



Impacts of Mining Extractive Industries on Women in Zambia



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Study Report

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List of Acronyms and Abbreviations

AAZ	Action Aid Zambia
AZWM	Association of Zambian Women in Mining
CSPR	Civil Society for Poverty Reduction
CSR	Corporate Social Responsibility
DDCC	District Development Coordinating Committee
DECOP	Development Education Community Project
EI	Extractive Industry
EIA	Environmental Impact Assessment
EITI	Extractive Industry Transparency Initiative
EPF	Environmental Protection Fund
FAO	Food Agriculture Organisation
FDI	Foreign Direct Investment
FGD	Focus Group Discussion
FGG	Fair Green and Global program
FIPA	Foreign Investments Promotion and Protection Agreements
FQM	First Quantum Mines
G&J	Green and Justice
ICGLR	International Conference on Great Lakes Region
IFC	International Finance Corporation
KCM	Konkola Copper Mines
KCO	Kankoyo Community Organization
MAL	Ministry of Agriculture and Livestock
MCM	Mopani Copper Mines
MDLA	Mansa District Land Alliance
MSD	Mine Safety Department
NGOs	Non-Governmental Organisations
OECD	Organisation for Economic Corporation and Development
ZCCM	Zambia Consolidated Copper Mines
ZEMA	Zambia Environmental Management Agency
ZMW	Zambian Kwacha

Executive Summary

This report presents findings of a study on the impacts of mining extractive industries on women in Zambia. The study was commissioned by Action Aid Zambia as part of the Fair Green and Global (FGG) programme that aims at preventing or reducing the negative impact of extractive industries on mining-affected communities. The interventions include protecting and promoting community tenure over land and ensuring rights to land and livelihoods are not lost to mining interests, ensuring that mining companies have put in place publicly acceptable mechanisms that prevent and mitigate adverse human rights, social and environmental impacts and increasing the participation of communities in government decision-making conditioning company operations. As the programme enters its last year of implementation in 2015, Action Aid has expressed the need for a more robust and coordinated integration of gender analysis and women's rights both in their current interventions and those in the coming years.

The study employed a qualitative approach based on Desk Review, Key Informant Interviews, Focus Group Discussions (FGDs) and Field Observations in Kankoyo and Kalumbila communities in Mufulira and Solwezi, respectively where the FGG programme is being implemented. The limitations of the study included its inability to capture views and perspectives of men which could have enriched the study. Instead the study relied heavily on FGD involving women in communities around mining extractive industries. In addition, the study faced the challenge of collecting data from key government institutions such as ZEMA and the Ministry of Mines, Energy and Water Development because the researcher did not have an introductory letter.

Although most of the literature reviewed did not bring out the specific impacts of extractive industries on women in Zambia, it provided useful general insights on the impacts that women face from mining extractives in different countries, most of which were found to be consistent with the findings of this study.

The key findings of the study are summarised below:

- i) The study found that women are engaged in the extractive industry in Zambia in various ways including providing labour in less profitable and high-labour intensive quarrying and stone crushing. Very few women were found to be in formal and skilled employment and enjoying other economic benefits from large-scale mining industries due to lack of information, requisite education, technical, business and entrepreneurial skills.
- ii) Overall, the study found that women have not benefited from the mining extractive industries. The limited number of women employed in the mines; the limited economic opportunities benefiting women; the inadequate CSR programmes not effectively supporting challenges women are facing; and the lack of deliberate mechanisms by mining companies to engage women directly in corporate accountability in order to address their plight are all important reasons why women strongly felt that they were not benefiting from the mine extractives.

iii) The study found several negative social, economic and physical environmental impacts from mining activities mostly affecting women. The major social impacts include land displacement. This was perhaps the greatest impact that has seriously disrupted the livelihoods of women especially in Kalumbila. Many women lost land used for gardening and farming including access to forest resources such as mushrooms, caterpillars, firewood, herbs for medicinal use, material for handicrafts and rivers and streams for processing of cassava which has been traditionally done by women. Although compensation was provided, there was a general outcry that information, consultation and consent by women was inadequate and that compensation packages did not take into account the loss of common forest and water resources that women have depended on for food, medicines and income for many generations. In addition, the land provided in the resettlement areas was inadequate to support gardening and general food production for families. The enclosure of common resources by the mine is a direct violation of the women's rights to food and natural resources without Free Prior Informed Consent and adequate compensation. In Kankoyo, the heavy air pollution, soil and water contamination arising from mine activities has negatively affected household food production. In this community, women are no longer able to engage in gardening and production of their own food, making them more economically and socially vulnerable.

Water contamination by acidic effluent in Kankoyo has also continued to subject women who are "prime-users of domestic water" to various serious health risks including death. Other social impacts such as the increase in respiratory and eye diseases, sexually transmitted diseases due to high prostitution; increased domestic and gender-based violence; and degradation of social infrastructure such as health and water supply all affect women more than other community members. These impacts were found not only to increase the workload and time women have to spend attending to the sick but also caused a lot of psychological and emotional stress to women.

In terms of economic impacts, the study found increased prices of basic commodities and that very few local people had formal employment in the mines especially women. A few men that were employed have experienced rise in income, which is a potential source of domestic violence arising from arguments on how income should be used in a household. This is made worse by the common cultural practice in Zambia where men enjoy power and control over the use of household income. The limited employment of displaced local people in the mines was also found to have reduced purchasing power of many families in the resettlement schemes. This has tended to negatively affect profitability of business enterprises or income generating activities by women.

iv) The study found several policy, legal and institutional arrangements that reinforce the negative impacts of mine extractive industries on women. This is largely due to the inadequacies in these policies, legal and institutional frameworks governing the extractive industry. The major inadequacies identified included the lack of recognition of social, economic, cultural and environmental rights in the current Zambian constitution. This

makes legal claims and safeguarding of rights by women very difficult when these rights are violated by mining firms. The constitution further allows application of cultural practices in matters of marriage and property such as land inheritance and ownership. This is potentially a source of marginalisation of women because of the discriminatory nature of the patriarchal cultural practices that are predominant in Zambia.

The inadequate provision of the Lands Act of 1995 with regard to consultations involving customary land conversions to leasehold and compulsory acquisition of land in public interest marginalises women. This is because there are no provisions that prescribe widespread consultations of community members including women other than the Chief. The unilateral decisions made by Chiefs often disadvantages women because they do not capture the interests, needs and concerns of women. This inadequacy also applies to the application of the Resettlement and Compensation and Environmental Impact Assessments (EIA). In addition, inadequacies and weaknesses in the institutional capacities of regulatory bodies and enforcement of subsidiary legislation governing environmental management reinforce the negative impacts of mining extractives on women. Inadequate consideration of gender issues in corporate policies including environmental assessments and corporate social responsibility programmes by mining firms were also identified as important reinforcing factors contributing to the negative impacts of mining extractives on women.

Mining agreements and investor protection agreements were also found to be important factors contributing to the impacts of mining extractives on women. Apart from these agreements not being transparent they offer several tax and non-tax incentives including indemnifying mining firms from social and environmental liabilities that affect women and surrounding communities. Lastly, the entrenched patriarchal practices in many societies of Zambia are important factors reinforcing the impacts of extractive industries among women. These cultural practices and norms tend to consider women as minors who cannot speak in public where the husband is present and should not be involved in key decision-making on issues affecting the community.

- v) The study found anecdotal evidence indicating that women have in the past mobilized themselves to claim and safeguard their rights using various strategies which included individual efforts; working with a community-based advocacy organisation; creating a Women's Pressure Group; and protesting and rioting. However, these efforts yielded minimal positive results due to many reasons which included lack of financial resources, legal recognition of women groups; weak organisational structure, membership and leadership capacity to challenge duty bearers on violations of women's rights by mining firms. The women in Kankoyo mentioned that most of the members of the Women Pressure Group did not have courage; understanding of the correct procedures involved in channelling grievances and basic technical knowledge to articulate mining and environmental issues therefore found it difficult to approach or confront duty bearers to address environmental problems affecting them. These weaknesses point to need to facilitate formation (i.e. in Kalumbila where there are no already existing women groups)

and legal registration of women groups. In addition, there is need for capacity building support to the women groups in basic technical environmental and mining issues, human rights advocacy, negotiation and leadership skills to enable them effectively claim and safeguard their rights.

