



KEY MESSAGES

- Increasing women's representation and participation within the Mining Commission is essential for fostering gender equality and unlocking the full potential of the mining sector.
- The presence of legal frameworks lacking gender sensitivity poses a significant barrier to women's meaningful participation in the mining sector. Addressing this issue is crucial to fostering inclusivity and ensuring equitable opportunities for women in revenue management and decision-making processes.
- Socio-cultural norms and stereotypes continue to restrict women's opportunities for advancement within the mining sector. Comprehensive strategies are needed to challenge these entrenched beliefs and promote gender equality, enabling women to access higher-paying work and participate fully in ASM communities.
- Women engaged in artisanal and small-scale mining (ASM) face heightened risks of gender-based violence, sexual exploitation, and limited access to essential health services. Urgent action is required to address these challenges.

INTRODUCTION

The mining sector stands as a cornerstone for economic growth and sustainable development in resource-rich nations, yet it grapples with a notable gender disparity. Extensively, studies underscore the differential impacts of extractive industries on men and women across various dimensions. Understanding these impacts is pivotal for devising policies and programs geared toward fostering inclusivity and empowerment.

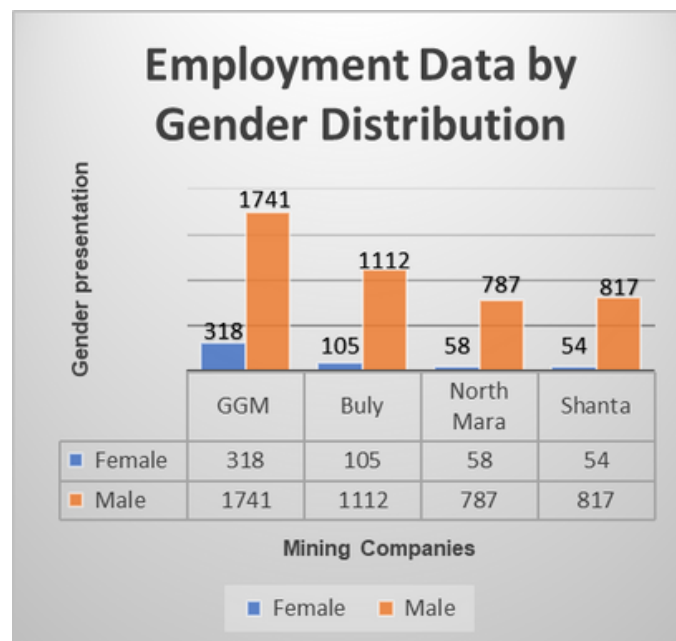
Within the mining sector, women predominantly fall into three categories: those owning mining pits and licenses, service providers, value additions, and processing; those employed across skilled and unskilled roles within mining operations; and those residing in mining vicinities, affected by mining activities.

In Tanzania's mining sector, women confront formidable challenges that hinder their full participation and equitable benefit from the industry's resources. Despite the sector's economic significance, women find themselves marginalized, facing systemic barriers rooted in legal, cultural, and socio-economic factors. These obstacles relegate women to the fringes of decision-making processes and limit their access to opportunities for advancement within the sector.[1] The studies conducted by HakiRasilimali, FADEV, and the World Bank have illuminated the challenges faced by women in both revenue management and artisanal and small-scale mining (ASM) within Tanzania's mining sector.

Realizing the full social benefits of resource development necessitates the full participation of women and girls across the entire value chain of the mining sector. This entails embedding principles of gender equality within policies and practices governing resources and associated development, thereby fostering economic progress and social advancement.

KEY FINDINGS

1. Employment



According to NBS, in the financial year 2020/21 the mining and quarrying sector (inclusive of natural gas) contributed 218,353 direct employments (where 176,815 and 41,538 are males and females, respectively). Furthermore, the Tanzania EITI Report (2023) revealed that over 90% of the workers from the reconciled companies are men, with less than 10% being women.

Figure 1 highlights the gender gap within the top five mining companies namely Geita Gold Mine, Bulyhulu, North Mara, and Shanta Gold Mining with 535 female workers compared to 4457 male workers.

