resources, why is Africa still poor? ...we need to reform the extractive industries”**

multinational exploitation in resource sharing – e.g. in the form of token royalty offers. Women should and must be at the heart of negotiating for resources. Hon. Balala urged for the legalization and formalization of artisanal mines to enhance monitoring of human rights, the environment and resources. Finally, he called for women’s capacity enhancement so that they would be able to compete effectively in the EI sector. Hon. Balala then declared the UN Women Sharefair 2015 officially opened.

**Amina Tahiru**, Coordinator, Zenon Mining Company, Ghana

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Amina Tahiru provided a perspective from women miners, by describing how she started her mining company and the challenges and successes she experienced. ASM has long been considered a job for women in Ghana. Venturing into gold buying and selling, however, was a herculean task, as men dominated the EI value chain and the market. Tahiru’s male partner refused to supply her with gold, which turned out to be a blessing in disguise. Undaunted, Tahiru successfully applied for a gold concession license – making her the only woman in Ghana with massive influence in the gold mining and value chain.

Her success in gold mining enabled her to secure three more EI licenses. Currently, Zenon Mining Company has investments not only in gold but in diamonds and real estate as well. To empower and encourage women in the EI sector, Tahiru decided to employ only women engineers in extraction, thus placing women’s empowerment at the centre of Zenon mining. Currently, Zenon supports more than 50 women in EI.

Tahiru highlighted some of the challenges she had to overcome in the male-dominated sector to become successful.

These challenges included confronting the widespread superstition that female menses were a bad omen in finding minerals, as well as women being denied access to local authorities if they were not accompanied by their husbands, their poor compensation for minerals, and their lack of the information and technical know-how required in the EI sector.

## SESSION 6

# Africa Mining Vision: Challenges and Opportunities for Engendering the Extractive Industries

This session provided an overall analysis of the extent to which gender is integrated in policies and the background and role of these policies. The focus was on the overarching Africa Mining Vision. There was also discussion of how these frameworks can be implemented to ensure that gender equality is effectively integrated into the sector and how women can take advantage of the opportunities in the region.

**Phumzile Mlambo-Ngcuka**, Executive Director, UN Women

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Phumzile Mlambo-Ngcuka made a presentation via video on the importance of placing the empowerment of women and girls at the heart of African economic development and introducing gender equality in the EI. She noted that transforming women’s role in the EI could have a ripple effect throughout the economy, as it would enable women to actively engage in economic activities that would enhance their livelihoods. She also cited the importance of the sector’s developing policy frameworks that would

help women engage in the EI. For instance, in South Africa, EI gender-sensitive frameworks dealt with issues involving human rights; transfer of knowledge, skills and resources; and owners. As a result, South Africa had experienced a robust growth in women's involvement in the EI in a meaningful and beneficial way.

Phumzile Mlambo-Ngcuka challenged the Sharefair to provide opportunities for participants to engage in dialogue with governments, civil society and the private sector to develop recommendations towards policy formulation that would advance the case for women's empowerment in the EI sector.

**Simone ellis Oluoch-Olunya**, Deputy Regional Director, UN Women ESARO

Simone ellis Oluoch-Olunya noted that the success of women's empowerment was predicated on effective partnerships with other players in the sector. UN Women country offices in the region have established partnerships with governments, academia, the private sector, development agencies, intergovernmental bodies, regional economic commissions, the UN family and civil society organizations to promote the domestication of the Africa Mining Vision. These partnerships have been established with the DRC, Kenya, Mozambique, South Africa, South Sudan and Tanzania. They range from technical assistance on policy formulation and implementation, to leadership training for women in EI, to the development of knowledge products and stakeholder mapping.

The partnerships will contribute to successful implementation of the Sustainable Development Goals, particularly Goal 5; the domestication of the Africa Mining Vision; and national development goals that serve to bring gender equality and

women's empowerment to the forefront of Africa's growth and development.

**Frank Dickson Mugenyi**, Senior Industries Advisor, Department of Trade and Industries, African Union Commission, Ethiopia

Frank Dickson Mugenyi made a presentation on the African Union's position on and undertaking of the Africa Mining Vision and gender empowerment in the EI. The Africa Mining Vision was developed to guide the management of mechanisms for optimal EI benefits and equitable distribution of resources by African states. Key issues Mugenyi highlighted included the following:

- Gender mainstreaming is needed to integrate gender in EI policy frameworks.
- The African Union has developed a gender implementation action plan aimed at helping African states build capacity for women in the EI sector.
- The African Union has formulated its framework for poverty eradication by the year 2015 as building on Agenda 2063 and the framework for attaining gender parity by 2020 so as to enhance structural economic transformation and inclusive growth for women. This also ensures that women benefit from cross-border trade and education.
- The African Union is planning to establish regional manufacturing hubs by 2020 to enhance value addition and beneficiation of minerals and commodities produced by women in the EI sector.

Mugenyi challenged the African states to ensure the value addition of Africa's natural resources. He particularly noted the value chain benefits that could accrue for women with regard to diamond and gemstone cutting and polishing. Introducing such

technology and knowledge will not only increase women's empowerment opportunities but add to efficiency in economic development in Africa. Building industrial clusters along the value chain will ensure that each level of the value chain is beneficial to women. He further challenged African states to put in place long-term sustainable development policies and to ensure that communities have a say in the EI. Transparency and accountability frameworks should be developed to guarantee that mineral values reach women and their communities. Such frameworks can be developed through integrated public-private dialogue between government, women representatives, civil societies, the private sector and communities.

**Rose Mwebaza**, Senior Policy and Regulatory Advisor, African Minerals Development Centre (AMDC), Ethiopia

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Rose Mwebaza discussed the opportunities and challenges raised by integrating gender into mining policies within the overarching framework of the Africa Mining Vision. She noted the following actions UN Women could adopt in the EI sector moving forward:

- Establish linkages between governments, the private sector and civil society organizations.
- Establish mechanisms to streamline the flow of finances in the EI sector.
- Promote regional integration of EI gender-responsive policies.
- Ensure that women take up more executive positions in the EI.

Mwebaza cited the following as among the key challenges to integrating gender in EI policies:

- Women's exclusion from decision-making, as the EI is deemed a male domain
- Health-related issues arising from post-extraction exposure to toxic chemicals that have long-lasting health impacts
- A harsh working environment that encompasses sexual abuse, violence, conflict and a lack of access to resources

**Jennifer Hinton**, Geological Engineer, Uganda

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Jennifer Hinton presented her experience as a female miner as a personal perspective on the Africa Mining Vision. She stressed the significance of African states' integration of EI policies into their other developmental policies for broader women's empowerment outreach. She noted that most African countries did not have policies for artisanal miners, despite having a robust EI sector. Moreover, countries that had already established and institutionalized EI policies still needed to articulate tangible concerns including environmental degradation, human rights issues, institutional resourcing and accountability, and transparency measures on benefits from the EI sector. Hinton noted that the term "gender-neutral" should not be confused with "gender-responsive" policy.

The objective of the Africa Mining Vision is to ensure explicit recognition of gender rights and human rights, and that women's empowerment is handled in a holistic and inclusive manner. As most African states have seen increased activity in large-scale exploration, the EI sector remains a fundamental force in increasing both microeconomic benefits for women and macroeconomic benefits for national development.

**Anna Dorney**, Counsellor, Development Corporation, Australian High Commission, Kenya

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Anna Dorney stated that the Australian Government had provided much-needed assistance to African states in EI technical skills development and remained willing to offer further assistance in the form of capacity-building and scholarships for women in short and degree courses in the EI sector, while helping the African Union and African states conduct research on EI, impact assessments and effects on communities. Dorney cited the African Union's ambitious poverty eradication framework for 2015 under Agenda 2063 and its equally ambitious effort to realize gender parity by 2020.

Following on from this, Frank Dickson Mugenyi of the African Union Commission noted that the purpose of the African Union is to formulate frameworks and policies that make it easier for African states to review their policies, laws and practices. Poverty eradication and gender parity frameworks were developed to be implemented by African states, not by the African Union. Consequently, the Union has no control over the implementation process. It is incumbent on African states to formulate their own implementation plans to ensure the frameworks are actualized.

## SESSION 7

# Developing Gender-Specific National and Corporate Action for the Extractive Sector

This session discussed the development of a gender-specific national and corporate action plan for the EI sector through sharing of relevant existing research, lessons learned and good practices.

**Emma Mavumbe**, Deputy Director, Ministry of Mines, Malawi

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Emma Mavumbe said that the significance of gender-specific action plans in the EI could not be overstated. In Malawi, the country's large- and medium-scale mines are almost 100 per cent dominated by men. Women are mostly involved in ASM. Malawi mines do not have structured frameworks that are gender responsive or aimed at ensuring equality and equity in resources and resource sharing. As a result, women bear the brunt of the major challenges facing Malawi mines. These challenges include the following:

- Poor working conditions
- Violence and sexual abuse
- Health risks due to poor sanitation
- Lack of formalized credit and access to financial facilities

To address these issues, the Government of Malawi developed the Mines and Minerals Policy 2013 and is reviewing its Mines and Minerals Act to make it more responsive to the needs of women in the EI sector. It also developed an ASM policy covering – among other items – HIV and AIDS and gender mainstreaming in the national budget.

