



Diversity & Inclusion

A Gender Study in
Ghana's Mining Sector



FEBRUARY 2023



FORD
FOUNDATION

WOMEN IN MINING GHANA PROJECT

Sponsored by Ford Foundation

Kenneth J. Bansah, Ph.D.

Project Consultant

DISCLAIMER

This report contains the findings from a gender mapping study conducted for **Women In Mining Ghana (WIM Ghana)** with support from **Ford Foundation, USA**. The views expressed in the report do not represent **WIM Ghana** or **Ford Foundation** or any executive member of the two institutions.

Any questions or concerns regarding this report may be directed to the author through WIM Ghana.

Reference your inquiries as: Gender Mapping Research Project (RFP NO. WIM/GH/FRD/001).

©2023 WIM Ghana
Number 11 Osu Badu Crescent Airport
West Residential Area Accra, Ghana
Tel: +233 55 369 9607 Email:
secretary@wimghana.org

Summary

Focusing on the Eastern and Western regions of Ghana, this report documents significant empirical data on gender inclusion, diversity, participation, access, and empowerment in the mining industry and community. The report also accounts for stakeholders' perspectives at a validation workshop in Accra following the completion of the study.

Findings suggest widespread discrimination and harassment, retaliation from superiors for reporting harassment incidents, lack of leadership and mentorship, and gender-insensitive work environment that make the workplace unreceptive to many women in the mining industry.

Women in mining communities are challenged with low education levels, poor health, lack of skill and formal employment, poor community leadership, and unequal access to mining benefits that tend to increase their socioeconomic vulnerabilities.

Gradual progress is being made to reduce these problems and improve women's capacity and enterprise. In the large-scale mines, advances include the development of policies and gender-sensitive structures to address problems on gender inclusion, transparency on gender inclusion efforts

and initiatives, and deliberate attempts to increase women's representation in management. In the small-scale mines, a few companies have established informal systems to address gender related issues, and there are no conspicuous initiatives at the national level. In communities, mining companies provide educational scholarships, social amenities, public and maternal health awareness, and skill training to build women's capacity and wellbeing.

Effective stakeholder engagement, collaboration, and attention could help reduce socioeconomic, cultural, and institutional problems that threaten inclusion and diversity of women in industry and community. Mining companies, communities, and national and local governments must show profound interest in the advocacy for gender empowerment and inclusion in the mining sector.

Additional research is required to explore and fully understand the nuances in gender inclusion issues in other regions that have a long history of mining. Data from the study can serve as crucial evidence to influence policy and culture on women's inclusion and participation in the extractives sector.

Acknowledgements

Many thanks go to the industry and community women who participated in the study and shared valuable insights as well as industry and community leaders who provided data or shared their perspectives. Also, the 65 people from stakeholder institutions who participated in the validation workshop are highly acknowledged.

Special appreciation goes to the following organizations/groups:

- Ford Foundation for providing financial support for the study.
- WIM Ghana (Project Team) for supervising the study.
- WIM Ghana, LiMaP-Gh (Ladies in Mining and Allied Professions, and MiCLA (Minerals Commission Ladies Association) for participating in the focus group discussions.
- Minerals Commission of Ghana for providing data on registered small-scale mines.
- Ghana Chamber of Mines for responding to data requests for the research.

CONSULTANT'S TEAM

Kenneth J. Bansah

Akuba B. Yalley

Bruno A. Kansake

Loretta Baidoo

Albert K. Mensah

Abigail Boafo

Paul J. Acquah

Table of Contents

Disclaimer	3
Summary	4
Acknowledgements	5
Table of Contents	8
List of Figures	11
List of Tables	11
Introduction	12
1.1 Overview	12
1.2 Study Objectives	12
1.3 Organization of Report	12
Study Methodology	14
2.1 Study Setting	14
2.2 Data Collection	14
2.3 Data Analysis	15
Gender and Mining	16
3.1 Gender Inclusion in the Mining Industry	16
3.2 Trends, Issues, and Changing Contexts	16
3.3 Challenges of Women in Mining	19
Industry Perspectives	20
4.1 Brief Description	20

4.2 Gender Discrimination and Harassment	20
4.3 Retaliation from Superiors	22
4.4 Lack of Effective Leadership and Mentorship	23
4.5 Gender-insensitive Work Environment	24
4.6 Gender Inclusion Data	25
4.7 Improving Gender Inclusion	25
Community Perspectives	28
5.1 Brief Highlights	28
5.2 Benefits from Mining Activities	28
5.3 Distribution of Benefits in Host Communities	29
5.4 Negative Effects of Mining on Women	30
5.5 Employment and Concession Discrimination	32
5.6 Structures for Addressing Concerns	32
5.7 Improving Community Women's Enterprise	32
Conclusions and Recommendations	34
6.1 Conclusions	34
6.2 Recommendations	35
References	37
Appendix	38
Appendix 1: Stakeholder Validation Workshop	38

List of Figures

Figure 3.1 Student enrollment at UMaT since 1992/1993	17
Figure 3.2 Women representation in mining	18
Figure 4.1 Gender-based challenges at workplace	20
Figure 4.2 Greatest challenges facing women in Ghana's mining industry	21
Figure 4.3 Availability of channels for addressing challenges	22
Figure 4.4 Trust in channels for a fair resolution of challenges	22
Figure 4.5 Forms of retaliations for reporting harassment incidents	23
Figure 5.1 Benefits women derive from mining in the communities	29
Figure 5.2 Equal sharing of mining benefits among women and men	29
Figure 5.3 Discrimination against women when sharing mining benefits	30
Figure 5.4 Does any of the challenges affect women more than men?	30
Figure 5.5 Questionnaire responses on community women's problems	31
Figure 5.6 Reducing the impact of mining on community women	33
TABLE	
Table 3.1 Gender statistics for industry	18

Introduction

1.1 Overview

The campaign for equity, diversity, and inclusion in organizational setups is rapidly gaining more attention with a focus on women's empowerment, participation, and access to opportunities and resources. Historically, due to sociocultural norms and patriarchal nomenclature of our societies, women were generally relegated to perform unpaid functions deemed 'suitable' for them, including reproductive roles such as childbearing and domestic chores such as cooking and house cleaning.

However, gender sensitivity is increasingly being recognized. Development institutions and international organizations are vigorously campaigning for the acknowledgement of women's role in the society. Since the advocacy began, gradual progress has been made towards the recognition of women's active contribution to organizational, local, national, and international development. Indeed, some institutions such as universities in the west have established gender-sensitive structures that rigorously address women's needs and concerns.

In the mining industry, it is common knowledge that the sector is male dominated and women experience discrimination and harassment at the workplace. To align with the global call for respect for women's rights and empowerment, many industries have initiated steps to accord women their 'rightful position' at the workplace.

In Ghana, some large-scale mines publish their gender inclusion and diversity efforts annually via sustainability reports. These efforts include the institution of gender discrimination policies. On the regulators' side, the Minerals Commission collaborated with Women In Mining Ghana to establish a gender desk that addresses the concerns of women in the commission and industry.

Despite these efforts, there is still lack of comprehensive data on the gender

issues occurring in Ghana's mining sector. Lack of this data undermines the creation of pragmatic blueprints to address the problems. Thus, this study was commissioned to obtain empirical data, understand the gender issues in the mining industry, and identify practical solutions to improve women's access and inclusion in the industry. The study offers opportunities for structural and governance changes to make the industry more acceptable and accessible to women and to deepen diversity and inclusion.

1.2 Study Objectives

This study gathered empirical data to help influence policy, corporate decision, and governance to promote diversity, inclusion, access, and participation of women in the mining industry. The study provides an actionable path to solving the issues of marginalization, discrimination, and harassment of women in Ghana's mining sector. Specifically, the study:

- Identifies existing trends and emerging issues on women's participation in the mining industry.
- Determines the challenges women face in the mining industry.
- Proposes strategies to improve women's participation in the mining sector.
- Recommends actionable strategies for improving access to markets and financing.
- Defines measures to address the health, safety, and socioeconomic challenges of women in small-scale mining.

1.3 Organization of Report

The report proceeds after this introduction with five additional sections. Section 2 provides a brief overview of the methods used for data collection. Section 3 discusses the findings from previous research and Section 4 describes the perspectives of industry participants. Section 5 contains the perspectives of community participants and Section 6 covers conclusions and recommendations.

“To help influence policy, corporate decision, and governance to promote diversity, inclusion, access, and participation of women in the mining industry”

Study Methodology

2.1 Study Setting

This research focuses on women in mining in two regions of Ghana (Eastern and Western regions). The Eastern region is in the southeastern portion of the country and covers an area of more than 19,000 square kilometers. It has more than 70 senior high schools and over 10 private and public colleges and universities that run courses across many disciplines, including the sciences and engineering. The Ghana Statistical Service puts the population of the Eastern region at 2,917,039 people¹. The commonly spoken languages in the region are Akan, Krobo, and English.

The Western Region is in the southwestern corner of Ghana and covers an area of more than 13,000 square kilometers. It has a population of 2,057,225 people according to the country's 2021 Population and Housing Census². Unlike the Eastern Region, the Western region has fewer universities and colleges and is home to the only tertiary institution, University of Mines and Technology (UMaT), dedicated to the training of mining professionals. The most spoken languages in this region are Akan and English.