This gender divide isn't just about numbers; it also profoundly impacts who gets to make crucial decisions in these companies. In Tanzania's mining industry, two clear examples illustrate a substantial difference in the number of men and women in top management. Let's examine two major mining companies: AngloGold Ashanti (Geita Gold Mine) has 11 people in its senior management team, but none of them are women. Moreover, On the other hand, Barrick Gold Mine has 16 top executives, and three of them are women. This raises the question and a need for regulating a threshold for gender inclusion in the companies' top management.

2. Artisanal and Small-Scale Mining

Often, women find themselves relegated to the margins of the mining sector, particularly in Artisanal and Small-Scale Mining (ASM). In Tanzania, women in ASM are marginalized, where participation becomes not just a career choice but a means of survival amidst socio-economic risks. This prompts a crucial inquiry into enhancing the working environment in ASM, safeguarding women's safety, dignity, and empowerment.

An assessment of the State of Artisanal and Small-Scale Mining Sector by the World Bank reveals a multitude of challenges faced by women engaged in artisanal and small-scale mining (ASM). One significant barrier identified is the gender-blindness of mining laws, which fail to address the specific needs and vulnerabilities of women miners. This lack of legal protections brings about discrimination against women, limiting their access to resources, education, and economic opportunities within the sector.

The study further reveals that immediate attention is required in capacity development and financial support to enable government officials to advance gender equality in ASM. Moreover, access to maternal health, sexual health, and reproductive care near mine sites and communities is limited, exacerbating risks such as child marriage, particularly affecting girls.

Moreover, women in ASM communities are disproportionately affected by gender-based violence, with limited access to essential health services and support systems. One of the most pressing issues highlighted is the prevalence of sexual exploitation and abuse experienced by women engaged in mineral extraction. Additionally, societal stereotypes regarding physical strength and women's traditional roles hinder their access to higher-paying work within ASM communities.

3. Revenues

A study by HakiRasilimali has identified that LGAs' financial loans for women, youth, and persons with disabilities (WYPWDs) have been observed to be inadequate and the whole processes for budgeting, issuing, and monitoring of their repayment alienate women, making the loans not so beneficial to women in mining. Furthermore, the mining companies and mineral rights holders have not been involving women in setting CSR and local content plans respectively.

Due to this, it has been proved that women benefit just by the way from mining revenues specifically, when revenues are spent for improvement of social services in their communities. Also, women encounter obstacles related to access to capital, with limited financial resources inhibiting their ability to engage in mining ventures. Socio-cultural factors further compound these challenges, as entrenched norms and stereotypes restrict women's opportunities for advancement

[1] HakiRasilimali (2021). Engendering the Mining Sector in Tanzania: To What Extent are Women Benefiting or Losing Out in Revenue Management? Dar es Salaam, Tanzania.

4. Legal Framework

The Mining Act, amended in 2017, governs mineral prospecting, mining, processing, and trading, along with revenue collection mechanisms such as royalties and fees. Amendments aimed to involve women in the sector by granting them mineral rights, engaging them in budgeting at local government levels, and including them in mining revenue management through roles in the Mining Commission and its committees.

Regrettably, the composition of the Mining Commission and its committees under the Mining Act is gender insensitive. The Mining Commission is composed of the Chairman, Permanent Secretary (Treasury), the Permanent Secretary (Ministry of Lands); Permanent Secretary (Ministry of Defense); the Permanent Secretary (Ministry of Local Government); Chief Executive Officer of the Federation of Miners Associations of Tanzania; Deputy Attorney General; and two eminent persons who possess proven knowledge and experience in the mining sector, one of whom is supposed to be a woman. Therefore, the composition of the Mining Commission requires the presence of one woman only and other members who subscribe to it by their official positions (most of them being Permanent Secretaries of the Ministries) not by gender representation.

Therefore, the full social benefit of resource development can only be realized if women and girls can participate as fully as males in the entire value chain of the extractive sector and consequently economic development and social progress. This requires that the principles of gender equality are embedded within policies and practices applied to resources and associated development

5. Recommendations

1. Revise the Composition of the Mining Commission by amending the Mining Act to ensure gender balance within the Mining commission. This should entail redefining the criteria for membership to explicitly include gender representation, ensuring that women hold a significant portion of positions within the Commission.
2. Review and engender the local Content requirements or targets on employment at the mining companies to ensure the gender gap is narrowed.
3. Companies and Local Government Authorities should design Empowerment programs through Corporate Social Responsibilities to support women in ASM operations and service providers.