UN Women has supported gender efforts in Malawi. Notably, it has helped develop gender-responsive indicators and has worked to bring the private sector on board to fast-track assimilation of the WEPs. Mavumbe noted, however, that mechanisms need to be developed to ensure government accountability in implementing gender mainstreaming and gender-responsive policies.

**Vijay Kumar**, General Manager, Anglo American Thermal Coal, South Africa

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Vijay Kumar argued that to effectively develop policy frameworks that are beneficial and gender sensitive, policymakers must put themselves in the shoes of those for whom they are creating policies. Policymakers should prioritize women's needs in developing policies and frameworks: policy initiatives developed in a rigid manner are self-defeating. Also, gender-responsive frameworks need to be seamlessly integrated with national statutory provisions. While Africa's traditionally patriarchal cultures need to be taken into account, capacity must be built in communities on the importance of women's involvement in development, the dignity of humanity, and mentorship. Gender achievements should be celebrated.

Gender policy implementation and practice starts with good leadership. Leaders must be authentic to attract followers within communities to gender-responsive policies. But Kumar emphasized that it was important for states and organizations not to rush to integrate women in key positions. Rather, they should create policies that provide a conducive environment for women to take up equitable leadership positions and access resources, particularly in the EI sector.

**Elizabeth Kasiime**, Commissioner, Ministry of Gender, Uganda

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Elizabeth Kasiime noted that the Ministry of Gender in Uganda has a mandate to ensure that all government programmes, policies and plans are developed in a manner that is gender responsive. The discovery of oil and gas in Uganda provides further opportunities for gender mainstreaming and gender-responsive policymaking. An action plan for gender mainstreaming in the country's oil and gas industry is under way,

**“If you want gender to be mainstreamed, you need top leadership support and policy commitment”**

involving government, civil society and the private sector. The action plan will address gender issues such as violence against women in the EI, discrimination and sexual abuse, as well as environmental issues.

Gender-responsive synergies with other sectors including agriculture and other socioeconomic development forums need to be fostered. Kasiime highlighted the need to develop a robust monitoring and evaluation framework and policy paper to share with other countries as a mechanism for enhancing good gender-responsive practices.

**Katherine Heller**, Social Development Specialist, Energy and Extractive Global Practice, World Bank

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Katherine Heller described the role of the World Bank in gender equality in the EI sector. The World Bank engages

**Vijay Kumar**, General Manager, Anglo American Thermal Coal, South Africa

## Benefits of Coordinated Action Plans

- Help governments formalize targets and gender mainstreaming incentives
- Create advocacy platforms for the creation of gender policies
- Develop talent pools targeting women-responsive policies
- Foster an appreciation of technology in providing women with a flexible working environment

with governments to develop laws and policies that are gender sensitive so as to enhance socioeconomic development at the macrolevel.

She noted that organizations need to develop mechanisms for sharing gender practices across the sector. For instance, for Papua New Guinea, the World Bank developed coordinated gender action plans whose objectives were adopted across the EI sector; the box on this page describes the benefits of such coordinated action plans. As a result of the Papua New Guinea initiative, national policy planners were obligated to adhere to international gender commitments and to outline ways in which they were going to address gaps.

The DRC used a different mechanism to share gender practices. It held the first national Sharefair on gender empowerment to address challenges women face in access to finance and funding. Following the Sharefair, IFC partnered with the DRC government to establish measures to develop action plans by funding a full-time gender coordinator position.

**Julius Sarota**, Assistant Commissioner of Minerals for Small-Scale Mining Development, Ministry of Energy and Minerals, Tanzania

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In describing the development of national specific actions on gender in the EI, Julius Sarota emphasized the need to develop a robust framework and policy statement. Governments can then align coordinated action points aimed at establishing a gender-responsive EI sector with this statement.

The Government of Tanzania developed a mineral policy in 2009 to address pertinent issues of resource sharing and gender equality in the EI sector. However, some of its provisions might not be in sync with the gender-responsive action plans being advanced by the Sharefair. Therefore, the policy might need some revisions. Some of the policy issues that might need to be reconsidered include the 30 per cent threshold of female representation in licensing, EI product distribution, value chains and corporate governance in both ASM and LSM.

Policy frameworks are needed that protect ASM enterprises from monopoly and the anti-competitive behaviour exhibited by large-scale miners. Similarly, existing international laws and standards need to be aligned to reflect human rights concerns. These concerns need to be translated in a manner that is understandable to the women involved in the ASM extractive sector across African states.

**Martin Kaggwa**, Executive Research Director, Sam Tambani Research, South Africa

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Martin Kaggwa explained that research is vital for gender data disaggregation and in determining the levels of women's participation in the extractive sector.

*“It is one thing to agitate for women's empowerment and to rush the process of gender equality in EI, when there is still a glaring lack of adequate technical capacity among women in the EI sector”*

**Martin Kaggwa**, Executive Research Director, Sam Tambani Research, South Africa

Heller challenged Sharefair participants to fast-track the development of financial accountability frameworks to enable African states to enhance transparency, accountability and equitable gender resource distribution in the EI sector.

Research in the EI sector will help articulate the challenges women face in pre- and post-EI engagements. For example, evidence-based research and data gathering found that the biggest challenges facing women in South Africa were career advancement, health, pay discrimination, verbal abuse and lack of support from male counterparts.

Kaggwa highlighted the frustration felt by both men and women in the EI sector when legislation is enacted without consultative forums. This also makes it difficult to implement, as legislation cannot be effective if consultative forums exclude women representatives and key stakeholders who understand the EI sector. On the other hand, pushing for equitable EI resource distribution and access to information and the value chain should be based on factual, evidence-based positions. Agitating for women's empowerment and rushing the process of gender equity in the EI is counterproductive in the context of a glaring lack of adequate technical capacity among women in the sector. To avoid undesirable consequences, UN Women and like-minded partners should develop mechanisms to help women acquire skills, knowledge and technical expertise to enable them to compete favourably with their male counterparts.

## SESSION 8

# Women's Empowerment Principles

Preceding a signing ceremony, the significance of the WEPs to the EI sector was discussed at a panel session at the Tribe Hotel moderated by radio personality Caroline Motoko. The objective was to raise awareness of and promote commitment by companies in and around the EI sector to the principles.

*“Unlocking gender equality will unlock the growth potential of the continent”*

**Simone ellis Oluoch-Olunya**, Deputy Regional Director, UN Women ESARO

**Simone ellis Oluoch-Olunya**, Deputy Regional Director, UN Women ESARO

Simone ellis Oluoch-Olunya highlighted the purpose of the WEPs awareness and signing ceremony as follows:

- To create awareness of the WEPs, including presentation of a real-life case study of a company that has already signed onto the WEPs
- To provide an opportunity for a number of companies to demonstrate their commitment to the WEPs in a public signing ceremony
- To emphasize the importance of adopting the WEPs in business organizations

ellis Oluoch-Olunya noted that the 2014 WEPs CEO Leadership Awards represented a step towards building private sector commitment in subscribing to the WEPs. The awards recognized business leaders for their exceptional championship of gender equality and support for the WEPs. They salute concrete and innovative actions taken to advance the seven principles (see box on page 30), particularly Principle 1.

Globally, 1,047 CEOs have signed the WEPs; only 66 of these are from Africa. Moreover, none of the 2014 awards went to African corporations, indicating that the African private sector has not yet adopted or assimilated the WEPs in its corporate governance.

Deliberate action is needed to improve the situation. In line with this, the objective of the present session was to bring together different stakeholders to listen to success

stories of organizations that had adopted the WEPs, and to provide a platform for dialogue on the topic.

**Allan Mukungu**, Senior Economics Affairs Officer, Office of the Special Envoy, UN Secretary-General for the Great Lakes Region

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Allan Mukungu stated that one of the key priorities of the Office of the Special Envoy for the UN Secretary-General for the Great Lakes Region was gender empowerment through gender mainstreaming. Even though women in the Great Lakes Region are largely involved in the EI and economic development, they are still exposed to exploitation, violence, and a lack of access to information and EI and marketing value chains. As a political office, the Office of the Special Envoy does not have the power to implement gender-sensitive responses. However, in collaboration with development partners such as the

World Bank, UNDP and IFC, the Office has been able to create a gender-responsive environment in advancing women's empowerment agenda.

The collaboration between the Office of the Special Envoy and the World Bank looked at women's participation in key areas of economic development: agriculture, energy, finance, information and communication technology, infrastructure, the EI sector and tourism. The World Bank found that many African states and corporations still have regulations and policies that are not gender sensitive, inhibiting women's participation in cross-border activities. In response to this situation, the Office of the Special Envoy hired consultants tasked with identifying key activities that could be used to build capacity for women, address women's issues in the EI and develop mechanisms for women's empowerment to engage in ASM and LSM value chains.