- vi) There are several opportunities that were identified at various levels from the community, district up to the national level, which women could exploit to claim and safeguard their rights. At community level the opportunities include a few already existing community-based organisations working to empower women and advocate for their rights in the extractive industry. The CBOs and traditional organisations that represent the interests of local people and act as interface between the local community and the mine investors and government authorities could also provide an important opportunity, which women can use in a variety of ways including as source of capacity building and advocacy support; as avenues for channelling grievances to higher authorities and as advocacy agents for women's rights. At community level, CSR programmes being provided by mining companies provide opportunities and mechanisms for effective mobilization of women to claim their rights, take-up economic opportunities and mitigate impacts of extractive industries provided the mining companies adopt "open-door polices" to engage women in corporate accountability.

At district level, opportunities identified include the gender and environmental sub-committees of the DDCC, which are important multi-stakeholder platforms for addressing extractive industry issues affecting women. Although the most civil society organisations may not have the requisite organisational capacity and strategic focus on extractive industries, they can still provide useful channels, which women can use to voice-out on issues in the extractive industry affecting them especially if they are supported by Action Aid. Organisations operating at national level and in the two districts that can provide this support include World Vision, Centre for Trade Policy and Development (CTPD), Civil Society for Poverty Reduction (CSPR), and Caritas Zambia.

At national level, the on-going policy and legal reforms concerning the Republican Constitution, Land Policy and Lands Act of 1995, Physical Planning and Housing and formulation of the Resettlement Policy and the EITI process were identified as important opportunities around which women could be mobilized to participate and voice-out on the impacts of mining extractive industries on women and these could be minimized. Legal registration of women groups would make it relatively easier for them to lobby for direct participation in these processes and voice-out on their interests and concerns. The women groups could also forge alliances and partnerships and/or collaborations with civil society organisations participating in these processes at district and national level to either advocate on their behalf or to facilitate their direct participation in these policy and legal reform processes.

- i) However, to fully utilize the opportunities outlined above, women need strong and well coordinated mobilization, organisational capacity and linkages with various duty bearers at

different levels from the community to the district up to the national level. The key duty bearers to be targeted in the next three years should include traditional leaders who can be instrumental in changing negative attitudes towards women and become more supportive and responsive to their needs and concerns; civic leaders and government leaders, which includes the Vice President, Ministers and Technocrats in the Ministries responsible for land administration, environmental management, mines and finance. These are important duty bearers that should be targeted to achieve various policy and legislative changes within their portfolios required to minimize impacts of extractive industries on women. District Commissioners are also critical as they represent government at district level and chairs the multi stakeholder DDCC platforms. Lastly, Heads of Corporate Social Responsibility and shareholders in mining firms should be targeted to ensure adoption of gender responsive corporate policies and CSR programmes that maximise social and economic benefits and minimise impacts of mining activities on women.

Based on the findings of this study the following are the key recommendations to strengthen women`s agency to claim and safeguard their rights in the extractive sector and minimise impacts of mining extractives on women and their families:

Recommendations to Strengthen Women`s Agency to Claim and Safeguard their Rights

- i. Action Aid should support formation of strong women groups where they do not exist such as in Kalumbila and work with already existing groups in Kankoyo. Action Aid`s support to the women groups should include formalisation of the groups through legal registration; training in human rights, environment and natural resources policy advocacy, negotiation and entrepreneurship skills;
- ii. Action Aid should identify and strengthen organisational capacities of civil society organisations working with women groups at community and district level to enable them effectively mobilize and support women to claim and safeguard their rights and minimize impacts of extractive industries on women;
- iii. Action Aid and its partners should facilitate strong linkages and collaborations of women groups with civil society and duty bearers at various levels to enable effective engagement on extractive industry issues affecting women;
- iv. Action Aid and its partners should undertake wide-spread gender sensitization and awareness targeting general members of the community and traditional authorities in areas around extractive industries in order to change the negative attitudes of men and traditional authorities and increase their support towards women;

Recommendations for Changes in Institutional, Policy and Legal Framework

- v. Action Aid and its partners should lobby and advocate for the recognition and respect of social, economic, cultural and environmental rights in the Bill of Rights of the

Zambian Constitution in order to strengthen women's claim and safeguarding of their rights in the face of increasing investments in the extractive sector;

- vi. In the absence of the revised Zambian Constitution that recognises social, economic, cultural and environmental rights, Action Aid and its partners should lobby and advocate for the respect of these rights based on the International Covenant on Economic, Social and Cultural Rights (ICESCR) and the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa, which the country is party to;
- vii. Action Aid and its partners should lobby and advocate for the reform of the Lands Act of 1995 to ensure broad-based consultations that includes women on all land matters regarding conversions or acquisition of customary land by government or for investments and to make the Lands Tribunal more effective in addressing land disputes caused by mining extractives affecting women. Additionally there is need to create awareness among women especially in areas around extractive industries on the operations and procedures of the Lands Tribunal;
- viii. Action Aid and Its partners should lobby and advocate for the finalization of the Resettlement and Compensation Policy and Legal framework, which should provide for minimum guidelines and consultative processes that will ensure Free, Prior, Informed Consent of affected communities including strong participation of women before they are displaced and relocated;
- ix. Action Aid and its partners should lobby and advocate for the review of the Environmental Impact Assessment (EIA) and other relevant subsidiary environmental management legislation to strengthen the legal authority and enforcement by ZEMA and compliance by mining firms; update of penalties; and strengthen wide public consultations particularly consultation of women to capture their interests and concerns in order to minimize environmental impacts of mining investments;
- x. Action Aid and its partners should lobby and advocate for strict enforcement of the Environmental Protection Fund to ensure compliance of mining firms with regard to financial contributions and ability of the MSD to invoke sanctions against non-compliance. The EPF should also be reviewed to ensure strong gender considerations and support to women affected by environment degradation caused by mining firms;
- xi. Action Aid and its partners should advocate for transparency and public scrutiny of the provisions of agreements between government and mining companies such as the Investor Protection Agreements (IPAs) to ensure that they do not disadvantage the ordinary Zambian citizens particularly women;

- xii. Action Aid and its partners should lobby and advocate for gender equity in the mining industry through fiscal reforms that will improve distribution and equitable benefits of women from revenues collected from mining industries;
- xiii. Action Aid and its partners should lobby Ministry of Mines, Energy and Water Development to domesticate gender provisions and principles in the “Guidelines for Mainstreaming Gender in the Minerals Sector” by the International Conference on the Great Lakes Region (ICGLR) into relevant national policies and laws that govern mining extractive industries in Zambia;

Recommendation for Corporate Reforms

- xiv. Action Aid and its partners should lobby mining investors to adopt gender-sensitive Corporate Policies, Environmental and Social Impact Assessments and Investment Guidelines aimed at enhancing protection of local communities particularly women from injustices caused by mining investments;
- xv. Action Aid and its partners should lobby mining firms to adopt “open-door policies” to enhance women’s engagement in corporate accountability on operational issues affecting women;
- xvi. Action Aid and its partners should lobby mining firms to devise CSR programmes that are responsive to the needs of women and effectively empower them socially and economically in order to mitigate the negative impacts they suffer from operations of mining industries. This could include setting-up funds to address strategic gender needs of women such as education, HIV/AIDS, health, skills training and job creation

1.0 INTRODUCTION

1.1 Study Context and Background

The issue of women being more negatively impacted by mining and other extractive industries compared to their male counterparts is increasingly gaining prominence in the development discourse of the extractive sector. It is often argued that whilst communities of people living in poverty do not benefit, women and children are particularly differently and more impacted by mining extractives. They bare the greatest brunt of the negative social and environmental impacts induced by these extractive industries. Rather than mining extractive industries uplifting many women from living in poverty, these industries have continued to subject them to socio-economic vulnerability and abject poverty. Zambia being richly endowed with a diverse range of natural resources such as minerals, forests and wildlife faces a similar challenge especially in the advent of Foreign Direct Investments (FDI) in the extractive sector.

This report presents findings of the research that was commissioned by Action Aid to investigate the impacts of mining extractive industries on women in Zambia. The purpose of the study was to generate current data on the impacts of extractive industries on women in communities where Action Aid currently has interventions in order to design strategies and appropriate actions to promote women's rights. This study was therefore, commissioned as part of the Fair Green and Global (FGG) program being implemented by Action Aid in Zambia and other countries.

