



IGF

INTERGOVERNMENTAL FORUM
on Mining, Minerals, Metals and
Sustainable Development



MEETING REPORT

Gender in Artisanal and Small-Scale Mining Training Workshop for Nigeria

Abuja, Nigeria

April 22–26, 2024

Introduction

The Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development (IGF) received a request from the Nigeria Ministry of Solid Mineral Development (MSMD) to conduct training on artisanal and small-scale mining (ASM) and gender as part of capacity development support. In response, the IGF organized a training session in Abuja from April 22 to 26, 2024. The objective of the course was to impart basic concepts of gender in ASM with examples of global experiences from similar environments and to support the functions

of the Gender and Child Labour Division of the Ministry.

This training was undertaken as part of the ongoing support by the IGF to its member states.

The training was led by Ege Tekinbas, Senior Gender Equality Advisor for IISD and IGF, and Professor Nellia Mutemeri, an expert in ASM and gender from MutConsult and the School of Mining Engineering at the University of the Witwatersrand. Thelma Halim, IGF Coordinator for Africa, provided additional support.



Design of the Training

The IGF undertook a training needs assessment survey to customize its training initiatives, drawing insights from professionals within Nigeria's ASM sector. This survey not only guided the focus and method of delivery for the training but also facilitated the refinement of learning materials previously developed by the IGF in 2023.

Demographic Insights

- The survey engaged six participants from Nigeria, all representing the ASM department.
- Gender distribution was imbalanced, with four female and two male respondents.
- Professional titles varied, including roles such as assistant chief geologist, ASM officer, and scientific officer.
- Diverse professional backgrounds encompassed geology, applied geophysics, and solid minerals development.

Education and Training Profile

- Most respondents possessed undergraduate degrees, with some holding master's or postgraduate qualifications.
- All participants had received introductory gender training, with varying levels of engagement in recent gender-related courses.

Support from Gender Units

- Most respondents reported receiving support from their workplace gender units.

Relevance of Gender in Work

- Gender played a significant role in the daily work of respondents, aligning closely with organizational mandates.

- However, the relevance of gender varied within respondents' respective units.

Familiarity with Conventions

- Participants displayed differing levels of familiarity with international conventions on gender equality and women's empowerment.

Training Demands

- The majority expressed keen interest in gender and mining training to advance gender mainstreaming and support women's participation.
- Key training topics in demand included advocacy for gender equality integration, enhancing women's participation, and gender impact assessments.

Additional Needs and Case Studies

- Participants emphasized the significance of gender data indices and expressed interest in case studies showcasing gender equality achievements in mining communities.

Technical Issues and Follow-up

- Most respondents were familiar with online learning tools and virtual platforms, though some encountered Internet limitations.
- The majority expressed willingness to provide feedback on IGF services and report on their utilization within their ministries.

By leveraging insights gleaned from the survey, the IGF aimed to customize its training programs to meet the unique requirements of ASM professionals in Nigeria, thereby promoting gender inclusivity and empowerment within the mining sector. Despite utilizing learning materials previously developed by the IGF, the training needs assessment facilitated the



adaptation of delivery methods to suit the participants' profiles.

Profile of Participants

The training session was attended by numerous participants, primarily composed of officials from the MSMD within the ASM Directorate, along with representatives from the federal government head office and various states. Additionally, members from associations advocating for women in mining also participated. In terms of gender representation, there were 16 women to 23 men. Participants came from diverse educational backgrounds, ranging from geology, engineering, and science to finance and administration.

Training Session Structure and Content

The in-person training sessions followed a dynamic and engaging format, commencing

with an exploration of the Gender Equality and ASM course syllabus. Each module was designed to foster active participation and deep understanding of the complexities surrounding women's involvement in ASM.

In response to the training needs assessment, case studies were utilized throughout the training to provide tangible contexts for exploring issues related to gender dynamics within ASM. These case studies prompted robust discussions on the roles and responsibilities of various stakeholders in enhancing women's participation in ASM.

The methodology employed during the training encouraged active participation through group activities, allowing participants to delve deeper into the subject matter and apply what they had learned in practical scenarios. Below are examples of the exercises conducted during the training.