**Anna Fälth**, Manager, EmpowerWomen, UN Women

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Anna Fälth introduced the participants to the WEPs. She characterized them as a set of principles for business, offering guidance on how to empower women in the workplace, marketplace and community. Launched on International Women's Day 8 March 2010, the process of consultations behind the WEPs began almost a decade earlier with the Calvert Women's Principles, developed jointly by the Calvert Company in collaboration with UNIFEM (now UN Women). Because they were under the aegis of a single private company, these principles did not take off. UN Women thus teamed with the UN Global Compact and started consultations with stakeholders in March 2009. From these consultations, the WEPs emerged.

## The Women's Empowerment Principles

1. Establish high-level corporate leadership for gender equality
2. Treat all women and men fairly at work – respect and support human rights and non-discrimination
3. Ensure the health, safety and well-being of all women and men workers
4. Promote education, training and professional development for women
5. Implement enterprise development, supply chain and marketing practices that empower women
6. Promote equality through community initiatives and advocacy
7. Measure and publicly report on progress to achieve gender equality

The robust growth in the ASM sector across Africa has made engagement with government, the private sector and civil society on the role of women's empowerment in economic development urgent. Empowering women to participate fully in economic life across all sectors and throughout all levels of economic activity is essential to building strong economies; establishing more stable and just societies; achieving internationally agreed-upon goals for development, sustainability and human rights; improving the quality of life for women, men, families and communities; and propelling business operations and goals.

**Vijay Kumar**, General Manager, Anglo American Thermal Coal, South Africa

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Vijay Kumar provided some insights as to why his organization had decided to commit to the WEPs and what had led him to sign the principles. He noted that women account for up to 40 per cent of the EI sector workforce, yet were utterly neglected in decision-making as the process was completely dominated by men. As a result, women constantly faced myriad challenges ranging from inadequate access to information, lack of technical skills, need for child care services, sexual harassment, etc. For Anglo American Thermal Coal in South Africa, the WEPs provided the best option for enhancing women's empowerment in LSM in South Africa. The company began by identifying what it dubbed "the techno girl" – women with a passion for the EI sector – and providing them with scholarships to colleges and universities for career training and capacity enhancement for the EI sector.

Sexual harassment policies were also reviewed and hotlines provided to ensure that women were able to report on such activities anonymously. As a result of these actions, cases of sexual harassment have declined.

An all-woman team was formed at the participants' request. Over a period of one year, this team posted the best safety performance in the company and realized a 15 per cent increase in production. The team's existence and success promoted healthy competition with male counterparts, which was good for economic development.

Currently, Anglo American Thermal Coal South Africa has two women in high-level management positions participating in the company's decision-making processes. They not only represent women's affairs, but actively help shape micro- and macrolevel policies and processes for economic development. Although leadership opportunities are available at Thermal Coal, women need to demonstrate that they want to participate in the leadership.

**Melanie Chong**, Vice President, Business Women's Association of South Africa

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Melanie Chong explained that the Business Women's Association of South Africa was formed to conduct surveys and rank companies on women's participation in leadership, education and training, enterprise development, advocacy, and measuring and reporting. According to the Association's findings, only 47 companies in South Africa had signed the WEPs, accounting for 16.7 per cent of the companies listed on the Johannesburg Stock Exchange. Chong noted that she wanted to see more women empowered to participate in the growth and development of Africa, and that the WEPs were best suited to deliver on women's empowerment. Concerted efforts were needed to encourage more private sector companies to sign onto the WEPs.



### The Signing Ceremony

The Gulf African Bank's Managing Director, Abdalla Abdulkhalik, and the Tribe Hotel's General Manager, Stephan Merves, signed the WEPs, committing their organizations to seeking gender-sensitive responses to ensure women's empowerment is advanced in a fair and equitable manner.

According to Abdulkhalik, mechanisms for women's empowerment have already been implemented at Gulf African Bank. These mechanisms include a dedicated department catering specifically to women. Signing the WEPs complements the Bank's efforts towards women's empowerment.

Merves stated that the hotel's staff was 42 per cent women compared to 58 per cent men. Among management, 21 were women, compared to 20 men. Merves noted the importance of improving openness and inclusion throughout

corporate policies and operations. The WEPs provide an opportunity to entrench women's leadership and equal opportunities at the Tribe Hotel.

In her closing remarks for the signing ceremony, Zebib Kavuma, Country Director for UN Women, Kenya, thanked the Gulf African Bank and the Tribe Hotel for their support of the WEPs. She highlighted the importance of collaboration and partnerships with government, civil society organizations and the private sector as a way of advancing the Sustainable Development Goals, particularly Goal 5, and other gender-related targets that provide opportunities for women's empowerment and economic development.

## Summary of Day 2 Key Issues

Anna Mutavati, the Deputy Country Representative for UN Women, Uganda, summarized the key issues of the second day's discussions.

- **Access to information.** Information in the EI sector should be user friendly and in a language and format women at the grass-roots level in the EI can access and understand.
- **Skills building.** Specific targeted programmes are needed to facilitate skills enhancement for women in the EI.
- **Mentorship.** Women miners need training and could provide mentorship and coaching.
- **Gender-sensitive technology.** Stakeholders need to be engaged for gender-sensitive technology for women in the EI sector.
- **Mineral beneficiation.** Trade platforms accessible to women will enhance value addition and beneficiation.
- **Licensing and bureaucracy.** Issuance of EI and trade licenses should be streamlined into a "one-stop shop" as a way of eradicating bureaucracy.
- **Investment in research.** Gender-disaggregated EI data need to be developed.
- **Legal and policy frameworks.** Legal and policy frameworks need to be developed to guide states in formulating coordinated EI action plans.
- **Financing.** ASM financing guidelines should be developed and translated into local grass-roots language that women in the EI can understand.
- **Land compensation.** Community negotiations, land compensation and resource allocation should include women as a way of enhancing gender parity and equity.

## Recommendations on Extraction Industries Policy

- Women should be allocated viable and legally sustainable EI resources.
- Government should provide mechanisms for enhancing access to value-adding commodity markets.
- Access to financial resources and market value chains should be enhanced.
- The EI, in collaboration with governments and civil society organizations, should package information to be accessible to women at the grass-roots level.
- Governments should develop and adopt EI technologies that are gender responsive.
- Capacity-building in geology, jewellery and gemology should be provided for ASM.
- Women should have access to bilateral agreements on extraction.
- Government should provide easy access to environmentally and health-friendly chemicals in the EI rather than mercury and sulphuric acid.



# Day 3

## Gender in the Extractive Industries: Sharing Knowledge

**SESSION 9A:** Good Practices from Private Sector Engagement in Communities

**SESSION 9B:** Research Papers on Policy Frameworks

**SESSION 9C:** Research Papers on the Socioeconomic and Environmental Impacts of Extraction

**SESSION 9D:** Domesticating the Africa Mining Vision: Involving Women in Development

**SESSION 10A:** Africa Rising: Your Voice, Your Action, Your Platform

**SESSION 10B:** Cross-Cutting Issues in the Extractive Industries Sector

**SESSION 10C:** Regional Integration and South-South Linkages

**SESSION 11:** Development of a Sharefair Pathway

**SESSION 12:** Closing Ceremony





## SESSION 9A

# Good Practices from Private Sector Engagement in Communities

Sahro Koshin, Deputy Director and Programmes Manager, Somalia Institute for Development and Research Analysis, moderated this session aimed at identifying good practices for leveraging the role of the private sector in communities where extractive activities occur. The focus was on identifying fruitful partnerships with multinationals, local companies, chambers of commerce and other business support organizations around the EI to strengthen the results of community and corporate gains and relationships.

**Roper Cleland**, Senior Programme Officer, International Alert, United Kingdom

Roper Cleland noted that organizations need to develop mechanisms for strengthening community engagement while promoting gender equality in the EI sector. International Alert, for instance, has developed and implemented a conflict-sensitive business practices model which aids in mitigating business risk while reducing negative impacts to the community.

Cleland cited the following principle objectives in working with companies to reduce the negative impacts of extraction on communities:

- Raise awareness of the impact of conflict dynamics on companies and vice versa.
- Develop initiatives that support tailor-made approaches aimed at improving planning and business analysis beyond risk mitigation.

- Identify required changes for the institution to set up policies and good practices. These practices should be underpinned by strong community engagement, which means going beyond transaction reports or sharing opportunities to long-term efforts to cushion voiceless and marginalized communities against the negative impacts of extraction.

The conflict-sensitive business practices model adopts a holistic approach to gender roles in relation to other societal markers such as age, social class, ethnicity, religion and sexual orientation. International Alert saw community engagement as key to growing private sector business. Companies need to invest time and resources to engage communities by actively listening to their needs and opinions.