The FGG programme aims at preventing or reducing the negative impact of extractive industries on mining-affected communities. The interventions include protecting and promoting community tenure over land and ensuring rights to land and livelihoods are not lost to mining interests, ensuring that mining companies have put in place publicly acceptable mechanisms that prevent and mitigate adverse human rights, social and environmental impacts and increasing the participation of communities in government decision-making conditioning company operations. As the programme enters its last year of implementation in 2015, Action Aid has expressed the need for a more robust and coordinated integration of gender analysis and women's rights both in their current interventions and those in the coming years.

The study focused on the impacts of mining extractives industries on women. The terms of reference in Annex I provide details of the scope of the study and the broad research questions that guided the research.

The organization of this report is as follows:

The first part provides a brief introduction which highlights the study context and background. This is followed by section two, which highlights relevant literature reviewed.

Part three of the report describes the methodology used in the study and also highlights some of the key challenges and limitations of the study. In part four the report briefly describes the

two selected study areas. Key findings and their interpretation are presented in section five according to the terms of reference of the study. Section six provides a brief conclusion and key recommendations, and policy options that should be explored in order to reduce the impacts of women from extractive industries.

2.0 LITERATURE

The study reviewed various literature relating to the subject matter of the study for purposes of documenting findings of similar studies conducted by researchers and organizations working in the extractive industry. Although there was limited literature on the Zambian context, the available literature was useful in providing some general insights of the impacts of mining extractives in the country, which are presented below. The researcher did not find specific studies documenting the impacts of extractive industries on women in Zambia, hence justification of this study to fill in this gap. The other literature reviewed was also useful in providing a general understanding of the impacts of artisanal and large-scale mining extractives on women. Furthermore, this literature provided some important lessons and examples of best practices, international standards and guidelines that are increasingly being used by national governments and multinational companies to address the challenges of inadequate benefits and impacts of extractive industries on women. The literature reviewed is presented in the proceeding paragraphs below.

2.1 Extractive Industries in Zambia

Zambia has extractive industries in various sectors which include oil, gas and mining sectors. However, this study focused on the mining and quarrying extractive industries. In 2011, the mining sector contributed 9.5% to GDP (Moore Stephens, 2014). Zambia's mining industry is composed of large-scale, small-scale and artisanal mining activities. Copper and cobalt are the predominant mineral resources extracted for various uses. Zambia is known to have huge copper reserves of highest grade in the World therefore will continue to be important source of copper worldwide (Moore Stephens, 2014). Other mineral resources extracted include metallic minerals (i.e. gold, manganese, nickel and platinum, iron, zinc and lead), gemstones (i.e. diamond, emeralds and other), industrial minerals (i.e. feldspar, sands, talc, sand stone and dolomite) and energy minerals such uranium, coal and hydro carbons. Figure 1 below provides a spatial distribution of the large-scale copper extraction in Zambia, which indicates a concentration in the Copperbelt and North Western Province.



Source: Mining Partnership for Development (2014: 32)

Figure 1 Map of Zambia indicating locations of mining extractives

The other minerals outlined above are found in various parts of the country. Metallic minerals such as Gold are found in isolated places in Rufunsa, Mumbwa and Eastern Province while zinc and lead are commonly found in Central Province (Kabwe and Kapiri Mposhi). Nickel and platinum deposits are found in North Western and Munali area and manganese is found along a stretch from central Zambia to Mansa. Gemstones i.e. emeralds are found in Ndola Rural on the Copperbelt and diamonds in isolated areas of Western and North Eastern Zambia. The manganese and gemstone industry are characterized by small scale and artisanal mining. The proportion of women involved in artisanal and small scale mining in Zambia ranges from 25 –

30% (Beinhoff, 2003 cited in Banda 2010: 21). Uranium deposits are found in Copperbelt and North Western (Lumwana and Kalumbila) and coal deposits are found in Gwembe Valley in Southern Province, Eastern part of Barotse Basin; Luangwa and Luano Valleys (Moore Stephens, 2014).

Apart from mining extraction or production, there are other supportive mining activities such as mineral explorations and processing that go on. However, out of ten (10) large-scale mining firms operating in Zambia, only about three (3) were involved in processing mineral into finished products (GRZ, 2010: 28).

2.2 How Women are Engaged in the Extractive Industries in Zambia

Available literature indicate that women are engaged in various ways in the extractive industry. This includes women being formally employed in skilled and unskilled jobs in the mining and extractive industries. Women are also engaged in informal employment providing services such as supply of a variety of food stuffs in mining communities and to a lesser extent participation in decision-making and consultative processes of exploration and mining firms (Hinton 2012).

Simple estimation of the level of engagement of women in formal employment and supply of goods and services in the mining industry indicates a very low percentage. Literature indicates that the contribution of mining industry to formal is only 8 percent (Koyi, 2012). This means that the statistic for women is far less than 4 percent (half of the overall 8 percent). Studies in many African countries indicate a far much less women engagement in formal employment in large scale mining as opposed to the less paying artisanal mining firms (Hinton 2012). Women who manage to engage in formal employment are mostly involved in less paying jobs such as cleaning and other unskilled jobs. The lack of requisite skills by many women marginalizes them from engaging in well paying formal employment including ownership of formal mining firms. The latter is further worsened by lack of financial capacity and discrimination of women when it comes to mining licensing (ibid).

There is also evidence of women engagement in mining industries, particularly through the controversial Corporate Social Responsibility Programmes being offered by nearly all the large scale mining companies. The CSR programmes are designed to better health care, improve social infrastructure such as schools, enhance women skills in entrepreneurship; agriculture and livelihoods (Boocock 2002).

2.3 Negative Impacts of Extractive Industries on Women

There is no doubt that extractive industries particularly mining industries are associated with negative impacts to women and general society. Literature reviewed elaborates various forms of common impacts of mining industries to local communities and women. The most important impacts or changes induced by mines include physical environmental, social/cultural and political changes. Boocock (2002) outlines various physical environmental impacts

of mining activities ranging from exploration works, mining operations, ore processing, mine township construction, energy infrastructure and decommissioning of mines. Franks (2012) identified social and cultural, economic, social-environmental and the process of change as important mining-induced changes that contribute to social impacts of extractive industries.

However, the impacts of these mining-induced changes largely depend on various factors which include proximity of settlements to mining operations and processing technology used (Boocock 2002). Franks (2012) points out the importance of stakeholders having an opportunity to actively participate in the decision-making of resource developments as critical in minimizing the social impacts experienced. The other important factor is the existence of strong and supportive policy and legal framework that protect the vulnerable social groups such as women from negative impacts of extractive industries (Hinton 2012).

The common mining-induced environmental, social/ cultural, economic and political impacts affecting women highlighted in literature are summarized below.

2.3.1 Environmental Impacts affecting Women

Copper mining-induced physical environmental changes highlighted in literature include air and water (surface and groundwater) pollution from waste dumps and tailings, emissions of sulphur-dioxide from smelter stacks; as well as lead and cadmium poisoning. Others include noise and vibrations; habitat loss and soil erosion. These environmental impacts are evident in communities around copper mines in Zambia (Draisma, 1998; Boocock 2002). In addition, deforestation and increased land disputes were also found to be associated with mining in Luapula (CSPR 2011).

Hinton emphasizes that environmental problems affect women more severely than men. This is because environmental impacts tend to degrade food and water sources. Therefore, since “women are responsible for household food and water needs, they have to spend much more time and effort meeting these needs” when the sources of food and water are degraded or polluted (Hinton, 2012: 17).

2.3.3 Social/ Cultural Impacts affecting Women

Literature points out several social and cultural impacts of mining extractives on women. Hinton (2012) documents several social impacts of mining extractives that specifically affect women. These include marital instability and domestic violence, including psychological and physical violence which increase due to high incomes and alcohol abuse by men working in mines; temporary marriages, polygamy and/or abandonment of the family due to relocation of husbands to mining areas; and increase in women’s burden of household work (e.g. in farming, home maintenance, domestic chores, etc.) as men increases work in the mines. These create physical and psychosocial health impacts on women.