Exercise 1: Analysis of Barriers to Women’s Participation in ASM

Participants conducted a group exercise to identify barriers to women's participation in the ASM sector in Nigeria and proposed policies and strategies for overcoming them from the perspectives of government.

Exercise 2: Formulation of a Gender-Inclusive ASM Formalization Strategy

Participants analyzed the ASM sector of Nigeria, focusing on key issues impacting women's participation. They then formulated a formalization strategy to ensure the equitable participation of women, considering vision, mission, strategic objectives, and an implementation plan.

Exercise 3: Analysis of Gendered Health and Safety Impacts of ASM

Participants were divided into groups representing different stakeholders and documented the gendered health and safety impacts of ASM from their stakeholder

perspective and proposed recommendations for addressing them.

Exercise 4: Debate on Collecting Gender-Disaggregated Data

Participants engaged in a debate on whether collecting gender-disaggregated data would result in improved gender inclusivity and equality performance in the ASM sector.

Exercise 5: Setting Personal and Institutional Goals for Advancing Gender Inclusivity in Nigeria

Participants reflected on discussions and insights gained from previous activities to identify personal and institutional goals for advancing gender inclusivity in Nigeria.

Throughout the training, participants displayed remarkable enthusiasm and active engagement, fostering a dynamic exchange of ideas and experiences. As the session concluded, participants expressed sincere appreciation for the stimulating and informative discussions that unfolded.





Summary of the Key Takeaways

The training session yielded several pivotal insights:

1. Barriers to Gender Equality in ASM

- cultural, religious, and traditional practices
- gender-blind and gender-neutral programming
- gender-based violence (GBV)
- lack of personal protective equipment (PPE)
- low levels of education
- limited access to finance, equipment, and technical skills
- burdensome reproductive duties
- limited career orientation and challenging working conditions
- personal security concerns
- child labour and inadequate compensation for women.

2. Challenges in the ASM Sector

- punitive government regulations
- inability to investigate occupational health and safety (OHS) incidents
- lack of specific mining regulations
- absence of a strategic approach to ASM management
- outdated laws restricting women from mining
- insufficient representation of women in policy-making
- exposure to OHS hazards like mercury
- lack of sanitation facilities and compensation for OHS injuries
- limited government capacity to monitor OHS impacts

- poor productivity and limited community development in mining areas

3. Objectives for a Gender-Responsive ASM Formalization Strategy (as expressed by participants):

- **Promote Women's Participation in Lucrative ASM Operations:** Ensure equitable access to opportunities for women in ASM, leading to their meaningful engagement and economic empowerment.
- **Foster Mutual Respect:** Create an environment within the ASM sector that promotes mutual respect between genders, fostering a culture of inclusion and collaboration.
- **Maximize Economic Returns and Local Growth:** Implement strategies to maximize economic benefits from ASM activities while fostering sustainable local development.
- **Advocacy, Sensitization, and Capacity Building:** Advocate for gender-responsive policies, sensitize stakeholders, and build capacity among ASM participants to promote gender equality and women's empowerment.
- **Amplify Women's Voice in Decision Making:** Ensure that women have a significant role in decision-making processes within the ASM sector, empowering them to influence policies and practices.
- **Reduce Incidence of Abuse and Accidents:** Implement measures to reduce the incidence of abuse and accidents, creating safer and more inclusive work environments.
- **Increase Reach and Coverage of Extension Services:** Expand the reach and coverage of extension services to provide support and resources tailored to the needs of women in ASM.



- **Enhance Women's Access to Markets, Equipment, and Financial Services:** Facilitate access to markets, equipment, and financial services for women in ASM to enhance their productivity and profitability.
- **Address GBV in ASM/ASM Communities:** Develop and implement strategies to address GBV within ASM activities and communities, ensuring the safety and well-being of women and girls.
- **Eliminate Child Labour via Empowerment of Women in ASM:** Empower women in ASM to serve as agents of change in eliminating child labour, promoting education, and ensuring the rights of children.

4. Activities to Be Undertaken as Part of the ASM Formalization Strategy (as expressed by the participants):

- **Establishment of a Multistakeholder Body:** Form a multistakeholder body with fair and meaningful representation of women to develop and monitor gender-responsive policies and programs in ASM.
- **Needs Assessment for Evidence-Based Policy-Making:** Conduct needs assessments and data collection activities in collaboration with universities to inform evidence-based policy-making.
- **Provision of Accessibility to Data and Information:** Ensure accessibility to geological, legal, financial, and licensing-related data and information to facilitate informed decision making among ASM participants, with a focus on women.