To improve community engagement in the EI, Cleland advised that communities be given the opportunity to set the agenda as well as be educated on their rights and privileges while engaging with the sector. Companies have to broaden their scope beyond the usual CSR to capacity training for disaster management and recovery since women typically experience more negative effects from the extractive sector. For instance, in most African states, women do not own land and have less access to information on jobs in the EI sector – which results in further exclusion from equitable distribution of resources. It is therefore important for companies to tailor

**Roper Cleland**,  
Senior Programme Officer,  
International Alert, United Kingdom

**“Companies need to develop mechanisms for strengthening community engagement while at the same time promoting gender equality in the extractive industries”**

their community engagement to cater to women's needs. Community outreach should also be done using mechanisms other than radio, since radio programmes are aired during the day when women are at work on the farms or in the mines.

**Helder Paulo**, Programme Officer,  
Oxfam, Mozambique

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Helder Paulo discussed an Oxfam research study that looked at the impact of resettlement on communities in Mozambique's Rio Tinto mining regions in 2012. The study found that 500 households needed to be resettled. While the resettlement programme was resolved to deal with marginalized groups equitably, the recovery process following resettlement was very slow, exacerbated by such factors as a lack of transparency in the compensation process and a lack of adequate research on food and water security before resettlement.

The study also found that families were losing jobs – a consequence of poor planning, since the new settlement was 50 kilometres away from the nearest social amenities, with limited access to transportation and markets; this meant limited alternatives for livelihoods. There was only one health care facility in the new region, and it was inadequately staffed, as the workers lived miles away from the centre, making it difficult for them to provide adequate health services to expectant mothers, children and the elderly.

The study found that women in the affected communities had little access to information. Thus, they did not understand the compensation arrangements and the repercussions of resettlement. Further, the process for remediation or reclamations was unclear.

**Yolanda Sithoe**, Programme Officer,  
Oxfam, Mozambique

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Yolanda Sithoe noted that good practices in the EI should include consultations that encourage consensus building among stakeholders. She cited the example of Zambia, which had experienced problems similar to those of Mozambique in addressing community issues related to relocation and compensation. Through a multistakeholder forum, Zambia helped initiate a dialogue that managed community expectations, while at the same time placing equitable demands on extractive sector companies for resource sharing and compensation. She noted that Oxfam's advocacy revolves around the principle of free and prior informed consent, which enables active engagement of all stakeholders including women.

In a study conducted in Mozambique of 38 oil companies, only 8 were found to have gender-sensitive codes of conduct and policies. It would be counterintuitive to expect the sector to commit to gender equality and equity in resource distribution when oil and gas companies were not committed to gender principles. As a way forward, Sithoe recommended that EI companies work with communities to develop better, gender-sensitive, resettlement plans with appropriate indicators and activities. In cases of resettlement, the relevant companies should be responsible for providing food for communities until a long-term strategy to address the issue has been put in place. Women should be represented in crafting resettlement agreements, and the process should be open and transparent. Capacity-building in the EI for women should also be provided. And by exercising conflict resolution strategies, EI-related challenges facing communities can be mitigated.

Sithoe concluded by recommending consultations between governments,

companies and communities in order to ensure a mutually satisfactory compensation plan.

**Judy Muthuri**, Associate Professor in CSR, Nottingham University Business School, United Kingdom

Judy Muthuri provided insights on good practices on CSR in the EI. She noted that, even though there is no clear-cut definition of CSR, it should be seen as a means of addressing societal issues internally and externally, rather than as a minimalist form of corporate philanthropy.

Companies should review their policies and design standard processes with a gender lens. CSR is not about what companies do with their profits, but rather about how profits are made. She noted that non-governmental organizations and communities should adopt a targeted, integrated approach to address gender mainstreaming through CSR. Gender-transformative strategies which are beneficial to both the corporation and society should be developed with a sustainability angle and proposed for dialogue. Companies should align strategic objectives towards gender empowerment rather than tokenism in awarding women corporate positions; this in turn will lead to systematic transformation.

Companies should adopt gender and social impact assessments as a way of developing gender-disaggregated data that enable them to respond effectively to women's empowerment. Muthuri echoed Vijay Kumar of Anglo American Thermal Coal in pointing out that "If you want gender to be mainstreamed, you need top leadership support and policy commitment". CSR thus should not just be a department within an organization, but rather a consultative process that enhances

and advances gender empowerment both internally and externally.

For instance, Kenya's Magadi Soda Company initiated a very extensive stakeholder engagement process, bringing together a variety of stakeholders from numerous sectors to assess community and stakeholder CSR needs. In this way, community needs are prioritized, and company's benefits are perceived as goodwill. Non-governmental organizations were encouraged to adopt available frameworks for supporting stakeholder engagement such as the AccountAbility 1000 Stakeholder Engagement Standard.

Governments were encouraged to take the lead in spearheading CSR efforts and to follow the United Kingdom's example. In the United Kingdom, community members can raise relevant issues directly to a minister for community resource sustainability, allowing community grievances to be addressed effectively. The Canadian Government has developed guidelines for responsible businesses within communities; this model has also been adopted by the Australian Government.

## Session Take-Away

- There is a need for better access to information within the EI.
- There is a need for capacity-building for communities to understand the impact of the EI on livelihoods.
- There is a need for consultation and communication with main stakeholders to ensure that all participant needs are considered.
- There is a need to review existing policy to ensure better implementation. Oftentimes, policies do exist and have been developed but do not directly translate to action on the ground.

## SESSION 9B

# Research Papers on Policy Frameworks

The session looked at the extent to which national, regional and international legal and policy instruments on the EI facilitate or hinder gender mainstreaming in the industry within Eastern and Southern Africa. The session aimed to respond to the question of how to modify and review existing legal and policy institutional frameworks in order to enhance women's meaningful participation in the EI. Two research papers on EI policy frameworks were presented.

**Alex Awiti**, Director, East African Institute, Aga Khan University, Kenya

In his presentation on international, regional and domestic frameworks for the EI, Alex Awiti noted that Africa was experiencing a surge in mineral discoveries. A variety of challenges face the extractive sector, including the following:

- Lack of effective institutions and inadequate infrastructure
- Failure to capture resource value through effective fiscal policies and weak or non-existent local content
- Failure to transform resource value into long-term development, especially in managing revenues and investing for better economic development
- Failure to contain perverse political incentives created by a resource boom

Awiti cited the following as the way forward for EI policy frameworks to address these and related challenges:

- The awarding of contracts and licenses and the collection of taxes and royalties

should be done in a transparent, non-discretionary manner.

- Regulation and monitoring operations should define women's place in the EI.
- Effective macroeconomic policy responses should be developed.
- Sustainable development policies should be implemented that reduce poverty, enhance diversification and integrate the extractive sector into the economy.

Awiti explained that the aim of Kenya's Mining Bill 2014 was to address grey areas regarding upstream and downstream EI issues. For instance, the bill proposes various provisions intended to promote best governance practices and benefit-sharing mechanisms among different stakeholders. However, it does not address issues such as securing the rights of host communities for minerals discovered on their land, ensuring full inclusion of women in contract consultations, informed consent processes, land reclamation, poor trade, unclear compensation formulas or resettlement frameworks.

EI companies perceive local communities as helpless victims of circumstance rather than active and capable participants in the development process. As a result, a dangerous culture of overdependence on the EI continues. This dependency has caused the EI to equate CSR with tokenism and handouts given as philanthropy to the community. For their part, community members do not see these gestures as either goodwill or charity, but rather a form of rent payment for resource exploitation. The upshot is that local communities, instead of being active partners in the development process, are passive recipients of "gifts" from companies.

**Katherine Ichoya**, CEO, Federation of National Associations of Women in Business in Eastern and Southern Africa (FEMCOM), Malawi

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Katherine Ichoya pointed out that in a recent African Union gender policy meeting held in Addis Ababa, Ethiopia, the ministries of gender from the participating countries were not well represented. She stressed that it is imperative for ministers of gender to work closely with line ministries dealing with the EI by forming caucuses or committees in order to implement policies. She further highlighted that FEMCOM – which serves as a representative body and link between women and policy organs of the COMESA member states and regional and international organizations whose aim is to promote trade and development – is still struggling because of a lack of funds and technical support.

Ichoya noted that, in Papua New Guinea, the World Bank has sponsored several women to work in the EI sector. This has led to the development of a five-year women and mining action plan and a draft national plan, creation of microfinance training programmes and microcredit schemes, literacy and skills training programmes, improved benefits distribution, establishment of a gender desk at each of the country's major EI operations, an HIV and AIDS awareness campaign and counselling for victims of abuse.

She recommended the following policy-related interventions to create space for women's participation, collective agency, protection and benefit within the EI:

- Knowledge of laws that govern the extractive sector in Kenya at the local and national levels needs to be disseminated.
- Capacity-building is needed for both men and women at the local level so

they can comprehend the protection procedures and gaps that exist in the law in order to identify, define and claim their rights by demanding inclusion.