These two regions have a long history of both large-scale mining (LSM) and artisanal and small-scale mining (ASM). For ASM, the research considered small-scale mines that are registered with the country's Mineral Commission. Also, women in mining in this study is defined as women or females who participate at any level of the mining industry, either directly or indirectly. Additionally, the study accounts for the perspectives of women in mining communities to understand the challenges and benefits they face and derive from mining, respectively. More than 100 mining communities and their suburbs in the two regions participated in the study.

2.2 Data Collection

The study relies on a mixed method approach comprising interviews, focus group discussions, questionnaires, field engagements, and literature reviews to collect both qualitative and quantitative data. A total of 632 individuals across the two regions participated in the study. This number included 544 women and 88 men between the ages of 18 and 80 years. Snowball, purposive, and random sampling with social networks of local contacts were used to select the participants. These participants mainly included residents of mining communities, small-scale miners, large-scale miners, regulators, government officials, mining service providers, entrepreneurs, and university teachers and staff. Other participants included suppliers, contractors, food vendors, administrators, and residents of mining communities, including officials of health facilities, heads of schools, palace officials, and market queens.

Face-to-face interviews were conducted with the community members and participants from the small-scale mining sector. The focus group discussions and interviews with large-scale mining professionals and entrepreneurs were conducted via Zoom and phone. The questionnaire for industry participants were deployed online via Google Forms.

Following the study, WIM Ghana organized a stakeholder validation workshop in Accra to share the study findings with the stakeholders. The workshop was well-represented with stakeholders from mining companies, regulatory agencies, and government ministries. A total of 65 people consisting of 47 women and 18 men attended the workshop. The views of the stakeholders are incorporated into the report, where necessary, and a brief demographic information of the attendees is appended to this report.

¹ Ghana 2021 Population and Housing Census. Volume 1. Preliminary Report

² Ghana 2021 Population and Housing Census. Volume 1. Preliminary Report

2.3 Data Analysis

Data acquired from the research were analyzed qualitatively and quantitatively using content thematic analysis and descriptive statistics, respectively. Audio recordings of the interviews and focus group discussions were transcribed verbatim, and the responses were coded. Thematic analysis was performed on the transcripts to identify the common themes in the participants' responses.

Qualitative data from the questionnaires were analyzed using the MAXQDA software. In MAXQDA, the data were coded and analyzed thematically following data cleaning, classification, and identification of patterns and categories.

Major statements from the study participants are reported verbatim to illuminate their views. These statements are reported as RX for industry interviews, FX for focus group discussions, QX for industry questionnaire, and CX for community interviews, where X is the participant number. For example, R2 means interview participant 2 or the second interviewee.

Gender and Mining

3.1 Gender Inclusion in the Mining Industry

Gender inclusion, diversity, equity, and access issues remain a major challenge in the mining industry despite an increasing global campaign for improvement. Mining companies, educational institutions, industry unions, and several stakeholder organizations are helping to promote a gender inclusive mining sector. Notwithstanding these efforts, the large-scale mining industry continues to be male dominated with a decreasing number of women toward the management level. This challenge is global, and many countries are struggling to achieve a near gender-balanced mining sector.

The situation is same for the small-scale mining sector, which has many of the women relegated to unrecognized, marginalized roles. In the small-scale mining sector, many women work as load carriers, washers, and food sellers [1]. The men usually perform more decent roles and receive higher incomes than the women. Women typically lack bargaining power in the small-scale mining sector and are sometimes ostracized from participating in certain activities because of gender or traditional norms.

This literature summarizes key research progress on gender inclusion in the mining industry and provides global and local perspectives on the subject. The literature highlights important trends, issues, and changing contexts on the topic. Relevant

highlights include access to markets and financial services for women entrepreneurs and issues pertaining to health, safety, and social concerns confronting women in the small-scale mining sector.

3.2 Trends, Issues, and Changing Contexts

Underrepresentation of women is observed in most engineering fields, even outside of mining. In the United States, the American Academy of Arts and Sciences reported that about 20% women were involved in engineering bachelors while 80 - 90% were involved in the health and medical sciences [2]. This situation in the United States is like what occurs in Ghana and other mining-endowed countries.

In Ghana, the University of Mines and Technology (UMaT) offers engineering programs at both the undergraduate and graduate levels. Due to poor enrollment in female students, the university instituted a gender mainstream program more than a decade ago to improve enrollment levels for females. The program aimed to progressively improve female enrollment to 40% with recent numbers showing around 20% [3]. These recent numbers are great improvements over the historical numbers (Figure 3.1) that recorded significant low female enrollments. Apart from the gender mainstream program, the improvements in female enrollment can also be attributed to expansion in academic programs in the university.

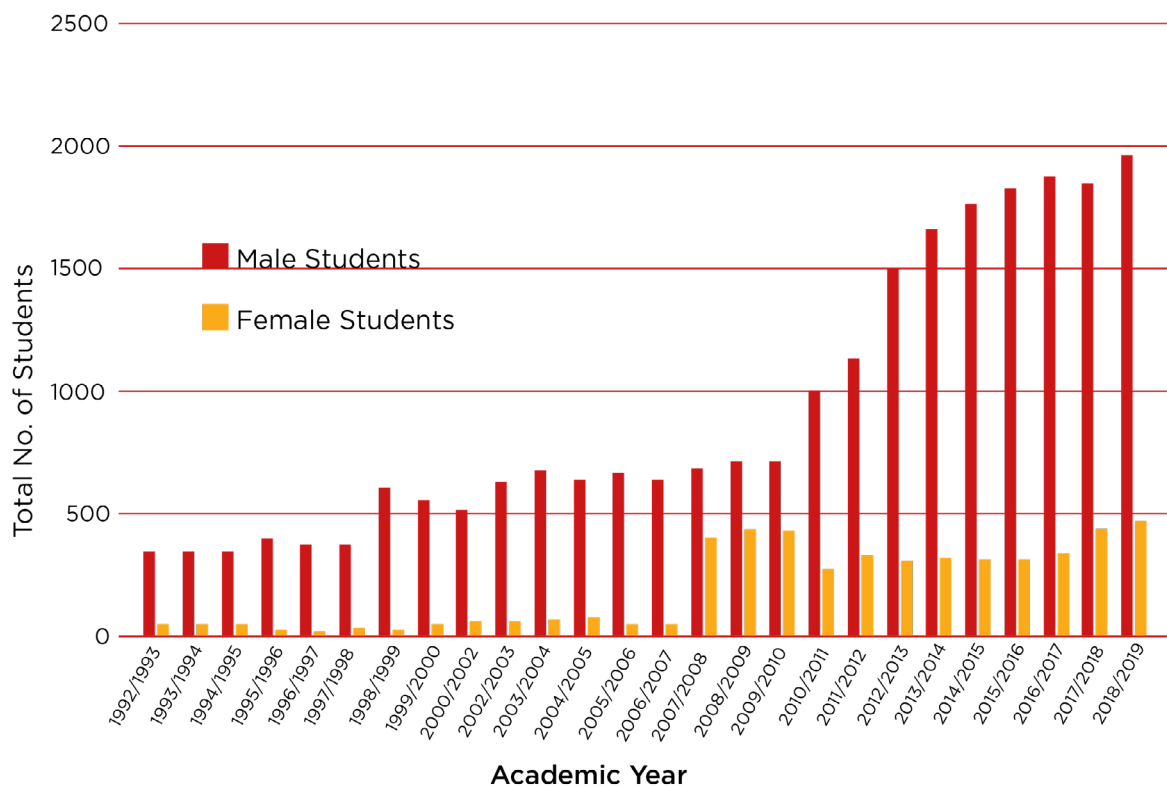


Figure 3.1 Student enrollment at UMaT since 1992/1993

The statistics from UMaT offer an insight into gender imbalance issues in Ghana’s large-scale mining because many of the university’s graduates construct their livelihoods in the country’s mining sector. Studies suggest that women form only 10% of the large-scale mining workforce in Ghana [4]. This observation is consistent with occurrences in advanced economies. For example, in the United States, women account for only 13% of the mining workforce [5].

The consensus in the literature is that women are underrepresented in mining and data suggests that a significant underrepresentation occurs in higher ranks within the large-scale mining sector on the global scale (Figure 3.2). This situation can increase the difficulty of having representative voices for women.