- **Facilitate Access to Funds:** Establish microgrant schemes and low-interest loan programs to provide financial support to women in ASM.
- **Bridge Large-Scale Mining Companies with ASM Communities:** Establish dialogue platforms to foster collaboration and communication between large-scale mining companies and ASM communities.
- **Revision of Mining Laws and Regulations:** Review and revise mining laws, environmental regulations, and safety protocols from a gender-equality perspective to promote gender-responsive formalization of ASM.
- **Development of Specific Legislation on GBV Prevention:** Develop specific legislation on GBV prevention and protection within the ASM sector, including provisions for addressing sexual violence, impunity, and access to services.
- **Capacity-Building and Sensitization Programs:** Conduct capacity-building and sensitization programs for inspectors, policy-makers, civil servants, and women in ASM to enhance their knowledge and skills.
- **Community Programs for Health Education:** Implement community programs to disseminate information on the health impacts of ASM operations and promote safe mining and processing methods.
- **Establish Pilot Schemes for Childcare:** Collaborate with governments and large-scale mining companies to establish pilot schemes for childcare to support women in ASM.
- **Channel Social Responsibility Programs:** Utilize social responsibility programs of large-scale mining companies to support ASM communities, particularly women in ASM.
- **Support Women's Participation in Decision Making:** Support women in ASM to actively participate in local and national decision-making processes and politics.
- **Monitoring Scheme for OHS Incidents:** Establish a monitoring scheme for OHS incidents, including data on sexual violence/harassment, through reliable and survivor-focused reporting channels.
- **Establish a Monitoring and Evaluation System:** Develop and implement a monitoring and evaluation system to track the progress of the ASM formalization strategy and its impact on gender equality.
- **Issue Gender Bonds:** Introduce gender bonds to finance gender-responsive actions and initiatives within the ASM sector.
- **Special Funding Scheme for Equipment and PPEs:** Implement a special funding scheme to subsidize equipment and PPEs for safer ASM operations, particularly for women.

5. Possible Next Steps for Future Collaboration

- **Conduct Comprehensive Assessments:** Initiate assessments to identify priority areas for policy-making within the ASM sector. These assessments should encompass socio-economic, environmental, and gender-specific considerations to provide a holistic understanding of the challenges and opportunities.
- **Facilitate Stakeholder Engagement:** Organize stakeholder consultations and participatory workshops to gather insights and perspectives from diverse stakeholders, including ASM miners, government agencies, civil society organizations, and the private sector. This inclusive approach will ensure that the ASM formalization



strategy reflects the needs and aspirations of all stakeholders.

- **Develop a Gender-Responsive ASM Formalization Strategy:**

Collaboratively develop an ASM formalization strategy that prioritizes inclusivity, equity, and gender responsiveness. This strategy should incorporate mechanisms to empower women in ASM, address gender-based disparities, and promote women's meaningful participation and leadership in decision-making processes.

- **Enhance Capacity Building:**

Implement capacity-building initiatives aimed at strengthening the skills and knowledge of ASM stakeholders, particularly women miners and marginalized groups. These initiatives could include training programs on sustainable mining practices, entrepreneurship, financial literacy, and legal rights awareness.

- **Support Legislative Processes and Implementation:**

Provide technical support and expertise to support the development and implementation

of legislative reforms related to ASM formalization. This may involve drafting new legislation, revising existing laws, and strengthening enforcement mechanisms to ensure compliance with regulatory standards.

- **Facilitate Access to Resources:**

Facilitate access to financial resources, technical assistance, and capacity-building opportunities for ASM stakeholders, particularly women and marginalized groups. This could involve establishing microfinance programs, promoting access to credit, and facilitating partnerships with financial institutions and development agencies.

- **Promote Knowledge Sharing and Learning:**

Establish platforms for knowledge sharing, learning, and exchange of best practices among ASM stakeholders across different countries and regions. Foster collaboration between researchers, practitioners, and policy-makers to generate evidence-based insights and innovative solutions for ASM formalization and gender equality.



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