- Partnerships between women in the EI and the media need to be strengthened as these can play a major role in pushing for gender-responsive reporting on EI policies.
- Infrastructure linking Eastern African countries needs to be reinforced and shared to ease transportation of minerals, oil and gas. A useful model is the infrastructure sharing between Ghana, Nigeria and Togo for purposes of transporting extractive goods.
- Appropriate mitigation and compensation strategies should be put in place to protect women against exploitation in the EI sector.

## SESSION 9C

### Research Papers on the Socioeconomic and Environmental Impacts of Extraction

The session focused on mechanisms for mainstreaming gender-responsive policies and strategies in government processes in responding to multiple negative externalities resulting from mining activities and the effects of climate change. The focus was on what measures a multistakeholder approach should adopt to ensure that gender-responsive tools such as national action plans are implemented in a timely and effective manner. Three research papers on the socioeconomic and environmental impacts of extraction were presented.

**Thokozile Ruzvidzo**, Coordinator, African Centre for Gender, Ethiopia

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Thokozile Ruzvidzo explained that the African Centre for Gender is a premier research institute that assists African states in undertaking evidence-based gender research that can be used to influence policymaking processes. She presented the results of recent research on gender and ASM jointly conducted by the United Nations Economic Commission for Africa (UNECA) and UN Women in the DRC, Ghana, Guinea, Tanzania, Zambia and Zimbabwe with a focus on extractives and agriculture. The objective of the study was to review legislation and frameworks related to the EI, and review financing mechanisms and the relationship between small- and large-scale companies in the EI. The study found a 40–50 per cent representation of women in the ASM sector. The findings also indicated that large-scale miners in Tanzania were willing to work with small-scale miners as well as to offer training to them. However, there was no framework in place that could formalize the partnership.

There are limited regulatory frameworks that consider engagement as well as contextualize gender issues in both ASM and LSM. Existing EI legislation on mining, land rights, and social and economic equality was found to be either unclear or not gender responsive. The study also found limited financing mechanisms and technical skills support, as well as limited access to information to enhance understanding of the EI sector especially financial institutions. Other challenges identified include poor documentation of ASM, low levels of confidence and capacity on the part of women in approaching banks, and poor relationships between ASM and LSM in the DRC and Zambia.

The study recommended involving academia to help provide information and support to ASM entities as well as technical

and technological support. It also cited the necessity for collaborative initiatives in health, education, environment, technology and financing by the LSM sector. Finally, it recommended decentralized advisory services support development and enhancement of a regional development approach to ASM and LSM.

**Caroline Ngonze**, UNDP Programme Specialist, Belgium

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Caroline Ngonze presented research on low-value minerals and materials. By way of introduction, she noted that in the 1970s and 1980s, ASM was considered a business activity subset of LSM. In the 1990s, ASM was declared an environmental disaster on account of its use of environmentally toxic substances such as mercury and its uncoordinated nature that left open mines unsecured. Today, however, ASM is considered a viable community livelihood activity.

Numerous interventions have been applied to improve the ASM sector including beneficiation, mercury reduction strategies, technical skills extension, regularization, legalization, cooperatives, capacity-building training, LSM-ASM partnerships, securing of land tenure, rehabilitation and reclamation, among others. However, most of these interventions are short-lived and do not work because there is no concerted effort to understand the social angles of ASM, as well as the transitory nature of the ASM community.

The African Caribbean and Pacific (ACP)–European Union Development Minerals Programme is a three-year, €13.1 million initiative of the ACP Group of States, coordinated by the ACP Secretariat, financed by the European Commission and UNDP, and implemented by UNDP to support the low-value minerals and materials sector in 40 countries in the ACP

region. This sector includes the mining of construction materials (e.g. gravel, sand, clay and limestone), dimension stones (e.g. marble and granite), industrial minerals (e.g. gypsum, potash, salt, bauxite and graphite) and semi-precious stones.

The programme's main focus is on building the capacity of key stakeholders to increase the sector's productivity, better manage mining operations, adhere to national and international environmental and health standards, and prevent conflict through effective community relations.

Up to 40 countries will participate in training activities at the regional level, while 6 countries will be selected for more in-depth support to be delivered at the country level. Policy recommendations include the development of ingenious financing options that can utilize women's saving history to access financing; offtake agreements with large industry players; financing from banks and monetary financial institutions; and a two-step programme for up-and-coming entrepreneurs who require incubator support through, first, the establishment of a multistakeholder trust fund and revolving funding and, second, technical support for ongoing operation of mining enterprises.

**Jeroen de Zeeuw**, Programme Manager  
Extractives (Africa), Cordaid, Kenya

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Jeroen de Zeeuw made a presentation on the social impact of oil in Kenya and South Sudan. He explained that Cordaid works at the community level, studying community perception and conducting risk analysis in conjunction with community-based organizations. Cordaid's objective is to conduct baselines to generate community-specific information that can be used to develop recommendations for conflict-sensitive, community-oriented dialogues. In its methodology, Cordaid focuses on

gender empowerment through research and works with community members on its research teams, connecting them to community-based organizations to enable continuous monitoring after Cordaid engagement.

The Cordaid study in **South Sudan** found positive socioeconomic impacts as a result of oil and gas exploration in the country. These impacts include increased access to employment by community members, proliferation of small-scale businesses (i.e. tea shops), infrastructure development (i.e. feeder roads, health centres, electricity and water) and awarding of scholarships. The study also found negative socioeconomic impacts. These impacts included inadequate water supply, communities living in a hazardous oil pipeline environment, economic imbalances within the community, impoverishment, prostitution, tensions between host communities and outsiders arriving to exploit resources, multiple land conflicts over licensing rights versus community rights, and the creation of a relief-dependent community resulting in a lack of initiative to take on alternative economic activities.

In **Kenya**, the baseline study resulted in identifying various community concerns, including the lack of employment; community benefit-sharing mechanisms; and mishandling of the consultation process on community land issues, food and water shortages, and cultural impact. The study identified high economic expectations on the part of the community regarding the benefits to be derived from oil exploration. These expectations were partly driven by politicians. Poor consultation and inappropriate engagement were identified as key issues. There was inadequate access to information despite information centres having been set up; however, these were located in urban centres where locals could not easily access them. The result was an

inadequate grievance mechanism between Tullow Oil Company and the community. Tullow Oil has since initiated outreach programmes to mitigate conflicts and ensure grievances are addressed, which has helped improve the situation.

On the other hand, oil exploration in Kenya has also increased vulnerability to community attacks, as the government has not provided adequate security in the exploration regions, which has led to community members arming themselves. The result has been growing tensions between communities as competition for natural resources has increased.

**“It is becoming clear that for inclusive transformative and sustainable growth and development, gender equality is imperative”**

**Katherine Muoki**, Director of Planning, Gender Directorate, Ministry of Devolution and Planning, Kenya

A land access conflict arose between county governments, which asserted that they are responsible for licensing land usage for oil exploration, and the oil companies, which claimed they had already been licensed by the national government.

Recommendations deriving from the two studies include the following:

- Meaningful community participation is needed on licensing, transparency in employment and equitable resource distribution.
- Community security fears should be addressed in a gender-sensitive manner.
- There needs to be a multistakeholder dialogue between government, the private sector, civil society and community representatives on pertinent issues such as resources, gender inclusion and the environment.

## SESSION 9D

# Domesticating the Africa Mining Vision: Involving Women in Development

Two case studies – one on Mozambique and one on Lesotho – were presented to illustrate how countries can ensure gender is integrated into their country mining vision.

**Marit Kitaw**, Economic Affairs Officer, AMDC, Ethiopia

Marit Kitaw defined the Africa Mining Vision as a social contract for transparency and the equitable distribution of resources, from guiding optimal exploration of mineral resources to underpinning broad-based sustainable growth and socioeconomic development. The Africa Mining Vision had been developed by the heads of states during African Union sessions in Addis Ababa to provide a road map on how the EI links to other sectors including governance, agriculture and infrastructure. The Africa Mining Vision also seeks to have in place accountability and transparency measures based on how governments deal with extractive resources for economic development, community inclusion in discussions on extractive benefits, and building human and institutional capacity and knowledge of the economy at all levels of the EI value chain.

In July 2013, the World Economic Forum carried out a survey on mineral value management. The goal of the forum was to discuss challenges and opportunities prevalent in the EI sector. Other issues discussed in the forum included development of local content, communication strategies and better

integration of land use and infrastructure planning. In the context of the forum, the Government of Mozambique sought to design and implement a country mining vision. In cooperation with MIREM (Migration de Retour au Maghreb), it established gender-specific indicators, timelines, and monitoring and evaluation frameworks to ensure gender markers were implemented (see box on this page).