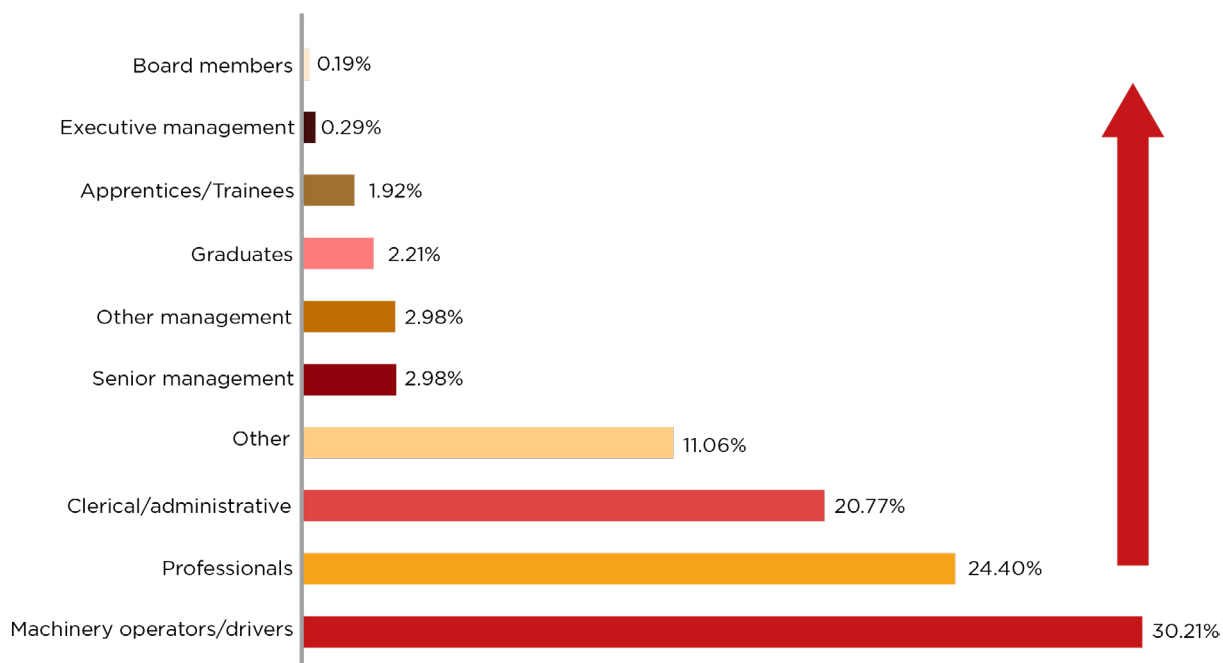


Figure 3.2 Women representation in mining. Data adapted from Informa Insights [6].

Several companies have set targets to increase the representation of women at the senior leadership and executive levels (Table 3.1). For instance, women’s representation at Goldfields increased from 16% in 2017 to 22% in 2021 with a target of 30% by 2030 [7]. AngloGold Ashanti reported 36% women’s representation on its board and 33% on the executive management [8] and Newmont reported 42% representation on its board [9]. In 2017, Goldfield’s male to female salary ratio stood at 1.25, which increased by 0.05 in 2021.

METRIC	VALUE
Females in Goldfields (2021)	22%
Goldfields target female representation by 2030	30%
AngloGold female representation at Board	36%
AngloGold female representation at Executive level	33%
Newmont female representation at Board	42%
Newmont female salaries compared to males	90%
Goldfields’ male to female salary ratio	1.3*
Source: AngloGold Ashanti (2021), Newmont (2021), Goldfields (2021)	

Table 3.1 Gender statistics for industry

3.3 Challenges of Women in Mining

Several studies have identified multiple factors that discourage women's participation in the mining industry. These factors include discrimination, family commitment, gender stereotypical ideologies, lack of support, lack of confidence, harassment, and lack of a common goal [10], [11]. In early 2022, Rio Tinto published an external expert review of its workplace culture [12]. The report contained an eight-month study that aimed to address different forms of discrimination, including bullying, sexual harassment, and racism. The report revealed that 28% of women compared with 7% of men were more likely to encounter sexual harassment, with 21 women experiencing actual or attempted rape or sexual assault.

Many women face sexual harassment at the workplace or encounter sexual harassment during their hiring process [10], [11]. Socio-cultural and gender stereotyping have also accounted for the low participation of women in large-scale mining [4]. Unsupportive supervisors and unfavorable work policies have also been reported to increase gender disparity in the mining sector in South Africa [13].

In small-scale mining, women are typically relegated to menial jobs, including working as porters, washers, and pounders, which are energy-intensive, precarious, and less safe compared to the more socially dignified roles for their male counterparts [1].

These women continue to experience sociocultural, economic, and safety issues that affect their wellbeing and limit their ability to be financially independent and socially recognized. In the Democratic Republic of Congo, women in artisanal and small-scale mining faced several physical and psychological harms due to the physical nature of their work and discrimination [14]. Women are more susceptible to economic vulnerability [15] and mining can undermine their status and independence in the community [16].

The mining industry, governments, civil society organizations, and educational institutions are helping with education, advocacy, and reforms to address the problems. Women in Mining organizations across the globe are spearheading capacity building efforts [17] as the International Labor Organization aims to create a decent and acceptable work environment for women [18]. Research, mentorship, training, and networking continue to gradually drive awareness and encourage women to expose these issues for the appropriate attention and solutions [19]. Hence, the availability of reliable, comprehensive data on gender issues can help the implementation of localized actions to drive effective solutions.

Industry Perspective

4.1 Brief Description

This section highlights the perspectives of industry women on challenges that affect gender inclusion, equity, and access. The section also discusses what the women believe could help improve gender inclusion in the industry. Briefly, industry women report discrimination and harassment, lack of effective leadership, retaliation from superiors, gender-insensitive work environment, and poor work and family life balance as the main challenges facing women in the mining industry. Industry women expect mining companies and stakeholders to establish gender-friendly systems and policies to improve their inclusion and diversity in the industry.

4.2 Gender Discrimination and Harassment

Gender discrimination and harassment featured crucially in this study, especially for the large-scale miners, as many participants frequently shared their perspectives on the subject.

Many of the large-scale industry women faced several different forms of discrimination. Nearly 50% of the large-scale interviewees were denied a job or promotion, and they believed that their gender accounted for such denials.

This finding was consistent with the finding from the questionnaire where close to 52% of the women indicated that they faced challenges in their workplace because of their gender (Figure 4.1). The women admitted that the gender-based denials were not officially communicated.

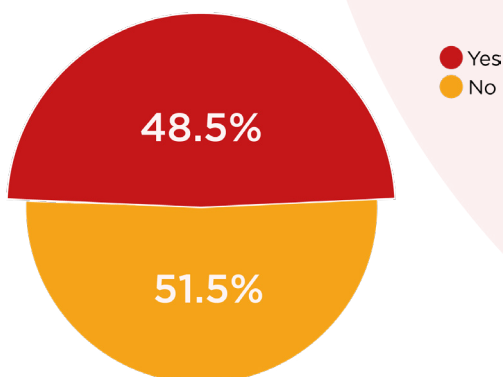


Figure 4.1 Gender-based challenges at workplace

However, they were convinced that the denials were gender based.

Many women stated that they had become aware of gender-based denials and exclusionary behaviors through “unwritten codes.” The companies have laws and policies against gender discrimination, and superiors dare not communicate officially about any gender-based discrimination.

The situation appears to have a lifelong effect on the women as they continued to recollect and described the events as a “painful experience” in their careers. For example, one participant with seven years of experience with the large-scale mining industry recounted how she lost growth and promotion opportunities because of her gender.

Yes, I was denied a growth and promotion opportunity due to my gender. I was promoted but did not receive the compensation that came with the role. The previous occupant of the role, a man, had the right pay for the role and received the needed training. I did not receive adequate training for the position, but my male subordinates received training. I resigned from the job because I did not receive the support that I needed, even to continue my education. R5

This experience is like that of many other women in the mining industry. Most of the women held the view that opportunities should be given to qualified women and detested the disregard for recognition of hardworking and experienced women. Like the previous story, several participants changed jobs because of gender-based discrimination. A 29-year-old mining engineer changed companies because she was denied a role.

I was denied a role and it happened at my previous workplace, the more reason I left the place to my new organization. There was a position, which I was qualified for, and I deserved it because I had worked so

hard for it. They denied me the role. They brought in a male for me to train and they gave the position to him. It was so bad that I couldn't take all that discrimination.... I was just passing through, and that is why I left. R6

In a rare instance, management informed an employee that she was denied a role due to her gender and appearance.

I accepted a nomination for head of community affairs and requested some level of training. They did not get back to me, and the next thing I heard was that the role had been given to a man. They said that I had dreadlocks...I will be menstruating, and it may not be appropriate to present me as the lead to meet traditional leaders. R8

This encounter brings to fore the issues of gender and traditional norms that cause the exclusion of many women from important roles in the society. The issues of cultural and gender norms are particularly a subject of critical discussion in the small-scale mining sector. It is quite uncommon in modern large-scale mining; however, the findings in this study suggest that gender norms are still a problem in large-scale mines. Several participants shared experiences related to discrimination-based gender norms. These experiences from the study participants provide an avenue for increased discourse on the subject.

The findings about discrimination in the large-scale mining sector are not different from the findings on harassment, as a

significant 60% suffered harassment at the workplace or in the line of duty. Sexual harassment was the most predominant form of harassment observed. The other forms of harassment included financial harassment (promotion without pay) and emotional harassment (ideas not valued/recognized).

One of the large-scale mining participants shared a debilitating experience of sexual harassment. This person has more than 10 years of experience in the industry and is 34 years old. She faced gender-based discrimination in the line of work and suffered sexual harassment from the people who ought to protect her.

They keep harassing me sexually. They believe that when they keep giving me pressure, I will give in. The medical doctor at our workplace keeps abusing women sexually when they go to him for medicals. He abused me, and I wanted to report him to our HR manager. I stopped because the HR manager and the medical officer are related in a way. If I had reported the harassment, I would be victimized. I kept it to myself and avoided attending medicals for about 3 years at the clinic. R2

These findings from the interviews are largely consistent with findings from the questionnaire. Like the interviews, most of the questionnaire participants indicated discrimination and harassment as the leading greatest challenge confronting women in the mining industry (Figure 4.2).



Figure 4.2 Greatest challenges facing women in Ghana's mining industry

Unlike the large-scale mining sector, gender discrimination does not seem to be a major issue in small-scale mining in the Western and Eastern regions. The small-scale mining participants (including vendors) shared that they were generally treated fairly at the workplace and had no discrimination issues because of their gender. However, in small-scale mines with underground operations, the women were prevented from working underground mainly for safety reasons.

