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NTABALALE MINE GENDER POLICY

Improving Gender Equality in
Small Scale Mining

DECEMBER 2024

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1. DEFINITION OF TERMS

Gender refers to cultural meanings attached to being “masculine” and “feminine,” which influence personal identities. As a social construct, gender varies over time and changes from society to society. These social constructs are time/context-specific and changeable. They are learned and influenced by family, peers, the media, schools, religion, the government, et cetera.

Artisanal and small-scale mining, or ASM, is a largely informal economic sector that includes workers who use basic tools to extract from the earth everything from gold and gemstones to vital metals such as cobalt, tin, tungsten, and tantalum.

Ntabalale Mining is a small-scale gold mining operation established in June 2019, officially owned and licensed under license number PML 0164KHM by the Ministry of Minerals. This mine is located in Shinyanga Region, Kahama District, and employs workers of both male and female genders. The mine is focused on ensuring the management of human rights, including gender equality.

Gender-Based Violence is any form of violence or harm directed at a person because of their gender. Often, violence results from gender differences, discrimination, or power imbalances between men and women. Gender-based violence can affect people of all genders, but women, girls, and individuals from marginalized groups are often the most vulnerable victims.

Gender Equity, Gender equality is the state of ensuring that all groups in society have equal access to rights, opportunities, and resources, regardless of their gender.

Gender discrimination, any distinction, exclusion or restriction made based on sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, based on equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.

Sexual Harassment, is any behavior or act that targets a person based on their gender, with the intention of humiliating, degrading, or putting them in a state of discomfort, fear, or danger. This harassment can occur in domestic settings, workplaces, schools, or other social environments, and is sometimes driven by power imbalances or authority between people of different genders.

2. INTRODUCTION

In Tanzania, the artisanal and small-scale mining (ASM) sector plays a crucial role in the economy, providing livelihoods for many individuals, including a significant number of women. Women contribute substantially to the sector, yet they face significant challenges that hinder their full participation and economic empowerment. Structural barriers, such as societal norms, domestic responsibilities, and limited access to resources, restrict their mobility and opportunities within the sector. These barriers often prevent women from acquiring mining licenses, securing financing, and accessing vital geological data, leaving them with limited control over their earnings.

Additionally, the lack of access to modern mining equipment and technology forces many women to operate informally, constraining their potential for growth and success in the industry.

At the Ntabalale mining site, these gender-related challenges are especially evident. Women often face difficulties acquiring mining pits, locally known as "mduara," with male license holders typically holding greater control over these opportunities. This gender disparity extends to revenue distribution, where women's contributions are often undervalued or not fairly compensated. The sales processes within Ntabalale must be examined to ensure they foster women's economic empowerment and facilitate their equitable participation in decision-making and revenue-sharing.

Despite these challenges, the mining sector holds significant opportunities for women, such as employment in various roles, involvement in decision-making processes, and access to training in mining techniques. However, societal and financial barriers prevent women from fully seizing these opportunities. For instance, women often miss out on formal employment opportunities due to limited access to information and financial resources to invest in mining ventures.

Furthermore, the predominance of male investors in the sector limits women's ability to engage in decision-making and leadership roles, perpetuating gender imbalances. The existing tax and regulatory frameworks also disproportionately affect women, who already face obstacles in accessing capital and technology.

This policy seeks to address these gender-specific challenges by promoting equitable opportunities and creating a more inclusive environment at the Ntabalale mining site. By reforming the regulatory framework, enhancing women's participation, ensuring fair revenue distribution, and improving access to employment and decision-making roles, the policy aims to empower women economically and support their full participation in the mining sector.

3. PURPOSE OF THE POLICY

This policy's main purpose is to promote gender equity and ensure that women in the mining sector have equal opportunities, rights, and protections.

4. SCOPE OF POLICY

This gender policy applies to all individuals and entities in the mining sector, encompassing many stakeholders. It covers:

I. Employers:

Including mining companies, owners, and license holders who operate and manage mining activities.

II. Employees:

All workers within the mining sector, from management to field workers, including those involved in both large-scale and small-scale mining operations.

III. Contractors and Subcontractors:

Entities and individuals who provide services or carry out specific tasks within the mining sector, such as construction, logistics, or specialized mining services.

IV. Investors and Financiers:

Those who provide capital or financial support for mining projects, whether through direct investment or financial institutions.

V. Government Officials and Regulators:

Public servants and agencies responsible for overseeing the mining industry, enforcing regulations, and ensuring compliance with laws.

VI. Suppliers and Vendors:

Companies and individuals who supply equipment, machinery, and other necessary materials for mining operations.