In developing its mining and minerals policy and legislative framework, Mozambique had to align its mining vision with the Africa Mining Vision guidelines. It encountered the following challenges in developing the framework, strategy and operational plan:

- Developing and agreeing on goals and strategies (integrating minerals with the broader economy)
- Integrating CSR in local and national socioeconomic development plans
- Transforming the ASM sub-sector into a developmental tool, particularly in rural areas
- Providing responsible and sustainable EI standards on safety, health and the environment
- Recognizing the importance of access to information and what could be done with information
- Developing an implementation framework (legal framework, capacity-building in human resources, finance, and monitoring and evaluation)

Following are some of the lessons learned from the Mozambique case:

- Gather information, analyse and implement
- Engage with both internal and external stakeholders during the review, revision and validation processes.

## Steps in Developing a Country Mining Vision

The AMDC has developed a guide book providing a logical sequence of interventions for EI companies in developing a country mining vision.

1. Conduct a study on key tenets of the Africa Mining Vision and of challenges and opportunities using a mineral value management tool and the STEEP (social, technological, economic, environmental and political) process to determine gaps.
2. Engage governments, civil society organizations and the private sector. Ensure meaningful participation of women in the process by using indicators and feedback systems. Establish a national coordination body to provide oversight on the process of developing a country mining vision.
3. Organize a high-level multistakeholder dialogue on the country mining vision so engagement will be meaningful. Involving women is of paramount importance.
4. Develop a country mining vision implementation plan (policies, gaps, key elements for inputs). Ensure that gender issues are adequately integrated using gender markers and gender budgeting in resource allocation.
5. Develop a communication strategy tailored to your audience. Have the document translated into a language accessible at the grass-roots level. Foster ownership by women.
6. Form a multisector group to monitor implementation of the country mining vision, including timelines, processes and monitoring tools such as gender indicators and gender-disaggregated data.

**Rose Mwebaza**, Senior Policy and Regulatory Advisor, AMDC, Ethiopia

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Rose Mwebaza presented a case study for Lesotho EI on the country's development of mining and minerals legislation. Drafting of the legislation began with high-level stakeholder dialogues between government ministries, the private sector, civil society organizations and other EI stakeholders to address labour issues. Once this was completed, a consultative process similar to the one at the policy level was carried out to streamline community issues, environmental issues and inter-agency issues, among others. The bill was then drafted, which went through an external review process, then was presented to the public. The bill was submitted to the Lesotho Parliament for debate and, subsequently, to the prime minister for approval.

As in Mozambique, the Lesotho consultative process did not adequately involve women to ensure gender-responsive and women's empowerment policies were advanced. The rationale offered for not involving women in the consultations was that they did not have experience with EI policy frameworks or technical knowledge of taxation, land rights or human rights. One reason for women's lack of technical expertise is the fact that the Gemological Institute used to admit only male students in deference to cultural considerations; it has since changed this policy and women are now admitted to the institute.

It is essential that women in the EI sector have their technical capacity built so as to effectively engage in consultative processes. The Africa Mining Vision provides guidelines on how countries can reform the EI sector. Also, UN Women has the opportunity and capacity to engage various stakeholders in developing gender-sensitive policies. These should include mechanisms on how to deal with reports of illicit financial flows in the EI and

involve women in developing resource mobilization and utilization frameworks.

In response to Mwebaza's presentation, Sarah McKenzie of Australia's Centre for Social Responsibility in Mining at the University of Queensland noted that the stability of African states largely depends on how fiscal regime, tax incentive and value addition structures target women in the EI. She noted that even though women make a vast contribution to the EI sector – and to the economy as a whole – their role was perpetually undermined.

A representative from Mozambique echoed McKenzie's sentiments, and went on to say that women in the EI were not only neglected by their government, but also by AMDC consultants. The speaker noted that AMDC consultants in Mozambique had conducted no consultations with women at the grass roots, making their recommendations for the country's ASM sector unsuitable for women in the mines. Recommendations were made for a more grass-roots approach as AMDC helps governments develop their country mining visions.

## SESSION 10A

# Africa Rising: Your Voice, Your Action, Your Platform

This session provided an interactive and solution-oriented dialogue to showcase practical experiences and knowledge sharing emerging from communities across West and East Africa. The speakers shared their experiences and proposed concrete solutions for creating change towards a gender-inclusive EI sector. The discussion also demonstrated how winning initiatives on gender-sensitive policymaking can be replicated across the continent for greater impact in the EI.

Session moderator Mariam Kamara, Communications Specialist, UN Women, West and Central Africa Region, explained that Africa Rising was first launched in Addis Ababa in November 2014 with a mandate of elevating the voices of communities in the EI sector, and championing the rights of women in equitable resource allocation, capacity-building and access to information.

**Miriam Oiro Omolo**, President and Founder, Women in Mining, Senegal; General Secretary, Women in Mining West Africa Senegal

Miriam Oiro Omolo highlighted a study done by the Institute of Economic Affairs in Kenya on its EI readiness. The extractive conversation in Kenya started with the discovery of oil in Turkana and coal in Kilifi, pushing the focus on revenue generation. The research team sought to understand the value chain around the extractive sector and how women were included. The study revolved around the absence of women's involvement in the EI.

At present, the EI accounts for 1 per cent of Kenya's GDP and 3 per cent of its exports. The EI value chain can be created in three general areas – upstream, midstream and downstream – in exploration, mining, distribution, etc. In Kenya, and particularly in the Turkana, Kilifi and Kwale counties where the study was conducted, women's roles in the community were subject to traditional laws and customs that made it difficult for them to engage effectively in the EI sector.

Study participants were asked whether women should be involved in leadership. Most participants felt that women should have the same chance as men of being elected to a leadership position or political office. However, when the opportunity was granted, they reverted to

**“In Mozambique, AMDG only holds consultative meetings with government officials; women at the grass roots in the extractive industries are never consulted – this needs to change”**

Sharefair  
Participant from  
Mozambique

traditional customs that inhibited women's involvement in leadership. The Kenyan case presents the contradictions that exist regarding what is said about women's empowerment and what is actually done.

As in most African countries, the Kenya study revealed a trend of relatively high population density within EI regions – a result of communities seeking opportunities within the EI in order to improve their lives. The study found that Kenya did not have clear processes on resettlement, compensation and resource distribution. For instance, in Kwale, 47 per cent of community residents live in poverty. About 58 per cent of male students and 59 per cent of female attend primary school. Surprisingly, only 21 per cent of students access secondary education in this region, and only 3 per cent of these students continue on to post-secondary education, while less than 1 per cent attend tertiary-level education.

The study indicated that 90.6 per cent of value chain beneficiaries were male, and only 9.4 per cent were female. It was therefore incumbent upon Sharefair participants to come up with mechanisms to ensure that women in the EI sector in Kenya are empowered. To fast-track women's empowerment, Omolo suggested that policies on women's education be enhanced through affirmative action. Civic education should be conducted aimed at transformational change from traditional customs whereby women are not allowed to own land and property,

to new constitutional dispensation where women have equal rights to inherit land and equitably share other EI resources.

#### SESSION 10B

## Cross-Cutting Issues in the Extractive Industries Sector

This session discussed cross-cutting themes, focusing on the environment, HIV and AIDS and conflict management within extractives with a gender lens. Participants shared experiences, evidence/research and good practices on engagement of women in the sector. The discussion also touched on impacts before, during and after EI activities within the realms of the cross-cutting themes and proposed solutions that have worked elsewhere and in Africa.

**Patrick Mwesigye**, Regional Coordinator, Resource Efficiency Sub-programme, Regional Office for Africa, United Nations Environment Programme, Kenya; **Caroline Nyamayemombe**, HIV Specialist, UN Women, South Africa; **Joanne Lebert**, Director, Great Lakes Programme for Partnership Africa; **Sarah Kerwegi**, Director of Programmes, Sexual and Gender-Based Violence Solutions, FIDA, Uganda; and **Lynn Turyatemba**, Senior Programme Officer, International Alert, Uganda

A panel discussion examined a variety of cross-cutting issues in the EI sector, including the following:

- Loss of water resources and depleted fish stocks, limited control over productive resources, rise in violence and sexual abuse as a result of domestic disputes, alcoholism and drug abuse

- Rise in prostitution, HIV and AIDS and other sexually transmitted diseases, and in intimate partner violence
- Women-headed households may not receive payments in cases where they do not have a male representative
- Women mine various extractives at a small-scale level, process the raw extracted mineral, and sell it at meagre prices; some small-scale women miners lack the requisite capacity to be able to negotiate for better contractual deals
- Failure to involve women in consultation processes may lead to displacement due to a woman's role in meeting her family's subsistence needs
- Payment of compensation and royalties often directed to men on behalf of their families, which may deny women access to and control over the financial benefits of an extractive project, thus disempowering them or exacerbating existing inequalities
- Women usually not involved in the drafting of benefit-sharing agreements

Based on the discussions and issues stated above, the following recommendations were advanced:

- Women working in the EI should be trained in how to establish and run microfinancing institutions and revolving funds within organized women's groups.
- Local content policies (when operators agree/are required to purchase a portion of goods and services from local or national firms) should be gender sensitive.
- Providing women with equal access to productive resources will substantially reduce poverty and foster positive conditions for sustainable development.
- Social empowerment of women should include the establishment of gender desks in EI companies, and in relevant government ministries at the national and/or local levels, to address women's

issues both in the workforce and in the interface with the community.