Social impacts observed in Zambia include urbanization (Boocock, 2002); population displacement and loss of livelihoods and reduced food security i.e. Kansanshi, Mopani and

Kalumbila (Caritas Norway, 2013). Deterioration of social infrastructure i.e. cracked housing and school buildings in Kankoyo and Kansanshi (*Ibid*).

Environmental pollution is also closely associated with health problems i.e. accidents and human injuries, eye irritation, bronchial and other respiratory diseases affecting miners, children and women in communities around mining operations (Caritas Norway 2013). These health problems affect women more than men. This is because they tend to increase the social burden on women such as looking after the sick or injured persons (Hinton, 2012).

2.3.4 Economic Impacts affecting Women

Economic impacts of mining extractives include increased employment and income opportunities; and inflation and rise in process of basic commodities (Franks, 2012). Men seem to benefit more from the increased employment opportunities by mining firms compared to women due to various reasons including cultural beliefs and differences in literacy and skills. Although this tends to increase household incomes, it has “potential to decrease women’s social and economic status and relative power in the household and community relative to the status of men and, therefore, increase their vulnerability and insecurity” (Hinton, 2012: 15). This is reinforced by common cultural practices which give men greater power and control over income in a household.

2.3.5 Political Impacts affecting Women

Mining extractives also negatively impact on the freedom of participation and voice, exposure of women to information (Hinton, 2012). Political decisions concerning relocation and compensation rarely captures the needs, issues and concerns of women. This is partly because the consultation processes do not provide for effective participation of women. Where women participate, they often do not express themselves freely as men. The consequence of this, is that decisions made by the community tend to favour men than women e.g. “where to put roads, tailings dams or other facilities; types of community programs needed such as location of water boreholes” (Hinton, 2012: 14-15).

2.4 Policy , Legal Frameworks, Institutional Arrangements and Policy Options for Reducing Impacts of Extractive Industries on Women

This section highlights of policy, legal and institutional arrangements for reducing impacts of extractives on women documented in literature. A more elaborate account is presented in the section on the study findings. However, literature reviewed indicated that currently there are various policy and legal frameworks, institutional arrangements and policy options documented in literature that can help minimize the impacts of extractive industries on local communities and particularly women. These include national policy and legal frameworks and international conventions and voluntary guidelines.

2.4.1 National Policy and Legal frameworks

The existing country's policy and legislative frameworks do not provide adequate safeguards that protect the poor from the impacts of extractive industries. This weakness is apparent in the supreme law of the land "the Republican Constitution". Violation of social and economic rights including environmental injustices from extractive industries is not justiciable under the current republican constitution (Muyunda 2012). Therefore, it is imperative to review the current Zambian constitution to enable inclusion of social and economic and environmental rights in the Bill of Rights in order to safeguard the rights of women in the face of increasing Foreign Direct Investment (FDI) in the extractive sector.

In addition to the constitutional reforms, strengthening subsidiary laws governing the extractive sector i.e. the Lands Act of 1995, statutory instruments on Environmental Impact Assessment (EIA), Water and Air Pollution Control regulations, Statutory Instrument no. 29 of 1997, the Mines and Minerals Act (Act no. 31 of 1995), the Mines and Minerals (Environmental) Regulations 1997, Statutory Instrument No. 102 of 1998, The Mines and Minerals Regulations (Environmental Protection Fund) Regulations 1998 will help reduce impacts of mining and other extractive industries on women. The identified weaknesses and gaps in these pieces of legislation are described in detail in section 5.3 of this report.

Apart from inadequate and weak policy and legislative frameworks, Zambia faces the challenge of weak or poor legal enforcement. The challenges of poor enforcement are related to many factors including political interference; weak legislation; inadequate financial and technical capacity by enforcement agents, rampant corruption and so on (Muyunda 2012; Chisanga 2013; CSPP 2011; Caritas Norway 2013).

2.4.2 Institutional Arrangements at Local Level

There are also institutional arrangements at local level that have been created to coordinate mining land investments to minimize impacts on local communities. This is the case in Luapula Province, where Mansa District Land Alliance (MDLA) spearheaded creation of an inter-institutional committee comprising of state and non-state actors including traditional leaders for purposes of coordination and monitoring mining and other large-scale land investments in the province (CSPP, 2011). However, it is not clear how effective this committee has been in helping to reduce impacts of mining activities on the people living in poverty particularly women.

2.4.3 Policy Options, International Conventions and Voluntary Guidelines

There were no specific policy options found in literature suggesting specific measures on how to minimize impacts of Zambian mining extractives on women. Matapo (2012) suggested a few general policy options that can help increase revenue benefits from mining extractive industries. These included the following: *i) creating a natural resources fund for the proceeds from the mining sector; ii) laying of natural wealth-related Agreements before Parliament for ratification and strengthening of the government negotiating team in terms of representation; and iii) capacity to effectively protect the interests of the state.* The Environmental Protection Fund created by the Environmental Management Act of 2011 is also considered as an option

for addressing negative environmental impacts caused by mining firms. However, this Fund has not been operational since inception due to non-compliance of mining firms in terms of making prescribed contributions to the Fund (Auditor General, 2014). In addition, the Fund is designed to address general environmental impacts of mining without strong consideration of gender.

However, at the global level, there is sufficient literature pointing to various international human rights conventions, voluntary guidelines and best practices such as the OECD and ICGLR Guidelines for mainstreaming gender in the mineral resources sector.

OECD guidelines are considered as best practices for the protection of poor and vulnerable communities from the impacts of extractive industries by mining firms. The OECD Guidelines are a code of responsible business conduct by multinational corporations regarding a wide range of issues, including human rights, employment, environment, corruption, competition and taxation amongst others (OECD, 2008). However, these are general international guidelines not specifically addressing differential impacts of extractive industries on women. Furthermore, these guidelines are voluntary and non-binding. This means that companies and countries that do not adhere to them, and are exposed for doing so, mainly risk their international reputation with the main sanction only involving naming-and-shaming (Caritas Norway, 2013).

Since the mid 1980's, insurance firms and international lending institutions such as the International Finance Corporation (IFC) have integrated environmental and social assessments as part of their lending requirements. Therefore, companies in the extractive sector seeking financial backing to access finances for capital projects in the extractive sector are increasingly required to demonstrate commitment and capacity to implement environmental best practice. The combination of the firm's policy on environmental issues, and the finance corporation loan conditions and requirements, ensures that firms investing in resource extraction take environmental concerns more seriously (Boocock 2002). What is required is strong consideration of gender issues in these assessment frameworks in order to address the differential impacts of mining extractives on women.

From the literature reviewed, only Hinton (2012) was found to provide more explicit examples of how impacts of mining extractives on women could be reduced through the use of various tools including gender policies and guidelines by governments and mining firms. Hinton highlights some strategies and mechanisms that are increasingly being adopted by large multinational mining companies for increasing participation of women in mining industries. These include developing gender policies and guidelines for supporting women's empowerment in communities around mine operations; community relations offices in communities where the mines operate; setting-up funds to address strategic gender needs of women such as education, HIV/AIDS, health, skills training and job creation; adopting consultative approaches that capture voices of both women and men during social and environmental impact assessments (Hinton 2012).

In 2012, the member states of the IGCLR developed guidelines for mainstreaming gender in their national policies and legislation governing mining industries. The IGCLR guidelines suggest several principles that can bridge the gender gap and reduce impacts of mining on women. These principles are grouped into the following four categories namely “*Political Will and Institutional Commitment; Gender Competence and Accountability; Gender Mainstreaming in Processes; and Critical Inter-sectorial Partnerships*” (Hinton 2012: 27). Annex IV provides details of these gender principles.

Hinton (2012) further identified the following as important opportunities for improving gender equity in the mining extractives: legal and fiscal reforms required for licensing of artisanal mining, distribution and sharing of revenues from mining and local, consultation and compensation requirements.

3.0 METHODOLOGY

The study employed a qualitative methodology. The use of a qualitative methodology was designed to capture in-depth insights on the benefits that women derive from the extractive industries as well as the social and physical environmental impacts affecting them through a combination of various qualitative methods which included Desk Review, Semi Structured Interviews, Focus Group Discussions (FGDs), Case Stories or Testimonies and Field Observations.