The small-scale mining women in the Eastern region indicated that their work environments were receptive, and the men never harassed them. Even if they did, there were committees or groups that received complaints and resolved them. The situation is the same for the Western region; however, a few of the women encountered harassment, and there were no structures for resolving grievances.

Notwithstanding the issues of discrimination and harassment, about 50% of the large-scale women held that the situation had improved, albeit slowly. The mining companies are focusing on gender inclusion programs that aim to increase the number of women. Some of the strategies include initiatives to employ more women, increase women in leadership roles, increase public discourse on inclusion and harassment, and include gender and harassment issues in sustainability reports. Another strategic initiative is setting up systems within the companies to handle harassment and gender discrimination complaints.

Despite these efforts, a few of the women believed that some of the changes were dramatic to stimulate public praise. The women argued that some of the companies give undue favor to women in the hiring and promotion process. A general call was made for gender equity in hiring, compensation, promotion, and training and many emphasized that women do not want undue favor but a leveled playing field with equitable access just as their male counterparts.

4.3 Retaliation from Superiors

Retaliation and fear of retaliation from superiors featured prominently in both the interviews and questionnaire responses. The women rarely reported the issues of discrimination and harassment for fear of retaliation, despite the availability of policies that prohibit such acts. While mining companies have systems for reporting harassment (Figure 4.3), many of the victims refused to report their experiences through the company systems due to lack of trust in the systems (Figure 4.4).

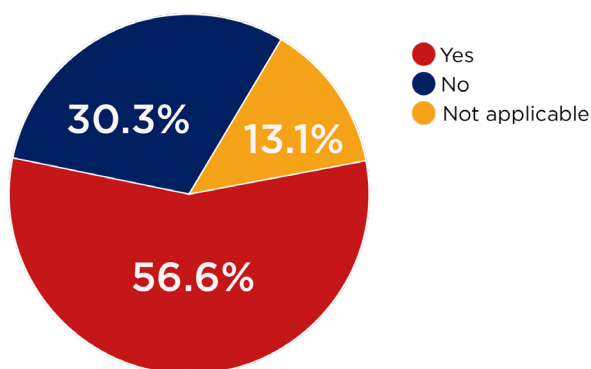


Figure 4.3 Availability of channels for addressing challenges

Widespread, almost normalized, victimization and retaliation in the form of job loss, non-renewal of contract, and lack of promotion prevented the victims from reporting the issues. In some circumstances, people in powerful positions manipulated the systems to skew the outcomes of harassment investigations. In several instances, according to the study participants, the outcomes were skewed in favor of the perpetrators.

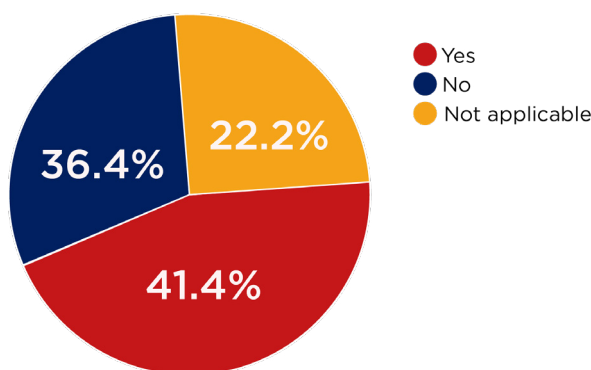


Figure 4.4 Trust in channels for a fair resolution of challenges

Like the interviews, the questionnaire revealed that women face retaliation in the workplace for reporting harassment incidents. A significant percentage (48%) of the participants indicated that they were blacklisted from future opportunities for reporting harassment incidents (Figure 4.5). Other women lost their jobs or contracts or were moved from their departments for reporting harassment issues. Oftentimes, the lack of concrete evidence of harassment creates a fear among the women who mostly keep the experiences to themselves or share with other women, rather than using the company systems.

While new entrants are the most victimized, women in higher positions also experienced sexual harassment but refused to report the act. The large-scale women indicated that sexual harassment is common in the industry and usually involves top management. So, it is easy for them to get victimized if they report the incidents. The fear of victimization causes colleagues who could serve as bystander interventionists to retreat from acting.

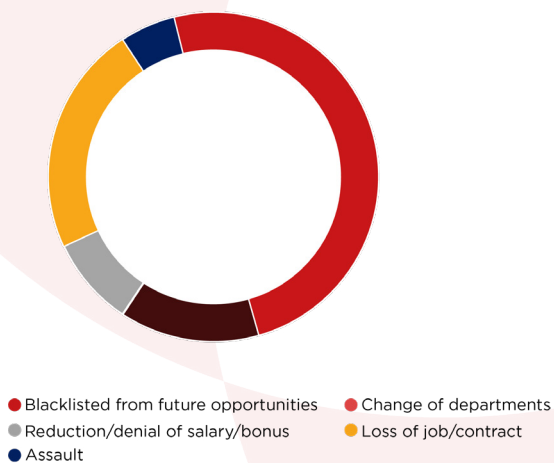


Figure 4.5 Forms of retaliations for reporting harassment incidents

4.4 Lack of Effective Leadership and Mentorship

As described earlier, lack of effective leadership ranked as the second greatest challenge among industry women who participated in the questionnaire. The women stated that men occupy most leadership roles with fewer or no women representation.

In such a situation, women’s voices are not typically ‘heard’ in the organization, and management usually fails to address women’s concerns.

In certain instances, the lack of effective leadership resulted in increased social exclusion of women due to cultural perceptions of men at the workplace. Men refuse to mentor women due to cultural perceptions and women’s ability to perform a role is usually questioned, according to some of the participants.

For example, one participant remarked that:

Most men have a perception that women are not to lead men, so it makes our growth and development in the industry very challenging. Also, most men think that if they mentor a lady, the lady will be promoted before them, so it makes it challenging for most men to mentor us. Q24

The general view is that women lack opportunities to participate in major decision making. The industry women attribute this situation to the lack of female representation in leadership roles. Some participants believe that women in leadership roles could serve as channels for addressing their concerns. However, many participants were of the view that women appear to focus on their personal interests when they reach management levels and seem to show no interest in supporting the younger ones.

Some of the participants mentioned that they were surprised that experienced women in the industry provided no mentorship. One participant (Q31) lamented that the “Lack of a united front to promote women in a male dominated environment” is a serious challenge that affects women in the industry.

The lack of mentorship and motivation from experienced women partly result in “unnecessary competition” and “disunity among women” in the industry. Particularly, young women in the industry feel demoralized, and exclude themselves from voicing out their concerns even when necessary.

We don't have effective leadership. The experienced women are not supporting us. They don't mentor us, and there is no interest and motivation. So, we lack the will to voice out our concerns whenever the need arises. Q88

In a related instance, the lack of a common front among women in the industry occasioned a lack of attention on regular biological occurrences that are peculiar to women. A strong women's leadership could help mitigate this routine lack of voice among women in the industry. Women who have menstrual problems are unable to communicate their challenges for fear of being reprimanded or ostracized. Men see women in such conditions as “weak” and “unproductive”. A participant's comment highlights this situation:

Women who have medical conditions resulting in extremely painful menstrual cycles cannot voice it out and get support for those cyclical rough times, as they will be seen as weak and not fit for the work despite all the hard work and effort put into work during the time they are not in their menses. Q67

4.5 Gender-insensitive Work Environment

In the interviews, industry women indicated that their male counterparts support them in the discharge of their duties. Several participants acknowledged that male colleagues made the workplace comfortable for them. However, many reiterated that persistent sexual harassment based on power dynamics is a major experience they encounter while working with men. Such encounters make the work environment hostile to women who still need to work for their livelihood.

I was sexually harassed and felt uneasy to go to work because I see the person all the time at work. I didn't like the work environment after the incident, but I still had to go because I needed the income to support myself. I quit the job for another when the opportunity came my way. R6

As this narrative points out, issues of harassment, discrimination, and unfair treatment create an unfriendly work environment for women. Nonetheless, many women continuously brave these unreceptive, challenging work environments because they lack alternative livelihoods.

I must work even though I'm not happy at the workplace. My supervisors, who are men, usually look down upon me. They sometimes talk to me anyhow, with no respect at all. I need the money, so I just must work. R3

Further, it appears there is a lack of gender-appropriate facilities such as restrooms, change rooms, and personal protective equipment (PPE) for women in some of the mining companies. In some departments and offices, men and women share the same restrooms. According to some of the study participants, this issue typically occurs at exploration site offices.

The situation is better in other departments. However, in one instant, an interviewee stated that men and women shared a common washroom in the mining office. At the stakeholder validation workshop, a representative of the Ghana Chamber of Mines stated that she is unaware of the issue of the shared restrooms and indicated that the Chamber was ready to immediately address it with any company that has such issues.

Some of the participants criticized the absence of gender-specific clothing in the industry, and one (Q88) opined that “Comfortable field clothing is not available for women.” This observation caused some of the interviewees to describe the discussion on gender inclusion in the mining industry as “cosmetic.” They contend that simple-to-implement policies like gender-appropriate structures should not take so long to implement if management were serious about the subject of gender inclusion.

4.6 Gender Inclusion Data

One crucial issue that emerged is the lack of data on gender inclusion. Some mining companies such as Goldfields, AngloGold, and Newmont publicly report employee data through their annual sustainability reports. The information may include data such as number of employees, ratio between women and men, and salary comparison for women and men. The University of Mines and Technology as well reports annual students' enrollment numbers and teaching staff population. The data include the percentage of female students and female teaching staff. The report highlights targeted enrollment for female students.