- Health empowerment should be achieved by improving availability and accessibility to quality health care as well as promoting information campaigns to reduce the spread of HIV and AIDS and other high-risk diseases.
- Education empowerment will ensure equal education opportunities for boys and girls and promote keeping girls in school, rather than having them work in the EI, particularly ASM.

## SESSION 10C

# Regional Integration and South-South Linkages

Although most African countries are making great efforts towards regional integration and south-south cooperation, most regional policies remain largely non-binding instruments. This is not sufficient to frame a truly coordinated effort to advance the transformation agenda using extractive resources as a springboard. This session looked at regional integration and south-south linkages and interventions in the EI in Africa. Diverse presentations were made and practices shared to spur discussion of opportunities that could be harnessed in this regard with a focus on potential benefits by women in the EI.

**Kimberly Brown**, Field Programme Manager, Access to Justice and Judicial Reforms, International Development Law Organization, Kenya

Kimberly Brown noted that legal policy frameworks for regional integration and south-south linkages were put in place by the International Development Law Organization to ensure equality and equity

*“In advancing EI regional interlinkages, it is important to understand how women will benefit from extractives, how health risks could be dealt with, and how marginalized communities can have a voice”*

for both men and women at the community level. The organization’s objectives are to develop standards and parameters for gender equality. It set standards for good practices on the human rights approach and continental linkages. It was reported that Kenya had strong human rights principles enshrined in its constitution; the EI should use these constitutional provisions to advance the case for women’s empowerment.

In advancing regional interlinkages, it is important to understand how women would benefit from the EI, how health risks could be dealt with, how marginalized communities can have a voice and what approaches should be adopted to ensure equitable resource distribution. For instance, Kenya had begun development of a legal and policy framework, but it did not resonate at the community level since community representation was lacking. Policy framers need to rethink the process to make it inclusive. Compensation frameworks also need to be gender sensitive. Papua New Guinea developed a compensation framework wherein women negotiated for 10 per cent of all benefits and 50 per cent of all scholarships. Significantly, all cash compensation was channelled through bank accounts where women were also signatories.

Brown encouraged non-governmental organizations to enhance monitoring functions as a way of documenting gender-

**Kimberly Brown**,  
Field Programme  
Manager, Access  
to Justice and  
Judicial Reforms,  
International  
Development  
Law Organization

disaggregated data that can be used to validate women's need for and access to justice, resources and other EI-related benefits. South-south integration should be adopted through gender-responsive budgeting and mainstreaming as the best EI practice among African states.

**Jennifer Gache**, Senior Industrial Engineer, East African Community (EAC)

Jennifer Gache provided an EAC perspective on the EI. She noted that the EAC member states were in the process of developing bills that would guide the EI sector; these will need to be harmonized since the states are developing the bills independently. The EAC has also developed a policy framework in support of the EI sector, which emphasizes equitable distribution of resources and the regulation of unfair trade practices. A stakeholder forum should be conducted

to establish principles of regional accountability, particularly for leaders. The EAC should also consider the creation of special funding for women in the region in the EI sector.

Women's empowerment should be promoted through legislation geared towards abolishing customs that discriminate against them. Legislation should provide mechanisms to ensure women develop capacity through equitable EI training and gender-friendly technology adoption. The extractive value chain for women should be developed for both upstream and downstream linkages.

Good practices to be adopted within the region include labour efficiencies and mobility, and ease of coordination between the investment environment and production practices. An EAC strategy on the use of minerals should be developed to curtail foreign exploitation. The box on this page delineates opportunities in the EAC minerals sector by mineral group classification.

## EAC Minerals Sector Opportunities

- **Group A: limestone, cobalt, coal nickel, etc.** These are already being exploited, but have great potential for growth.
- **Group B: gold, gemstones, tin and tungsten.** Companies face international limitations related to conflict minerals. Most minerals in this group complement one another, and value addition can be achieved by combining minerals.
- **Group C: platinum, uranium and rare earth metals.** A harmonized approach is needed to alert the global community to business possibilities.
- **Group D: agro-sector minerals, i.e. phosphates, soda ash, lime nitrate.** These are crucial for addressing food security and already have an emerging market. Local production would be cheaper as shipping accounts for most costs.

### SESSION 11

## Development of a Sharefair Pathway

The Sharefair concluded with a panel session aimed at the development of a pathway document for gender equality and women's empowerment solutions in the extractive industries – a culmination of the lessons learned and discussions held over the three days. The pathway focused on critical intervention areas that could spur gender equality in the EI.

**Julius Sarota**, Assistant Commissioner of Minerals for Small-Scale Mining Development, Ministry of Energy and Minerals, Tanzania; **Lillian Kahindu**, World Bank; **Proscovia Nabbanja**, Principal Geologist, Petroleum Exploration Development and Production, Uganda; **Frank Dickson Mugenyi**, Senior Industries Advisor, Department of Trade and Industries, African Union Commission, Ethiopia

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Julius Sarota stated that Africa should create an enabling environment for women to actively participate in economic development. Women's lack of access to information in the EI should be expedited through legal frameworks and country mining visions. Lillian Kahindu noted that the World Bank was committed to supporting governments to enable them to address gender issues robustly through multistakeholder dialogue grant programmes.

On challenges facing the EI sector such as environmental degradation, mercury exposure and community consultation, UN Women and like-minded agencies were encouraged to take the lead in organizing collaborations between the corporate sector, communities and government so as to develop policies that would effectively address the issues. In developing environmental impact assessments, gender indicator components should be included to facilitate data disaggregation by gender.

Proscovia Nabbanja highlighted the need to develop a gender-inclusive database of local suppliers and to ensure a competitive procurement process that would allow women to access information, resources and EI supply contracts.

Frank Dickson Mugenyi called for policy formulation on gender mainstreaming at the regional, national and grass-roots levels to fast-track women's empowerment in socioeconomic development. He noted

that local content should be developed in industrial policy, articulating sectors and sub-sectors to be included in the policy. CSR should be changed to corporate social investment so companies could benefit from an enhanced relationship with communities. Mugenyi also noted that African women in mining associations should be strengthened at the local, national and regional levels to respond to issues of advocacy, skill building and capacity-building in the EI sector.

## SESSION 12

### Closing Ceremony

Simone ellis Oluoch-Olunya, Deputy Regional Director, UN Women ESARO, presented a pathway/outcome document on the way forward for gender equality and women's empowerment solutions in the extractive industries for the Sharefair. The document included a call to action (see annex) for governments, the UN system, the African Union, the regional economic commissions and bodies, civil society organizations and the private sector focused on six areas: national and regional policy and legislation; advocacy, capacity and communication; research, knowledge management and capacity-building; private sector development; business development and innovation; and replication and national sharefairs.

Miranda Tabifor, Senior Gender Advisor, Office of the Special Envoy, UN Secretary-General for the Great Lakes Region, closed the Sharefair. She thanked UN Women for organizing such a rich and fruitful Sharefair with multiple stakeholders dialoguing on matters pertaining to women's empowerment in the EI sector. She also thanked the facilitators, moderators, master/mistress of ceremonies and volunteers. With these remarks, Tabifor declared the UN Women Sharefair officially closed.



# Annex: Outcome Document

**T**he 2015 Regional Sharefair on Gender Equality in the Extractive Industries was organized by UN Women, in collaboration with the following categories of partners:

**Convening Partners** – UN Women, African Union Commission and United Nations Economic Commission for Africa.

**Funding Partners** – International Mining for Development Centre, the Office of the Special Envoy of the Secretary-General for the Great Lakes Region, United Nations Development Programme/the African Caribbean and Pacific (ACP) Secretariat/the European Union, UNECA/African Minerals Development Centre, the Australian High Commission, German Development Cooperation (GDC)/the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), the World Bank, Action Aid Kenya, Aga Khan University, Cordaid, GROOTS, Gulf African Bank, International Alert, Kenya Airways and Oxfam.

**Collaborating Partners** – International Organization for Migration, United Nations Environment Programme, United Nations Global Compact, African Women in Mining Association, Econews Africa, Equity Bank Group, Friends of Lake Turkana, Gemological Institute of America, Institute of Economic Affairs Kenya, Institute for Human Rights and Business, Kenya Chamber of Mines, Publish What You Pay, Strathmore Extractive Industries Centre and Tullow Oil.

## Background

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The Regional Sharefair was held between 13 and 15 October 2015 at the United Nations Office in Nairobi (Kenya) with attendance of approximately 430 women and men in different strategic roles and functions from within the extractive industries (EI) sector across Africa.