3.1 Sources of Data

Through the use of a combination of qualitative methods outlined above, both primary and secondary data was collected from existing research reports; women benefiting and affected by extractive industries. See Annex II for details. An attempt to collect data from women involved in stone crushing was done in Kandambwe area in Kitwe which is within 20km from Mufulira. Key Informants with experience and technical knowledgeable about the situation and impacts of extractive industries on women. These included representatives of mining companies, representatives of Community-Based and Non-Governmental Organisations (NGOs) working in Kankoyo in Mufulira and Kalumbila in Solwezi. Other Key Informants interviewed included government officials at district, provincial and national levels representing the Ministry of Agriculture and Livestock (MAL); Ministry of Community Development, Mother and Child Health; Department of Resettlement, Department of Physical Planning and Housing. Traditional leaders, who were interviewed as Key Informants included a Senior Village Head person locally known as ‘Group Leader’ and a representative of Chief Musele in Kalumbila. See Annex III for details.

3.2 Sampling Methods

Sampling of women for the FGDs and case stories was based on availability and purposive sampling procedures. One FGD was conducted in each of the study areas i.e. Kankoyo and Kalubila comprising of thirteen and eight women, respectively. Two women were interviewed to share their experiences with extractive industries. In Kankoyo one woman was selected to provide to share her experience with pollution problem caused by MCM, particularly how she

lost a child from the mine accident that caused heavy air pollution in 2014. Another woman selected to share her experience of her engagement in quarrying and stone crushing business. Kandambwe in Kitwe was purposively selected for two reasons: Firstly, Kandambwe has a high concentration of women involved in stone crushing and secondly, the women in this area have a special working relationship with MCM (the same operator of the mine in Kankoyo). This business relationship provided an opportunity to capture additional information of how large-scale mines relate to women involved in small artisanal mining and quarrying operations.

The women respondents in the FGD were identified by Action Aid partners working in these areas. The woman selected for the case story in Kankoyo was identified from the FGD by peers as one of the most affected individual while the woman interviewed for the quarry case story was selected based on her availability and willingness to take part in the interview.

The 10 Key Informants interviewed were selected based on their community experience and knowledge of extractive industries and impacts on women. Only key informants available at the time of the study were interviewed.

Items involved in the field observations were selected to provide evidence or proof of the physical environmental impacts as described by the women in the FGDs. Camera photographs were used to capture this data.

3.3 Data Analysis

Data collected was analysed using qualitative methods involving generating common themes and patterns from notes recorded from in-depth interviews as well as transcriptions from the recordings of the interview proceedings of the Focus Group Discussions

3.4 Challenges and Limitations of the Study

Although the study was conducted smoothly, the main challenge and limitation of the study included the following:

- i) The limitation of this study included its inability to capture views and perspectives of men which could have enriched the study. Instead the design of the study relied heavily on FGD involving women in communities around mining extractive industries;
- ii) The study faced the challenge of collecting data from key government institutions such as ZEMA and the Ministry of Mines, Energy and Water Development because the researcher did not have an introductory letter;
- iii) The other challenge was difficulties in securing interviews with mine representatives especially Mopani and Kalumbila even after making repeated appointments. The study only managed an interview with the Community Liaison Coordinator of Kansanshi Mine.

4.0 DESCRIPTION OF THE STUDY AREAS

The study was conducted in two areas namely Kankoyo in Mufulira and Kalumbila in Solwezi districts. The two areas were selected because they represent two out of three areas where Action Aid Zambia works in partnership with local organizations namely Green and Justice and Musele Taskforce under the FGG programme. The two areas host large-scale copper mines, which includes Mopani Copper Mines in Mufulira and Kalumbila Mine in Solwezi. Mopani Copper Mines were privatized in the late 1990s and early 2000s. The mine was established to buy shares on behalf of Glencore International who is the major share holder while Kalumbila is a new mine that is being established by First Quantum Mines (FQM) of Canada.

A brief description of the two study areas is provided below highlighting the general picture of each of the areas:

4.1 Kankoyo (Mufulira)

Kankoyo is a peri-urban township located in Mufulira District within the proximity of Mopani Copper Mine, an old mine dating back to the 1930s. Kankoyo is one of the major settlements in Kankoyo Constituency with a total population of the constituency being 45, 258 people (22,754 males and 22,504 females) (CSO, 2013). Kankoyo Township was initially occupied by mine workers but later after privatization of the Mopani Mine, many miners lost their jobs, sold their houses and relocated to other parts of Mufulira leaving a few that had no financial means. The relocation of many miners from the Township was triggered by heavy environmental pollution caused by the mine operations (Caritas Norway 2013). However, other low income families have migrated to the Township because of affordable housing in the area. Apart from a few people in Kankoyo working for the mines, the greater population is unemployed and a few people are engaged in informal trading of assorted merchandise. Since many women of Kankoyo have low formal education, most of them are not in formal employment but are engaged in informal trading activities as described above.

Environmental pollution in the area is very high due to the old technology and the use of the acid leach technology for extracting copper. In addition, the area is characterized by tailing dumps and open sewage systems that flow all around the community. The high pollution levels in the area make it difficult for women to engage in gardening and other farming activities, which form an important income and food source for many women in other parts of the country. Therefore, most of the food supplies in Kankoyo are brought from other parts of Mufulira. Apart from air pollution, Kankoyo is also affected by dilapidated roads and poor water supply because of the old water reticulation system that was being maintained by a state enterprise called Zambia Consolidated Copper Mines (ZCCM). Since privatization of the mine, social infrastructure such as housing, power supply, schools and health facilities have become deplorable because they were left in the hands of the local municipality who has limited capacity to maintain them. Equally, housing infrastructure is dilapidated because it was sold to sitting tenants most of whom are unemployed and therefore unable to maintain them in good shape.

4.2 Kalumbila (Solwezi)

Kalumbila is located about 130km in the North Western direction of Solwezi. The area hosts what is yet to become Africa's largest copper mine. This mine is being established under the Trident project of FQM. Kalumbila is a new mine whose establishment started in 2011 after acquiring over 518km² of customary land under Chief Musele of the Lunda People. Apart from the mine area, the project has developed power lines and large water dams i.e. Chisola Dam and has proposed development of a new mine township. It is this huge large acquisition and the proposed development that has led to the displacement of many families. 600 households were displaced and resettled in Shinen'gene alone and more than 2000 households were facing displacement to pave way for the construction of Chisola Dam by Kalumbila Mine (Mukupu, 2014). This included 1,400 crop farmers, 105 livestock farmers and 100 beekeepers, while the others are job seekers (Caritas Norway, 2013). The displaced people have been compensated and resettled in two new housing schemes with slightly improved two – three roomed housing units constructed from concrete blocks and roofed with iron roofs. The two housing schemes include the Northern Settlement Scheme and the Southern Scheme also known as Shinen'gene. Although the new housing schemes are located within the mine area, the displaced families do not have legally registered rights. The mine has promised to help the settlers to acquire land titles to the land.

The livelihoods of many settlers particularly women in the housing schemes have been seriously disturbed. Most of them used to engage in subsistence farming but now they do not have sufficient land for food production. Therefore, many of them are engaged in informal trade involving sale of second hand clothes, grocery products and other assorted merchandise brought from Solwezi Town. Quite a good number of women outside the mine area or displacement zone are engaged in trading of vegetables at the open market. Income levels of the people in the area are very low because very few are formally employed in the mine. A few people that are employed in the mine are engaged in contract or temporal jobs with contracts running for a few months. The situation is worse for women because most of them have low formal education.

The mine has sunk boreholes and provided school and health facilities even though these seem to be overwhelmed by the increasing population of people migrating to the area seeking employment in the mine. In addition, water provided through drilling new boreholes is highly mineralized with a strong presence of impurities compared to the water which they previously had access to. Since the area is still being developed it is not connected to electricity or power lines. The roads in the housing schemes are still dusty gravel roads.

A few people living in the new settlement schemes manage to access traditional land for farming activities at a fee even though it is limited in size. Due to fencing of large parts of the mine area, access to non-timber forest resources and surface water resources for cassava processing and fishing has become very difficult.

5.0 KEY FINDINGS OF THE STUDY

5.1 How Women are Engaged in Extractive Industries in Zambia

Women are engaged in various ways in the extractive industries in Zambia. In Kankoyo and Kulumbila where the study was conducted, the major extractive industries in which women are engaged include large-scale copper mining, small-scale silica and building sand extraction and stone crushing. Women working in the mining extractive industries are very few but dominate the stone crushing industry working as labourers.