The data, though not sufficient, provide the basis for discussing gender inclusion in the industry. Therefore, every mining company that recognizes gender inclusion as a key aspect of sustainability must publicly disclose employment demographics and efforts being made towards gender inclusion.

The Ghana Chamber of Mines and Minerals Commission could take a leading role in ensuring an inclusive mining industry. The Chamber was contacted for gender inclusion data on each member company.

The request included total number of employees, number of females, and number of males according to the following categories:

- Senior leadership (section managers to MDs & beyond)
- People manager (supervisors, unit managers, Superintendents and any others who have direct reports)
- Individual contributors (no direct reports e.g., engineers, metallurgists and other professionals who don't have direct reports)
- Operators and maintainers (hourly employees like equipment operators, mechanics, etc.)
- Contractors

The Chamber responded that “We do not have the requisite data.” However,

at the stakeholder validation workshop, the representative from the Chamber mentioned that:

We do have data on gender and inclusion, which we collect every year...data on the number of women in management, contractor companies, etc. Ghana Chamber of Mines Representative. The Chamber's representative continued that “The data Dr. Bansah requested for was very specific and refined, which we do not have because it is something we do not look out for.”

Data on gender inclusion could help assess the effectiveness of gender inclusion programs in member companies. The Minerals Commission, which has oversight of the small-scale mining sector, presently has no employment data on small-scale mining in the country. Thus, employment statistics for men and women in small-scale mining are uncertain and have become a subject of researchers' assumptions.

4.7 Improving Gender Inclusion

Based on the data, industry women expect the institution of gender-sensitive policies and systems to improve their participation, access, and inclusion in the industry. These expectations are grouped into five relevant areas as follows:

- Developing gender-sensitive management policies
- Increasing women's representation at management levels
- Establishing units or departments for gender inclusion
- Improving advocacy on gender inclusion
- Enhancing entrepreneurs' access to financing

Developing gender-sensitive management policies

Industry women want mining companies to develop policies to help them grow and progress. They want strong gender protection policies and impartial enforcement to make the workplace friendlier to them. The women acknowledge the existence of gender policies in some of the companies.

However, they suggest that those policies are not practically implemented. In areas where such policies are executed, they are unfairly applied.

Industry women need policies that will help them grow their career just like men. Participants want access to equal opportunities in the industry. They are unhappy that men are typically placed in more advantageous roles than them even when they are equally qualified. The following statement demonstrates how women in the industry feel about access to opportunities:

For superintendents, they put the women on development roles and put the men on acting managerial roles. It is only when you are given the opportunity to act as a manager that you can advance to the management level. But for the women, we are sidelined and not even given the opportunity to act at all to advance our career. This partiality must cease. R8

Increasing women's representation at management levels

Women in the industry would like management to make deliberate efforts to increase the number of women in management positions. Women expect mining companies to have more representation on company boards to advocate and present their concerns for improved conditions of service.

Industry women believe that increased participation of women at the top level would motivate other women to fully participate. They also believe that the inclusion of women in top management would help them to gain both technical and non-technical roles in the industry. One participant stated that:

Currently we have 14 managers and only two of them are women. The ratio of ladies to men within the technical workforce is about 1:15. R1

Many women in industry wish to see a change in this situation. The women argue that it should not take the companies too

long to implement changes to have more women represented on company boards and management levels.

Establishing independent gender inclusion departments

Women expect mining companies to establish independent gender inclusion units or departments to oversee and promote gender inclusion in the industry. These gender inclusion departments must conduct industry-wide advocacy on respect for women's rights and dignity and rapidly address issues of discrimination and harassment.

Such departments must ensure that women are properly mentored to occupy positions of leadership. The department must be responsible for spearheading the recruitment of girls into science and engineering and building the confidence of women in the industry.

Notably, industry women want the gender inclusion departments to negotiate on their behalf for more flexible maternity leave policies. The women want the gender departments to educate men on maternal health issues.

Sometimes, when we are pregnant and feel a little weak in discharging our duties, our male counterparts think we are lazy. R9

After maternity leave, women expect refresher training to re-align them to their work and work environment.

These gender departments are expected to be independent of the human resources department and help to bridge the gap in pay disparity.

I am currently experiencing that. My male colleague who is performing the same duty as mine is paid far more than me. Men are good at negotiation, but I believe there should be a fair pay for my qualifications. What I bargained for was reduced. R7

This account suggests that women lack good negotiation abilities, and some believe that culture underpins such attributes.

We are in a culture where we are taught to be modest, which translates into our bargaining power. F1

Improving advocacy on gender inclusion

Outside the mining companies, industry women want government institutions to fully participate and lead the discussion on gender inclusion. The government could ensure that more girls are recruited into engineering. Role models could be assigned to girls who pursue engineering.

A deliberate effort must be made to increase public awareness on gender inclusion. Parents must be educated on how science and engineering can benefit the children, the family, and the nation. This advocacy can begin from the basic schools through the junior and senior high schools. The career awareness programs in schools must involve talks on science and engineering. These career awareness programs could also have science and engineering exhibitions.

During the career day at school, professions aside engineering are usually featured. Organizers should invite female geologists, miners, and engineers to give talks to encourage the girls. There must be people examples (engineers, women entrepreneurs) to show that women can and are excelling in the industry. F4

Enhancing entrepreneurs' access to financing

Women who work as entrepreneurs in the mining industry would like an improved access to financing. They want financial institutions to have gender-based financing options that are accessible to them. The presence of mining desks in banks could make it easier to understand the mining sector and provide funding.

The entrepreneurs demand effective institutional collaboration so that bankers can understand the unique nature of mining and make borrowing easier for them. Women want capacity building opportunities to build confidence and skill in developing strong business cases. They need the skill to defend their business cases and access funding.

Moreover, they want cultural issues like land ownership addressed to improve women's rights to assets such as land.

This land can be used as collateral to secure funding just like their male counterparts. Women in certain localities still need a male to endorse their application for loans. The culture in some areas does not allow women to own land that can be used as a collateral for accessing financing. A shift in culture could help address women's difficulty in accessing financing for their businesses.

"The ratio of ladies to men within the technical workforce is about 1:15."

Community Perspective

5.1 Brief Highlights

This section describes the positive and negative effects of mining on women in both large-scale and small-scale mining communities. It explores the benefits community women derive from mining and how those benefits are distributed. The section also discusses the negative effect of mining on the community women and capacity building opportunities available to them.

Community women benefit from mining companies through skills training and public health awareness programs, scholarships for their children, and social amenities such as market buildings, electricity, and water supply. Additionally, community women gain some form of employment either directly or indirectly from mining, and the presence of mining helps to improve their commercial business activities. These benefits are distributed fairly between women and men.

Community women attribute teenage pregnancy, increased school dropouts, high cost of living, health care issues, and flooding of farmlands to mining activities within their communities. Other problems include noise and vibration from blasting, lack of employment, criminal victimization, low level of formal education, and inadequate employment for local women. Community women believe that improved health and community wellbeing, jobs, enforcement of mining and livelihood policies, and education and training would help to lessen the impact of mining activities on their lives.

5.2 Benefits from Mining Activities

Interviewees generally agree that both large-scale and small-scale mining contribute to socioeconomic development in host communities. These contributions are usually in the form of educational scholarships and social amenities, such as water and electricity supply to communities. The scholarships are typically awarded to brilliant but needy girls in the communities, and mothers usually find this gesture as a big financial relief.

Additionally, mining companies help to empower community women through club activities, seminars, and sensitization programs. These awareness programs focus on breast cancer and career building. For food vendors, market women, and business people, mining creates the enabling environment for increased sales to benefit them and their families. However, these benefits are not necessarily gendered as both men and women benefit from the thriving mining activities.

Similarly, participants of the community questionnaire reported social amenities, employment, education and training, and increased productivity as benefits derived from mining in their communities (Figure 5.1). Mining companies build access roads, toilet facilities, market places, and libraries for host communities. Community women receive skill training and gain either direct or indirect employment in mining to earn an income. However, many community women (33.4%) indicated that they derive no benefits from mining.