Through a series of plenary and interactive group discussions, challenges, solutions and opportunities were identified for gender equality and women's empowerment in the EI. The Regional Sharefair was solution-oriented and therefore aimed at sharing knowledge; promoting innovation, good practices, legal frameworks and policies; and exploring opportunities for networking, advocacy and capacity-building in support of women in the EI. The Sharefair provided a platform to interact and dialogue with women directly engaged in the EI, as well as governments, private sector, civil society and communities impacted by the EI. EI products and services were also exhibited by participants at the Sharefair.

## Issues and Call to Action

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**Recalling** commitments in the Beijing Platform for Action (1995) and the vision and targets of the **newly approved** Sustainable Development Goals (2015).

**Recalling also** the Africa Mining Vision, adopted in 2009, in which the African Union member states committed to making progress towards gender equality, equity and women's empowerment, including by integrating gender dimensions in mining policies, laws, regulations, standards and codes.

**Convinced** that the recently approved Sustainable Development Goals, especially Goal 5 on "Achieving gender equality and empowerment of all women and girls", and the over 40 gender-specific targets, have opened up new opportunities to reconnect, recommit and mobilize political will and public support for women's economic empowerment within the EI sector.

**Recognizing** the importance of natural resources, particularly those in the EI, it is understood that natural resources are drivers of conflicts causing devastation in the lives of women. However, there are some existing frameworks, including the Peace, Security and Cooperation Framework of the Democratic Republic of Congo, addressing the causes of poverty and natural resource-driven conflicts. The implementation of such frameworks can enable sustainable natural resource management as a catalyst of economic development.

**Aware** that women as full economic actors and key economic drivers in the EI sector and beyond could present remarkable potential for the achievement of the Sustainable Development Goals and growth for Africa.

**Appreciative** of the courage of all the women who have broken gender barriers in the EI sector and now serve as role models for other women, as well as all the champions who support the advancement of gender equality and women's empowerment in the EI sector.

**Concerned** about serious issues in relation to women's health and exposure to HIV and AIDS, sexual and gender-based violence, natural resource conflicts and environmental impacts.

**Noting** that women still face numerous challenges and obstacles in their engagement in the EI and persistent gender inequalities prevail including, inter alia:

- The lack of robust gender-responsive regional and national EI legislation, regulations and policies;
- The challenges to entry such as access to viable and sustainable mineral resource deposits and limited market access for women due to existing monopolies of large-scale companies and limited bilateral agreements that respond to the specific needs of women;
- Unresponsive and unrealistic environmental management demands on artisanal and small-scale miners (ASM) that are at the same level with those placed on large-scale mining operators who understand the issues (as compared to those in ASM);
- Limited publicly available and/or inadequate EI content, information and learning opportunities, in particular on licensing, the value chain and operations, that prevent the effective facilitation of women's transition from livelihood-level operations to the wealth creation opportunities possible in small-, medium- and large-scale operations;
- Financial exclusion and obstacles such as limited access to financial products and services, unrealistic collateral requirements, unsustainably high interest rates, and inflexible lending rules and requirements;
- Women's access to information on, and opportunities for, decision-making in the EI sector; and
- Poor coordination mechanisms within the EI sector.

**Call on Governments, the United Nations Family, the African Union, Regional Economic Commissions and Bodies, Civil Society Organizations and the Private Sector to Action as Follows:**

**On National, Regional Policy and Legal Considerations:**

- Revise and adopt the Africa Mining Vision Action Plan to ensure that gender equality perspectives are fully integrated before domestication, and monitor its implementation at the national level.
- Ensure inclusive planning and cost-benefit analysis of the risks, impacts and benefits of EI activities from a gender perspective.
- Ensure that the EI incorporate gender equality and a human rights-based approach in poverty reduction strategies.
- Develop and implement gender-responsive peace and security frameworks to address resource-based conflicts and violence against women in the EI sector.
- Facilitate interministerial collaboration among line ministries, such as the ministries of gender, mining, oil and gas, public works, housing and agriculture.
- Facilitate regional integration of a gender-responsive EI sector and south-south linkages with the regional economic communities and bodies, including the African Union Commission (AUC), the Common Market for Eastern and Southern Africa (COMESA), the East African Community (EAC), the Economic Community of Central African States (ECCAS), the Economic Community of West African States (ECOWAS), the Intergovernmental Authority on Development (IGAD) and the Southern Africa Development Community (SADC). These regional communities and bodies should take the lead in facilitating bilateral agreements

to open up new opportunities for women in the EI sector.

- Facilitate multistakeholder dialogues and partnerships on legal and policy reforms by and for the people, including public-private-people-partnerships to support development of gender-sensitive EI legal and policy frameworks, transparency and accountability frameworks.
- Enforce the principles of gender parity, equality and equity as provided for in national, regional, continental and global gender and women's empowerment norms and standards such as the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the SADC Gender and Development Protocol, the COMESA Gender Protocol, the SADC Mining Protocol, and national constitutions with respect to access to mineral deposit rights, funding, participation in decision-making within the EI sector and benefits from EI sales.
- Grant women in the EI rights for at least 10 years in recognition of the long gestation period of extraction, and legalize, formalize and strengthen ASM where women are the majority players. This would include putting in place the requisite health and safety procedures for the EI.
- Develop and implement medium- and long-term gender-responsive national action plans within the relevant EI departments and ministries in Africa.

**On Advocacy, Capacity and Communication:**

- Ensure vibrant and visible ongoing collective advocacy to promote a gender-responsive EI sector.
- Develop and strengthen systems with timely training for and information sharing with community members, particularly women, prior to extraction, particularly in relation to potential health

hazards, resettlement, compensation and rehabilitation of mining sites after closure.

- Establish harmonization and e-governance platforms in areas such as e-registration, e-licensing and procurement to facilitate content and information sharing that is also accessible to rural communities.
- Develop tailored capacity-building, training and information targeting women at different levels within the EI sector, including formal and informal companies, in areas such as enterprise development (e.g. product development, value addition, marketing), business registration, EI licensing, bilateral and multilateral agreements, as well as in technical areas (e.g. gemology, engineering and mineral geology).
- Facilitate women's agency and organizing, including through women's cooperatives to enable their entrance and access to markets and finance.

#### **On Research, Knowledge Management and Capacity-Building:**

- Set up a virtual and innovative platform – "Global EI Platform for Women" – to close information gaps, nurture talents and skills, and facilitate women's networking, training, mentoring, information sharing and incubation, as well as capacity-building and advocacy to promote a gender-responsive EI sector.
- Encourage affirmative action, transformational leadership, mobilize the media to give voice to women in the EI, promote women role models, and match mentors and mentees under the UN Women's mentoring approach in the EI sector.
- Collect sex-disaggregated data from institutions, such as ministries of minerals, oil and gas, extractive companies, and financial institutions,

establish benchmarks for results, carry out research and institutional mapping within institutions and ensure strong management of knowledge within the EI sector.

#### **On Private Sector Development:**

- Encourage the private sector to adopt good corporate governance and human rights principles including the adoption of the Women's Empowerment Principles (WEPs) and request the Office of the Special Envoy of the Secretary-General for the Great Lakes Region to advocate for the adoption of the WEPs by the private sector in the EI in the Great Lakes region.
- Implement effective strategies to strengthen community-company relations including gender-sensitive benefit-sharing and compensation plans.
- Encourage the private sector to build the capacity of women entrepreneurs so that they can competitively supply the services and goods within and for the extractive companies.

#### **On Business Development and Innovation:**

- Facilitate regional integration and trade by establishing trading and information platforms for women in the EI.
- Promote access to relevant business development services and suitable financial services to enable women to grow their business enterprises in the EI sector.
- Develop and adapt innovative technologies that are responsive to women's needs in the EI sector.
- Develop opportunities for business incubation and mentoring for women entrepreneurs in the EI sector.

### On National Sharefair:

- Consider replicating the Regional Sharefair on Gender Equality in the Extractive Industries at the national and local levels.

### In Conclusion

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We express our appreciation to UN Women and its partners for hosting the Sharefair for Gender Equality in the Extractive Industries, and all the participants from governments, bilateral and multilateral organizations, civil society organizations, communities and the private sector for productive and enriching discussions which resulted in concrete business linkages and partnerships, solutions and recommendations.

*Documented in Nairobi, Kenya, on 15 October in English*





UN Women, grounded in the vision of equality as enshrined in the Charter of the United Nations, works for the elimination of discrimination against women and girls; the empowerment of women; and the achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action, and peace and security. Placing women's rights at the centre of all its efforts, UN Women leads and coordinates United Nations system efforts to ensure that commitments on gender equality and gender mainstreaming translate into action throughout the world. It provides strong and coherent leadership in support of Member States' priorities and efforts, building effective partnership with civil society and other relevant actors.

**WE ARE GRATEFUL TO OUR PARTNERS FOR THEIR SUPPORT OF THIS SHAREFAIR.**

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