5.1.1 Engagement in Formal and Informal Employment

Local women that manage to work in the mining industries are employed in casual work and low-skill jobs such as cleaning and food preparation. Only a few are engaged in semi-skilled jobs such as machine operation or dump driving. In addition, most of the women working in the mines were said to be highly skilled women from other parts of the country particularly urban areas such as Lusaka and Copperbelt. This was confirmed by Kansanshi Mine¹ one of the large scale mines operated by FQM, the same owners of Kalumbila Mine. Kansanshi indicated that the mine does not discriminate against women with regard to formal employment provided they are qualified for the job. *“As a mine we look at who is skilled,”* said a representative of Kansanshi Mine. He went on to give examples that the mine had two highly qualified females, a Metallurgist and a Mine Engineer.

The women in the FGDs mentioned that it was difficult for many local women to find jobs in the mines due to their low skills. In addition, they also mentioned that they face financial barriers to get employed in this industry. This is because of high corruption and bribery involved. The women in Kankoyo mentioned that they cannot afford to raise more than ZMW4,000 required to bribe their way to get a job in the mine. *“Some people end up selling their household goods in order to raise money for bribery to get a job in the mine,”* said the women in the FGD in Kankoyo. Corruption is a big barrier to women compared to their male counterparts because women are more financially disadvantaged compared to men. In addition, corruption subjects women to sexual abuse by employers because they are not able to raise finances to bribe personnel responsible for job recruitments therefore end-up giving in to sexual advances in exchange for a job.

The study further found that poor local women dominate the low-income stone crushing extractive industry mostly found in urban and peri-urban areas along the line of rail (from Lusaka to Copperbelt). Women engage in this industry as labourers using rudimentary instruments to crush the stones for sale on the open market. In Kitwe, the women engaged in

¹ Kansanshi Mine is one of the large scale mines in Solwezi operated by First Quantum Minerals, the same company operating the Kalumbila Mine. The researcher had an opportunity to discuss with the representative of Kansanshi Foundation, which is a CSR wing of the Kansanshi Mine. The inclusion of this mine in this study was designed to provide insights of how FQM engages women in its operations. This was also partly because the researcher was not able to meet the representative of the Kalumbila Mine at the time of the study.

stone crushing stated that they had established a working relationship with Mopani Copper Mines, which has allowed them to operate from its piece of land and to purchase its waste rocks. Nevertheless, the women complained that stone crushing was a huge challenge on their part because they lack proper equipment and safety clothes. In addition, the business is less profitable and only poor women are engaged in it. The minimal benefits from stone crushing also arise from lack of a formal association to lobby for their support, protection and benefits from this industry. Box I below presents the experience of Priscilla Banda of Kandambwe in Kitwe, aged 37 years who has been engaged in this extractive industry since 2012.



Photos of Priscilla Banda and other women engaged in stone crushing from Mopani Copper Mines

Box I Experience of Priscilla Banda involved in stone crushing on MCM land in Kandambwe

I have been engaged in stone crushing since 2012. I am married with children but my husband does not work. Mopani Copper Mines (MCM) gave us this open place where we crush and sale stones from. The total number of women involved in stone crush at our site is about 30. We have an arrangement with Mopani to work from here and to buy waste rock from them even though the mine has threatened to remove us from here. I personally resorted to this work for self employment. It is very difficult to find a job in MCM because of lack of requisite skills and corruption involved. You need to give a bribe to get a job in the Mine. Very few women work for MCM for the same reasons.

At our crush site here we don't have water and sanitation facilities. We come with our children because we spend nearly the whole day crushing and selling the stones. We don't have proper equipment for crushing so we use handheld hammers and any other material that can help to crush the stones. The lack of proper equipment exposes us to fatigue, blister injuries and dust which causes coughing and other respiratory infections. In addition, we are not exposed to any training in stone crushing and business entrepreneurship. The major buyers of the crushed stones are individuals who are involved in building their houses.

The MCM registered us and promised to support us with equipment which would make it easy for us to crush the stones. However, to date we have never benefited from their support. The stone crushing business is not very profitable because of minimal margins that we make. We buy a truck load of waste rock at K800 but after crushing we make between ZMW500 – ZMW1,000. In a week we only manage to sale one to three hips of stones. We need support for proper equipment and training to improve our business.

However, a few women who are members of the Association of Zambian Women in Mining (AZWM) are involved in mining of gemstones and a few women trade in base metals. Some of these members trade locally and are involved in export of cut and polished gemstones

(jewellery). These activities have created jobs for other women, which includes grading of stones. According to the AZWM the above engagement of women in various stages of gemstone mining demonstrates that women have developed interest in the mining industry compared to the olden days. The AZWM also mentioned that lately its members are not experiencing difficulties women in obtaining mining licenses from the Ministry of Mines as was the case in the past. The challenges that women engaged in mining face include lack of government support; high cost of hiring mining equipment; difficulties in accessing credit from lending institutions due to the requirement of collateral such as Title Deeds; reluctance by traditional leaders to grant mining land to women due to negative cultural beliefs; long and cumbersome processes of acquiring Title Deeds; and poor water and road infrastructure in mining areas.

5.1.2 Engagement in Supportive Economic Activities

In the same vein, there are various economic opportunities created by the large-scale extractive industries which local women can take-up. Most of the economic opportunities available are taken-up by elite and highly skilled and enterprising men and women from urban areas. Kansanshi Mine confirmed that at the moment it has business relationships by a few elite women from Solwezi Township who are engaged in construction, hospitality and general material supplies to the mine. A representative of Kansanshi Mine mentioned that there were several economic opportunities available to women depending on their drive and exposure. However, many local women do not have the requisite technical and entrepreneurship skills; financial capacity and information to enable them effectively benefit from these economic opportunities that come with large-scale mining investments. In Kalumbila, the Mine has provided an open space as a market place for women and other entrepreneurs to sale their merchandize. However, because of their poverty situation many local women cannot afford to pay for transport to the market located in the mine area (about 16km from the community). In addition, the women stated that they cannot afford to pay market charges or fees, which includes ZMW500 for a table or market stand and a daily charge of ZMW25.

5.1.3 Engagement in Corporate Accountability

The study found that in the past, mining companies were more engaging not only in terms of employment of women but also in terms of support for women's skills development. Several Key Informants indicated that in the past when the mines were under Zambia Consolidated Copper Mines (ZCCM), women had recreational facilities in Kankoyo. These facilities were designed to support various socio-economic activities of women. These facilities were very useful to women as they did not only serve recreational, physical fitness and health needs of women but also provided life opportunities to women who were interested in following sporting as a professional career. In addition, the recreational facilities provided women with entrepreneurship and educational skills through literacy classes and providing lessons on alternative income generating ventures such as tailoring and baking etc. However, the new mine owners have done away with these facilities living women with nothing to do.

In Kalumbila and Kankoyo it was observed that the mines do not proactively engage women even when there is a problem affecting women. This was confirmed by Key Informants who

mentioned that there was no interaction of the mines with the women in the two areas except in Kansanshi where women are proactively engaged in various Corporate Social Responsibility (CSR) programmes. At the moment Kansanshi Mine is working with 20 women on voluntary basis as Environmental Ambassadors or Champions within their communities; supports women groups in income generating activities such as baking, village banking, poultry, fish farming and so on; provides adult literacy training to women and has so far trained more than 1000 women as medium-scale entrepreneurs even though less than 40% seriously take-up businesses after training. The reason being that most of the trained women still require support before they can become independent and take up business on their own. This relatively low success rate points to structural weaknesses in the training and support approaches of the mine to the women. Other CSR include exposure of young girls in schools to motivational talks and support to health programmes in the district focusing on HIV/AIDs, malaria treatment, water treatment and family planning. The study found that there are no deliberate mechanisms for direct engagement of women (or women groups) by the mining companies on the issues that affect them instead women are only engaged through intermediary organizations such as the Kankoyo Community Organizations (KCO) and the Musele Taskforce, in Kankoyo and Kalumbila, respectively.