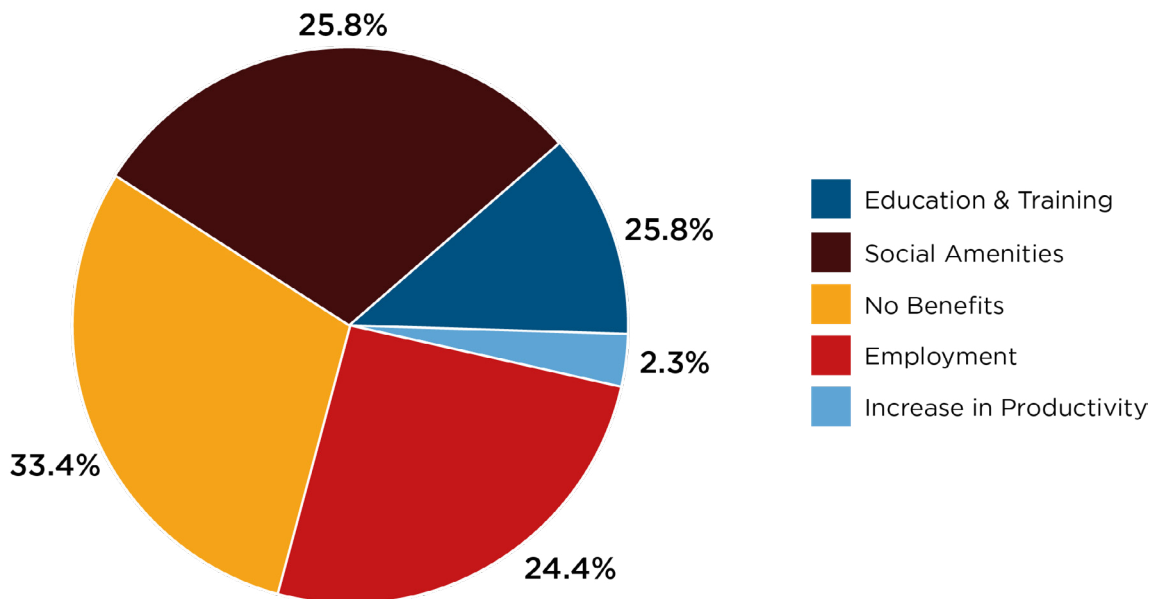


Figure 5.1 Benefits women derive from mining in the communities

5.3 Distribution of Benefits in Host Communities

In the interviews, many women shared that benefits (donations) from mining companies are fairly distributed among men and women in the host communities. The community women indicated that the distribution of benefits from mining companies are not gendered. Both men and women benefit equally from mining programs and assistance. An interviewee states the following:

Yes, there are things that the mining communities do to help this town. They award scholarships and there are no biases in the award of the scholarships. The scholarships are fairly distributed among men and women. C1

Other women disagree and argue that the benefits are unfairly distributed. In certain instances, benefits are given to the heads of households who are typically men or channeled through the chiefs or community leaders. Community women admit that, in most instances, such benefits do not reach the women.

The position of the interviewees on the distribution of benefits is not starkly different from those of the questionnaire

participants. In the questionnaire, there is almost a tie among the women on the distribution of mining benefits to the communities. While 54.5% of the women indicate that the benefits are equally distributed to men and women, 45.5% indicate that the benefits are unequally distributed (Figure 5.2).

Community women indicate that there is often a lack of transparency in the distribution of benefits to community members. Some of the women attribute the unequal distribution of the benefits to lack of unity among community leaders, entitlement attitude of some of the community heads, and absence of checks and balances from the donor companies.

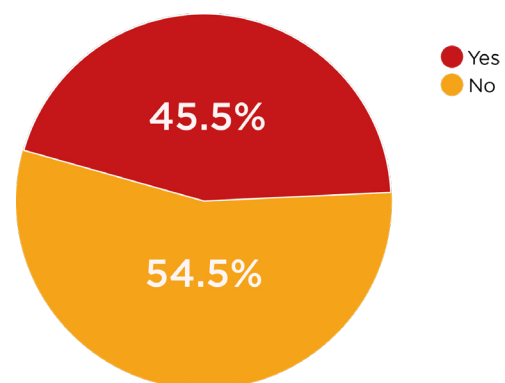


Figure 5.2 Equal sharing of mining benefits among women and men

Despite these concerns, most of the women in the communities hold the view that there is no discrimination towards women when sharing benefits from the mining companies (Figure 5.3). The findings on the distribution of mining benefits to host communities are significant. Mining companies can rely on this knowledge to address any bottlenecks related to community donations, programs, or projects.

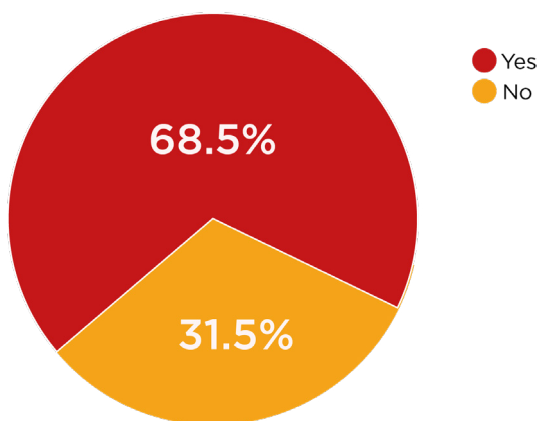


Figure 5.3 Discrimination against women when sharing mining benefits

5.4 Negative Effects of Mining on Women

Several problems were mentioned as issues affecting women’s development and enterprise in the mining communities. Some of these problems include:

- Teenage pregnancy
- School dropouts among young boys and girls
- Dust from frequent vehicular movements
- Noise and vibration from blasting
- High cost of living
- Lack of formal employment for women
- Flooding of farmlands and communities
- Health care issues

Many of the community women admit that the problems they face in the mining communities are not mainly different from what men face (Figure 5.4). The responses demonstrate that challenges in the mining communities are not gendered. However, a significant 46% disagree with this view and suggest that women mostly suffer the consequences of the mining problems more than men.

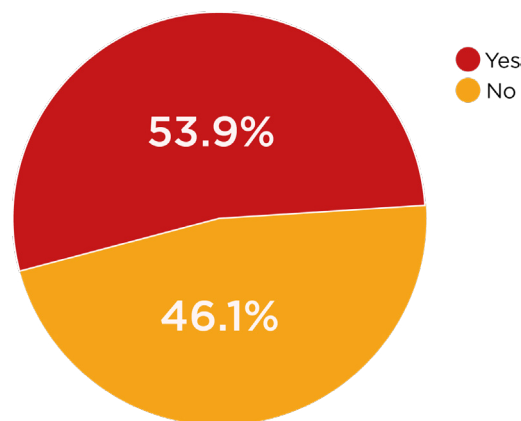


Figure 5.4 Does any of the challenges affect women more than men?

Many women show concern about increasing incidences of teenage pregnancy in the mining communities. The women state that men from both large-scale and small-scale mining use money to entice school-aged girls and impregnate them in the process. The consequence is that these girls abandon their education and focus on caring for the pregnancies and their children.

In small-scale mining communities, informal (galamsey) mining serves as a lucrative sector for many young boys and girls who eventually drop out of school. According to the community women, this situation prevents their children from advancing their education to gain formal employment in the large-scale mining sector or other functional employment areas.

Further, some women show concern over the haphazard nature of galamsey that has resulted in polluting their drinking water sources and destroying their farmlands. Many depend on farming as their only source of livelihood, and galamsey activities tend to deny them their only livelihood and household income.

In some cases, galamsey mining of riverbanks causes their farms to flood and damage their food crops. These circumstances increase women’s vulnerabilities to economic hardships. One woman’s response illustrates this issue of galamsey on women’s livelihoods in mining communities.

The illegal miners have blocked all the gutters and trenches with their waste sediments. Anytime it rains the place gets heavily flooded and we lose our hard-earned properties. C20

These concerns are like the findings from the community questionnaires. Though 39% indicate that they face no challenges from mining in their communities, a significant number of women in the mining communities report challenges that confirm those found in the interviews (Figure 4.5).

They also attribute reproductive health diseases and risks to the consumption of mining-polluted water.

Blasting causes so much damage, and I can say that about 50% of all the BP cases we have in town is from blasting. I also believe that the chemicals from blasting have its own effect on us. C31

Significantly, all interview participants mentioned that they face no barriers when accessing healthcare as women.

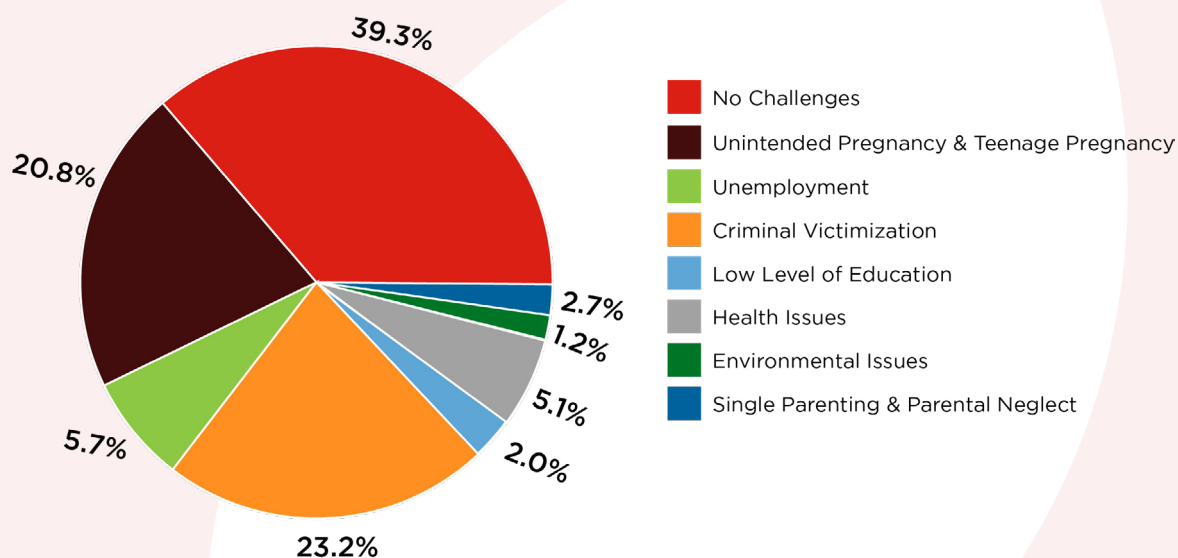


Figure 5.5 Questionnaire responses on community women's problems

The women indicate that they are victimized through rape incidents. Thieves and criminals usually target women who they believe are vulnerable. Like the interviews, many in the questionnaire report unintended pregnancies and teenage pregnancies as challenges affecting women in their communities. The men responsible for the pregnancies abandon the women, and the women would have to cater for the pregnancies and children alone.