VII. Community Members:

Local communities, particularly those living near mining sites, who may be directly or indirectly affected by mining activities.

This policy is particularly focused on addressing the needs and rights of women in the workplace, ensuring that gender equity is upheld throughout all aspects of the mining sector. It seeks to create an inclusive environment where women can participate fully and benefit equitably from mining activities.

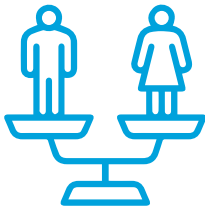
Additionally, the policy recognizes the unique challenges faced by women in the mining sector, such as limited access to capital, gender-based discrimination, and safety concerns. It aims to provide clear guidelines and support mechanisms to overcome these challenges, promoting a safe, respectful, and empowering work environment for all.

5. GUIDING PRINCIPLES



I. Equality

The policy is based on the principle of equality, ensuring that women have the same opportunities and are treated with the same respect as their male counterparts.



II. Non-Discrimination

The policy prohibits any form of gender-based discrimination and promotes a culture of inclusion and respect.



III. Empowerment

The policy seeks to empower women through access to resources, opportunities, and decision-making roles.




IV. Participation and Inclusion

The policy seek to set measure for engaging women in planning and decision-making process.





6. POLICY OBJECTIVES

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- I. To promote gender equality.
 - II. To create an enabling and safe working environment for both genders.
 - III. To provide equal access to training, development, and career advancement opportunities.
 - IV. To prevent and address harassment and discrimination.
 - V. To support work-life balance through fair parental leave policies.
 - VI. To promote capacity building on gender awareness (ensuring that staff are equipped and supported on their responsibilities).
 - VII. To build an inclusive workplace-identification and elimination of all direct and indirect discriminatory practices.

7. POLICY PROVISIONS AND STATEMENT

7.1. Creating enabling environment

This Policy aims to ensure that gender equality and non-discrimination at all levels and in all areas of the company is promoted through ensuring that there is progressive growth to equitable representation and participation of men and women at all levels.

- i. Ensuring that women position also have representation in all management positions of mine site.
- ii. Ensuring that at any given time, women and men are equitably represented at the various levels of management of the different departments, e.g. Site Manager, Security Manager, and Accounts Manager.

7.2. Staff profile and recruitment

Ntababale Mining will maintain its staff profile and recruitment through: -

- i. Ensuring priority to recruiting and retaining adequate female staff at all levels to ensure gender-balance.
- ii. At the supervisor level recruitment and promotion shall be reserved for women equal to men
- iii. Ensuring that written agreements governing the employer/employee relationship are made in a language that is understandable to both parties.
- vi. Ensuring equal pay for work of equal value for both female and male workers at all levels

- v. Ensuring that the maximum of working hours and weekly rest are respected by both the employer and employees without distinction of sex
- vi. Ensuring that all employees exercise their right to leave with full pay without distinction of sex
- vii. Ensuring that all employees are entitled and provided with the rights upon termination of contracts and dismissal without distinction of sex

7.3. Working conditions and practices

Ntababale will ensure safe working conditions and practices through: -

- i. Reviewing daily practices and processes at the workplace that might exclude women or make them uncomfortable or unable to perform their tasks. i.e. improving shading areas
- ii. Provision of well-equipped washrooms located separately for men and women.
- iii. Hiring of a female security guards to handle female employees at the security check of the gate at the entrance and exit of the workplace.
- iv. Possibility of compassionate leave of 1 month if requested.

7.4. Occupational Health and Safety

Ntababalale will ensure healthy and safe conditions at work through:

- i. Provision of appropriate protective equipment for all workers according to their duties and working environment irrespective of gender.
- ii. Provision of training for all workers on health and safety annually.
- iii. Provision of first aid workers engaged in accidents while handling any potentially hazardous material at the employer's expense without distinction of sex.

7.5. Sexual Harassment

Sexual harassment is discriminatory and a gross violation of human rights. To ensure the success of the gender-responsive efforts of the company, this Policy encourages the development, implementation and periodic review for Sexual Harassment complaints filing and procedures.

7.6. Harassment and Discrimination

- i. At all times, Ntabalale Mining will establish clear procedures for reporting and addressing sexual harassment and gender-based violence.
- ii. At all times, Ntabalale Mining will implement strict penalties for those found guilty of harassment or discrimination.

7.7. Maternity and Parental Leave

- i. Ntabalale Mining will always provide adequate maternity leave and ensure job security for women during and after pregnancy.
- ii. Ntabalale Mining will always encourage parental leave for both men and women to promote shared responsibilities at home.



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