Overall, there was a general view from respondents that women have not benefited from the mines and other extractive industries. The limited number of women employed in the mines; the limited economic opportunities benefiting women; the inadequate CSR programmes not effectively supporting challenges women are facing; and the lack of deliberate mechanisms by mining companies to engage women directly in addressing their plight are all important reasons why women strongly feel that they are not benefiting from the mine extractives. The following was a direct quotation of Mrs. Margaret Chisanga, a 37 years old local resident of Kankoyo Township captured from her case story:

"I have never benefited anything from Mopani Mine and I have never liked anything from them. May be those who work there"

5.2 Impacts of Mining and other Extractive Industries on Women

The study found the following as major impacts of mining and other extractive industries on women summarized into three key categories below, which includes social and cultural impacts; economic impacts and environmental impacts. An attempt to indicate the magnitude of the impacts was done based on a three-point scale ranging from Low, Moderate to High. Table 1 - 3 below indicate the subjective ratings of the level of impacts as perceived by the respondents.

5.2.1 Social and Cultural Impacts

The Table 1 below summarizes the social cultural impacts of the mining and other extractive industries which mainly included land displacement, high prevalence of diseases; increased

accidents and deaths; increased crime and violence including domestic and gender-based violence; changing family roles; social cohesion; immigration and changing demographics and shortage of community social infrastructure.

Table 1 Social and Cultural Impacts of the Extractive Industries in Kankoyo and Kalumbila

Area of Impact	Level of Impact		Description of Impact on Women
	Kankoyo	Kalumbila	
Land and Forest Resources	Moderate	High	The impact on land ownership, access and control ranges from moderate to high in Kankoyo and Kalumbila, respectively. In both areas women lost land for gardening and farming activities due to mining activities. The land impact is more pronounced in Kalumbila than Kankoyo. This is because Kalumbila is a new mine that has displaced thousands of local people to take over 518km ² of customary land for mine investment. In addition, fencing of large tracks of forest land with restrictions of entry has excluded the women from accessing non-timber forest resources such as mushrooms, caterpillars, firewood, herbs for medicinal use, material for handicrafts and grass for thatching.
Disease	High	Moderate	There are many diseases stemming from mining activities affecting the community especially children and men working in the mine. This ultimately affects women emotionally because they have to spend more time and resources taking care of the sick family members. Common diseases include cough, diarrhea, silicosis and eye irritation. The high pollution in Kankoyo could explain the high magnitude of this impact in the area compared to Kalumbila. The high number of mine delivery trucks is also a contributing factor for the spread of sexually transmitted infections by the truck drivers especially in Kankoyo. Young women are the most vulnerable to sexually transmitted diseases spread by unprotected sex with the truckers.
Accidents/ deaths	High	High	The number of accidents has increased due to heavy traffic congestion; speeding of mine delivery trucks in communities around mining areas; increased population and diseases. In Kankoyo frequent leakages and explosion of the acid plant at Mopani have contributed to increased accidents and deaths mostly affecting children. Similarly, the high accidents and death tolls emotionally affect women more because they are life givers and spend most of their time caring for the injured in hospital. This takes away their time to engage in more economically beneficial activities.
Crime/ violence	High	High	Crimes, domestic and gender-based violence have increased affecting mostly women. This is because of increased alcohol and drug abuse by men. Increasing prostitution by young women is also contributing to the raise of divorce cases because married men are targeted and fall victims to this vice. Divorce negatively affects women more than men because of their emotional attachment and concern for their children. Divorce further disadvantages women due to the unequal distribution of property after divorce stemming from discriminatory cultural practices.
Family roles	High	High	Family roles are changing because of loss of husbands especially those working in the mines due to high exposure to occupational hazards, accidents and diseases. This is affecting the social structure of affected households by increasingly making women become heads of households after the death of their husbands. This increases the social

			and economic burden of women by adding more family roles and responsibilities of not only taking care of their children at home but also fending for them in terms of food and paying for their education.
Social cohesion	Moderate	High	Because of many problems being faced resulting from mining operations affected communities are getting together to try and seek redress. This has tended to strengthen social cohesion among community members. However, in Kalumbila the women mentioned that before they were displaced they had women groups formed by World Vision but these have now disintegrated.
Immigration	High	High	There is high immigration to the communities hosting mining investments. Reason being people flocking to seek employment and other economic opportunities. In Kankoyo, people are coming from various places within Mufulira to seek affordable housing and land. The high immigration is problematic to women in the both areas because of the associated negative vices that come along with it such as high prostitution and crime rates as earlier elaborated.
Social infrastructure	High	High	Increasing shortage and pressure on existing social infrastructure such as schools and health facilities including availability of decent housing and water supply systems. Women are the most affected when there is a shortage of social infrastructure especially health and water. This is because women are the ones that take children to health facilities and are forced to walk long distances and spend long hours in queues. Water supply shortages affect women in a similar way since they are the ones who are mostly involved in fetching for water for domestic use.

- i. *Land Displacement and Food Sovereignty* - The women in both Kalumbila and Kankoyo mentioned that their livelihood sources have been seriously disrupted by the mine investments. This is because many households have lost their farming land. In Kankoyo, the women are not able to produce their own food because of soil pollution and contamination by the mine activities. Nothing can be grown in the soils of Kankoyo because of high acid contamination from the mine. Similarly in Kalumbila families lost their farming land to pave way for the establishment of the mine. Although compensation was provided, there was a general outcry that consultation of women was inadequate and that compensation packages did not take into account the loss of common forest and water resources that women have depended on for food, medicines and income for many generations.

In addition, land provided in the one of the two resettlement areas (i.e. Northern Resettlement Scheme) does not support farming because of its limited size and was specifically designed for residential purposes only. Each family was allocated 40m x 40m pieces of land, which can only accommodate a house. Families that opted to be resettled in this scheme wanted to engage in trading business (buying and selling of merchandise as their main livelihood) rather than farming, which many of them were engaged in before being resettled. However, because of business challenges in the Northern Resettlement Scheme stemming from high unemployment and low purchasing power in the area, many families are changing their minds and are shifting back to farming as their livelihood source. Therefore, most of them are being forced to buy land for food production in surrounding customary areas. On average, the price of One Lima (approx. 0.25ha) of customary land is ZMW500.

However, in the Shinen'gene Resettlement Scheme, the land situation is slightly better because families that were resettled in this scheme were allocated larger pieces of land to enable them continue engaging in farming. In addition to the 40m x 40m pieces of land allocated for residential purposes, each family was allocated one hectare of land for farming purposes. However, respondents complained that the one hectare pieces of land allocated were far less than the size of land they had access to before being resettled. The average size of customary land owned or accessed by each household in Solwezi District is 2.4ha (ZLA, 2014). Before relocation families had access to large pieces of customary land, which they could extend for farming purposes as much as they desired depending on their capacity to till the land.

Furthermore, the location of Shinen'gene Resettlement far away from the markets has increased dependency of women on food purchases from far places such as Solwezi. This situation raises concerns of food sovereignty of women and their families. Before relocation, many women were producing food for their own family consumption and could purchase supplementary food cheaply from other farmers locally but now it has become difficult to purchase affordable food locally because of the disrupted farming activities. Food commodities bought from Solwezi which is 130km away is costly and sells at high prices (about four times higher than market prices before relocation) making food unaffordable to many women and their families.

The whole process of land displacement in Kalumbila has raised an outcry by affected families. This is because of the non-transparent process used in determining compensation packages as well as the lack of adequate consultations of community members particularly women before the families were displaced and resettled. Furthermore, most of the women interviewed did not seem to know the compensation packages paid, legal status of the land provided to families in the resettlement areas and whether the new land was registered in both their names and that of their husbands. This situation potentially marginalizes women from land ownership and control. Joint land ownership or registration of land protects women's rights to land ownership especially in the event of divorce, land inheritance and/or transfer/sale of land. More importantly, joint ownership of land empowers women to have a say on all decisions concerning household land. This gender issue can be addressed by ensuring that the resettlement policy and/or guidelines provide for joint registration of land allocated in resettlement schemes to married couples other than registration of the head of the household alone.

Enclosure of common resources such as rivers and forests was observed in both Mufulira and Kalumbila. This was reported in all the FGDs. In Kalumbila, the Musangezhi River was dammed and fenced off by the mine. The fencing of the dam especially near the fish breeding areas has excluded Shinen'gene community from accessing this common resource for fishing. The women complained that they are having difficulties in accessing the river for processing of cassava, which they have traditionally done by soaking it in

rivers or streams. Cassava is traditionally an important source of food and income for women especially the Lunda.