Health issues include cases related to dust inhalation, noise and vibration from blasting, polluted drinking water, reproductive health, and sexually transmitted diseases. For example, the women linked cases of hypertension to the loud noise and ground vibration from blasting activities.

The women stated that if there were any barriers, those barriers had no gendered connotations. However, there were gendered differences in health risk, explaining that women were more at risk in challenging healthcare and safety spaces.

There are some differences in the risks. Women are likely to get infected by sexually transmitted diseases, and then again, when infected, it is more difficult to treat a woman than a man. C66

For this reason, some of the women called for assistance from the mining companies on their health care needs. The women requested increased education on health and health screening for women in the communities.

I want them [mining companies] to assist women with our health issues. They could organize health screening for us. C20

5.5 Employment and Concession Discrimination

The community women feel that the mining companies discriminate against them when hiring people. The women are unhappy that employment opportunities are usually offered to people from outside their communities. A few women that obtain jobs from the companies are typically constrained to roles such as cleaners or helpers on farms belonging to the mining companies.

A look at the qualifications of these women indicates that most of the women lacked formal education. However, most roles in the large-scale mining sector require the applicant to have formal education. The lack of formal education among many local community women removes them from the competition for jobs in the industry.

Regarding small-scale mining, some of the community women report discrimination in issuing concessions for small-scale mining. The women stated that they are often denied the opportunity to own small-scale mining concessions. They stated that concessions are usually issued to people from outside the communities or fewer men in the community. The women argued that they deserve the opportunity to own small-scale mining concessions so that they can work and support their families. Mostly, they work on the concessions of people who are not from the communities.

It is not fair that they don't give us concessions to work on even though we are entitled to it. We come from here, and they don't give us a place to mine. They give it to outsiders, and we work for them. They will finish mining, and we will be the ones to suffer all the problems they left behind. C11

The Minerals Commission appears to be aware of these concerns. During the stakeholder validation workshop, a representative of the Commission stated

that such concerns have been raised in previous meetings. She indicated that both men and women have similar complaints and suggested that the district offices of the Commission are open to offer relevant information on how to obtain a concession.

5.6 Structures for Addressing Concerns

The community women state that they lack gender-specific structures for addressing mining-related problems in their communities. There are no structures to address women's concerns and to promote gender inclusiveness in the communities. Mining related problems may be addressed like how traditional issues are addressed in the palaces. Complaints are typically made to the palace, and community leaders attempt to provide solutions. Yet, many times community members receive no favorable resolution.

The poor handling of complaints by the chiefs causes some of the women to bypass community leaders and report their concerns directly to the mining companies. Some of the women believe that the community affairs departments of the mining companies are sometimes more receptive to their concerns than their own local leaders. Thus, the women suggest that the mining companies could establish local committees that are independent of the chiefs to receive complaints related to mining.

Also, the women acknowledge that reproductive health education programs organized by the mining companies help them to improve their health. They encourage the sustenance of such education programs and request its expansion. The women suggest that other than the clinics, an easily accessible permanent post could be established in the communities to address the health problems of women.

5.7 Improving Community Women's Enterprise

Community women appear more vulnerable to the problems of mining. Their skill and enterprise need to be enhanced to improve

their wellbeing and that of their families'. Such assistance would help to reduce the impact of mining on the women and increase their resilience.

To this end, women who live in mining communities want support from mining companies within their vicinity. Women want mining companies to support them in quality health and community wellbeing, job allocations, and education and training (Figure 5.6). Further, community women expect the government to enact and enforce mining and community policies and regulations that aim to support women.

coached, enlightened, and empowered to make them competitive for jobs. Women who want to have their own businesses would need financial support to commence.

Community women argue that though mining has brought some level of development in their communities, such changes have not been significant. The women suggest that they are not involved in deciding on the nature and type of mining projects or programs in their communities. Hence, they expect company and community leadership to include them in decision making on community projects.



Figure 5.6 Reducing the impact of mining on community women

The women indicate that better health facilities with improved means of access could help reduce health problems. More importantly, mining communities want their roads repaired and asphalted to reduce the levels of road-induced dust and travel-related complications when accessing health facilities, especially during pregnancy.

In addition, community women want mining companies to help them in acquiring skills and training that could help them to gain employment in the industry or establish their own business. They want to be trained,

Conclusions and Recommendations

6.1 Conclusions

This study identifies the challenges, benefits, and opportunities that could help facilitate and improve the inclusion, diversity, participation, and access of women in the mining industry and communities. The main challenges in industry include discrimination and harassment, retaliation from superiors, lack of leadership and mentorship, and gender-insensitive work environment. For mining communities, women are typically faced with low education levels, lack of skill, poor community leadership and unequal distribution of mining benefits.

Several efforts are being made to address these gender inclusion and diversity issues in the mining industry and communities. These efforts include the development and incorporation of gender policies in human resource guidance documents and the establishment of reporting structures for infractions. Some organizations have instituted plans to increase women's participation at all levels of the organization, and a deliberate effort is being made to actualize the global demand for equity and inclusion in the extractives industry. A few mining companies demonstrate transparency on gender inclusion initiatives and report these efforts globally through sustainability reports.

These changes in the mining industry could improve gender inclusion, empowerment, participation, and access. The changes would eventually ensure a diverse and receptive work environment for women and promote the sustainability of mining operations.

Women in the mining industry are prepared to serve in various capacities and influence a positive change in thoughts, policies, and programs. They demonstrate an objective disposition to make a significant change in the industry. Thus, their rights and

contribution need serious recognition and attention. Organizations must recognize the readiness of these resolute and assiduous women and fully utilize their skill and enterprise for operational and management excellence.

Nevertheless, women still need improved leadership in the industry and communities to support their special needs. Mentorship, capacity building, public education, and institutional awareness are critical areas of focus. A collaborative effort is required among stakeholders to ensure that women are provided the needed support. In this regard, WIM Ghana's recently launched mentorship program for young and new women in the industry is commendable. Mentorship is crucial in building the resilience of the many young women who may become disinterested in mining due to frustrations from persistent discrimination and sexual harassment. Additionally, financial institutions must help build the capacity of entrepreneurs and create an enabling access for financing to support their businesses.

Like industry women, community women acknowledge that mining contributes to their lives in diverse ways. Mining shapes commercial activities and positively vibrates rural mining economies. However, these contributions largely lack the potency to offset the many negative effects of mining.

Increased health problems, high cost of living, rampant teenage pregnancy, and social dissociation due to changing cultural dynamics make mining communities in the regions more vulnerable. Women in mining communities are more susceptible to these problems, and they often become victims. These socioeconomic and cultural problems threaten the wellbeing and sustainability of the already distressed mining communities.

Stakeholders at the validation workshop acknowledged the challenges in the mining sector and recognized the need to address these challenges.

Notably, the Chairperson who has previously served as the Chief Executive Officer of the Minerals Commission and presently serves as the Advisor on mines to the Minister of Lands and Natural Resources remarked:

In our sector...you find it is male dominated. I simply say we have got to do something about it, and I think this study is very apt in trying to figure out the main reason for the gender imbalance in our sector.
Benjamin Aryee

6.2 Recommendations

As earlier stated, the study findings suggest that efforts are being made to address the gender-insensitive issues in the mining industry. In the study, women who faced discrimination, harassment, or retaliation experienced socioeconomic and psychosocial harms that can have a long-term effect on their personal and professional development. Thus, additional efforts are needed to minimize the gender-based problems in the industry.

Increased education on gender issues is crucial to achieve this goal. The education can be integrated into company planning and development programs and must involve at least a semi-annual mandatory training for each worker. As done in some companies outside Ghana, each worker can be required to enroll in an annual non-discrimination course that addresses issues such as discrimination, harassment, and retaliation. Routine seminars and workshops could also be organized to complement the non-discrimination course. Spouses of workers can be invited to participate in these seminars and workshops and to encourage them to serve as partners for gender inclusion campaigns.

Additionally, companies must enforce gender-discrimination policies and ensure that offenders are adequately punished to deter others. A diversity and inclusion

department, instead of HR departments, could be established to address gender-based issues proactively and effectively. This department must ensure that the rights of both the victim and the offender are protected throughout the process, from reporting through investigation and resolution.

Fear of retaliation and social exclusion prevents many women from reporting issues of harassment. An independent department that ensures impartial resolution of issues would build confidence and motivate women to report issues of discrimination and harassment. Also, a secure platform could be created for affected women to share their experiences and receive counseling without disclosing their identities. This platform can as well serve as a learning place for other women in the industry.

Efforts towards gender inclusion must include the small-scale mining sector. While a much clearer picture is emerging on gender inclusion in the large-scale sector, issues of gender inclusion remain opaque in small-scale mining. The government, through the Minerals Commission, must create a database of the small-scale mining sector, including sociodemographic data of the sector's workforce. Such data is important for policy and planning and to help address policy gaps and challenges.

The lack of data on small-scale mining would make it more difficult to implement any effective gender-specific policies in that sector. Incidentally, some of the small-scale mines have already established informal systems to address issues that concern gender inclusion. The Commission can study these systems, formalize, and help their proper implementation in other small-scale mine sites.

In mining communities, the large-scale mining companies and the government must continue to support the communities with programs and projects to minimize socioeconomic vulnerabilities. Education, skill training, infrastructural support, and health care assistance could be deployed

as coping and adaptation strategies. Such interventions would ensure that women in mining-affected communities become more resilient to socioeconomic shocks.

Regarding the sharing of mining benefits with mining communities, the study finds that some donor companies route the benefits and decision making through community leaders. This situation results in unequal access to mining benefits. Therefore, mining companies that support host communities must ensure a more inclusive approach that involves both men and women in the communities. The companies can engage the entire community to identify their needs and participate in the distribution of the benefits to the community people.

In sum, the following are recommended:

- Enhancing gender education in the mining industry. This education should be mandatory for workers and can be integrated into planning and development programs conducted semi-annually.
- Establishing an independent diversity and inclusion department to enforce gender-discrimination policies, ensure impartial resolution of gender-based issues, and ensure that offenders are adequately punished.
- Creating an industry-based secure platform for affected women to share their experiences and to receive counseling without disclosing their identities.
- Developing a database of the small-scale mining sector for effective policy development and planning.

- Providing education, skill training, infrastructural support, and health care assistance in mining communities to improve women's socioeconomic conditions.
- Adopting new and inclusive approaches in the distribution of benefits to community people. Mining companies can engage the entire community to identify their needs and participate in the distribution of the benefits instead of routing them through a few community leaders.
- Conducting additional research to explore and further understand the complexities and nuances of the emerging issues. Areas of immediate attention include:

1. Examining the various means by which gender discrimination affects the health, safety, and social outcomes of female victims.
2. Identifying the limiting factors for the lack of access to funding by female entrepreneurs.
3. Assessing how gender budgeting could be used to improve the financial capacity of female entrepreneurs/contractors.
4. Determining the root cause of women's inability to secure small-scale mining concessions.
5. Performing an in-depth study of women's welfare in small-scale mining. This study can focus on the small-scale mine that has a disciplinary team for addressing discrimination issues to identify strengths and weaknesses and explore the program's implementation in other small-scale mines.

References

- [1] Bansah, K.J., Dumakor-Dupey, N.K., Sakyi-Addo, G.B., 2017. Digging for survival: female participation in artisanal and small-scale mining in the Tarkwa mining district of Ghana. SME Annual Meeting–Feb, pp. 19–22.
- [2] American Academy of Arts and Sciences (2017). Gender distribution of bachelor’s degrees in the humanities. <https://www.amacad.org/humanities-indicators/higher-education/gender-distribution-bachelors-degrees-humanities>.
- [3] UMaT (2019). 11th Congregation basic statistics. University of Mines and Technology, https://umat.edu.gh/index.php/media-press/document-speech-congregation_document.
- [4] Rickard, S., Treasure, W., McQuilken, J., Mihaylova, A., Baxter, J., (2017). Women in Mining. Can a Mining Law Unlock the Potential of Women? Adam Smith International and International Women in Mining, London.
- [5] The Mines Magazine (2019). Are women the mining industry’s most underdeveloped resource. Available at: <http://minesmagazine.com/8749/>.
- [6] Informa Insights (2014). Infographic: what are women’s role in mining? <https://www.informa.com.au/insight/infographic-what-are-womens-role-in-mining/>.
- [7] Goldfields (2021). Integrated annual report: Creating enduring value beyond mining. 112pp.
- [8] AngloGold Ashanti (2021), Sustainability report: Investing in the future. 60pp.
- [9] Newmont (2021), Sustainability report: Leading change, focused on value. 273pp.
- [10] Botha, D. (2016). Women in mining still exploited and sexually harassed. SA Journal of Human Resource Management, 14(1), 1-12.
- [11] Kansake, B. A., Sakyi, G. B., & Dumakor-Dupey, N.K. (2021). Creating a gender-inclusive mining industry: Uncovering the challenges of female mining stakeholders. Resources Policy, 70, 101962.
- [12] Report into workplace culture at Rio Tinto. <https://www.riotinto.com/news/releases/2022/Rio-Tinto-releases-external-review-of-workplace-culture>.
- [13] Kaggwa, M., 2020. Interventions to promote gender equality in the mining sector of South Africa. The Extractive Industries and Society 7 (2), 398–404. <https://doi.org/10.1016/j.exis.2019.03.015>.
- [14] Geenen, S., Kabilambali, G., Bashizi, F. M., & Vanlerberghe, E. (2022). Women who “age too fast”: Female work, bodies and health in the gold mines of Eastern Democratic Republic of Congo. The Extractive Industries and Society, 12, 101138.
- [15] Orleans-Boham, H., Sakyi-Addo, G. B., Tahiru, A., & Amankwah, R. K. (2020). Women in artisanal mining: Reflections on the impacts of a ban on operations in Ghana. The Extractive Industries and Society, 7(2), 583-586.
- [16] Jenkins, K. (2014). Women, mining and development: An emerging research agenda. The Extractive Industries and Society, 1(2), 329-339.
- [17] The World Bank (2022). Impactful women: examining opportunities and constraints for women in mining organizations worldwide. <https://www.worldbank.org/en/events/2022/02/10/ImpactfulWomenReportLaunch>.
- [18] ILO (2021). Women in mining. Towards gender equality. https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---sector/documents/publication/wcms_821061.pdf.
- [19] Sakyi-Addo, G. B. (2019). Interview: Georgette Barnes, president, women in mining Ghana. <https://www.mining.com/web/interview-georgette-barnes-president-women-in-mining/>.

Appendix

Appendix 1: Stakeholder Validation Workshop

On 13th December 2022, Women In Mining Ghana (WIM Ghana) organized a validation workshop in Accra to discuss the findings of the Gender Mapping Study. A total of sixty-five (65) participants from key stakeholder agencies in the mining and extractive sector participated in the workshop.

In a brief acceptance speech, Dr. Benjamin Aryee, Technical Advisor at the Ministry of Land and Forestry thanked the organizers of the workshop and said it is true that the mining sector is male dominated and suggested that it was time to change that narrative. He identified cultural influence as a key factor to promoting the gender imbalance issue in mining and added that it was unacceptable. He noted that women, when included in decision making and resource governance, could lead to a change in the narrative. He ended his speech by calling for equal representation of men and women in the mining sector.

The President of WIM Ghana, Dr. Georgette Barnes Sakyi-Addo in her opening and welcome address stated that globally women in mining related professionals were estimated between 7% and 15% while Ghana's latest figure was around 9%. She stated that addressing gender diversity in the mining sector, as shown by the research, will provide the sector with an opportunity to show leadership on the pressing social and economic issues. She admonished the need to increase the representation of women across all occupational areas and levels through capacity building, advocacy, and networking within the sector. She concluded that WIM Ghana has been at the forefront ensuring continued efforts to advocate and push for a more inclusive mining sector in Ghana.

Dr. Kenneth Bansah, Lead Consultant for the research study made an hour-long presentation on the research. In his presentation, he said issues of Inclusion, Diversity, Equity and Access (IDEA) are of a global concern, and the creation of inclusive environment would promote teamwork and productivity.

His presentation: identified existing trends and emerging issues on women's participation in the industry.

- Determined the challenges women face in the industry.
- Proposed strategies to improve women's participation in the mining sector.
- Provided strategies for improving access to market and finance, especially for women entrepreneurs in the industry.
- Highlighted measures to address the health and socio-economic status of women in the artisanal small-scale mining (ASM) sector.

The presentation was followed by an open forum where participants had the opportunity to ask questions, seek clarifications, and contribute to findings of the study. Dr. Bansah indicated that some of the comments would be included in the final report.

In his closing remarks, Dr. Aryee commended WIM Ghana for the study and reiterated the need for equity in the mining sector and requested that all stakeholders must endeavour to make gender inclusion a priority in the mining sector. He added that inadequate data on ASM as mentioned in the findings was disturbing because it is an important sector in the mining industry. He emphasised the need for reliable data and proper planning in the ASM sector. He concluded by admonishing WIM Ghana to make use of the findings of the study by collaborating and working with the relevant regulatory agencies to address the study findings. He thanked participants Ford Foundation, West Africa for their support.

NO.	INSTITUTION
1	Environmental Protection Agency
2	Minerals Commission
3	Ministry of Gender, Children and Social Protection
4	Ghana Mining Workers Union
5	University of Mines and Technology
6	Ghana National Association of Small-Scale Miners
7	AngloGold Ashanti Iduapriem Mine
8	Precious Mineral Marketing Company
9	Ghana Geological Survey Authority
10	Golden Star
11	Ghana Chamber of Mines
12	Friends of the Nation
13	Ministry of Lands and Natural Resources
14	ABSA Bank
15	National Commission for Civic Education
16	Accra Mining Network
17	Manganese Ladies, Nsuta
18	ATCWAR/MBAYEDIE KUO
19	Women In Mining
20	Summa Gold
	MEDIA
1	Benya Fm
2	The Finder
3	Daily Graphic/Coastal TV
4	Ama Ghana
5	Joy News



Picture 1: Group Photo of Participants




Picture 2: Section of Participants at the meeting



Picture 3: Photo of representatives at the meeting



Picture 4: Photo of WIM Ghana members



Website: www.wimghana.org **Email:** secretary@wimghana.org
Twitter: @WIMGhana **IG:** @WIMGhana **Facebook:** wimgh
Tel: 055 360 0607/ 024 845 0194/ 030 296 2125

Cover Image By: www.freepik.com