Similarly, fencing of large tracks of forest land with restrictions of entry has excluded women from accessing non-timber forest resources such as mushrooms, caterpillars, firewood, herbs for medicinal use and grass for thatching. These are important non-timber forest resources which women have depended on for many generations for food, medicinal use and income. The forest area involved included protected Forest Reserves such as *Lualaba* and *Bushingwe* (Chisanga, 2013). The women said that they are now forced to buy charcoal instead of collecting free firewood. The Chisola Dam, one of the biggest water dams created by Kalumbila Mine has claimed large parts of customary land previously used for grazing. A representative of the Musele Royal Establishment (MRE) indicated that the affected families are also likely to be displaced and resettled. Similarly, Mopani Mine has enclosed the portion of the Mufulira River where discharge of effluent is done making it difficult for women to have access to the water for gardening.

The enclosure of common resources by the mine is a direct violation of the women's rights to food and natural resources without Free Prior Informed Consent and adequate compensation. Monetary compensation by the mine did not take into account the loss of common resources such as forests and fresh surface water, which women have depended on for off-farming income, material resources and for food including processing of food such as cassava. In addition, consultation of women in determining compensation packages was very minimal.

However, one government official had a different view indicating that the displacement and subsequent resettlement of families in Kalumbila should be considered as a positive benefit rather than negative. This is because some women have now benefitted by owning improved housing in planned areas and will soon be supported to acquire formal legal documents to their land. Though this may sound positive, the study found that many women in the resettlements were not aware of the legal status of their land. This raises gender concerns, which the Land Resettlement Policy needs to deliberately address by ensuring that displaced couples jointly own the land in resettlement areas.

- ii. *Disease Prevalence* - The mine operations have caused high disease incidents such as respiratory infections, silicosis, eye irritation and diarrhea in the surrounding or nearby communities such as Kankoyo and Kalumbila. The increase in the disease prevalence has put a lot of burden (both emotional and economical) on women who take-up the responsibility of caring for their sick husbands and children. Because of the high influx of people, the HIV/AIDS prevalence levels in the areas have also gone up.

- iii. *Domestic and Gender-Based Violence* – Women including young and married women are vulnerable to sexual violence and exploitation by acid tanker drivers and causing spread of sexually transmitted diseases. This situation is made worse by the poor economic position of many women. At household level, a few married men that work in the mine once they

get paid, they cause physical violence against their wives. These fights arise from arguments in the process of agreeing on how much of the salary should be made available to their wives for food and other household needs. The women in the FGD in Kalumbila remarked the following:

“during the mid of the month marriage relationships of many women in the area are very sound but problems only surface at the month-end when the men who work in the mines get paid”

In other words, the statement above says that before the men get paid there is peace in the house but once they are paid at the month-end trouble begins in their homes. This is because once paid, most of the miners (men) become excited and irresponsible wanting to keep a larger proportion of their salaries to spend on negative social vices such as alcohol consumption and engaging in sexual activities with young girls. Apart from subjecting women to physical violence, this behavior also subjects married women and their children to psychological, financial and food stress. In addition, this behavior further subject married women to serious health risks particularly the risk of contracting sexually transmitted diseases.

- iv. *Traffic Accidents and Deaths* - The increased traffic congestion caused by delivery trucks to the mines has continued to put the communities around the mines at high risk of traffic accidents, which largely affect children. The women in the FGDs mentioned that most of the delivery trucks move very fast and end-up causing traffic accidents. The women in Kalumbila gave an example that last month (March 2015), one child who was coming from school was killed by one of the mine delivery trucks. A recent fatal traffic accident at the main road junction in Kalumbila was cited as another example. The traffic accident involved a mine bus which collided with a moving van resulting into death of more four people. Deaths of children from traffic accidents are also a potential source of domestic violence. This is because husbands feel women are negligent in looking after their children making them victims of accidents. Furthermore, the experience of high deaths from traffic accidents entails that women have to spend more time attending the funerals in the community instead of engaging in other economically productive activities. In many Zambian communities women spend more time and effort during funerals in the community because they are responsible for fetching water and cooking for mourners.
- v. *Population and Demography* - Rapid population increase has also been registered in the communities around the mining areas. This was observed in both Kankoyo and Kalumbila. In Kankoyo, the reduced housing rentals due to environmental pollution have led to an influx of many low income earners to seek cheap accommodation. This has given rise to mushrooming of *Shebeens* (these are drinking places in homes) and make-shift housing shelters in the community. It was now common to find 3 – 4 cabins at each household. Although these cabins have become important sources of income for many households, they have contributed to the worsened social vices such as prostitution, crime, drug, alcohol abuse, orphans and destitution. There are many women who have come to Kalumbila from all over the country to engage in prostitution.

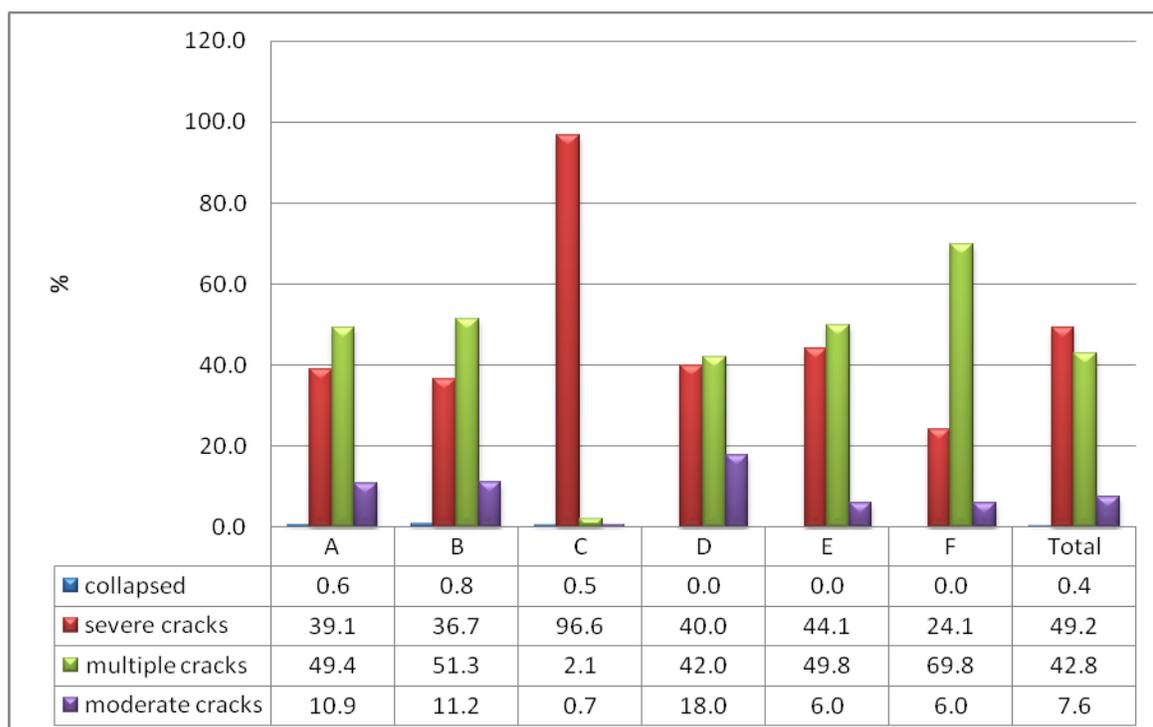
As earlier stated men fall victims to alcohol abuse and prostitution. This was confirmed by the women in the FGD who mentioned that many unemployed men and school going children are falling victims to these growing vices in the community. This situation ultimately negatively impacts on married women. Some married men were said to move from their families and temporarily camp with prostitutes living in the Shabins. Apart from emotional impacts, this behavior poses serious health risks to married women. The study also discovered that the authority of the Musele Royal Establishment was slowly getting eroded therefore making it difficult to instill community order and discipline in the chieftdom against the backdrop of high influx of immigrants who do not pay allegiance to the Establishment.

- vi. *Housing and Social Infrastructure* - This was particularly a major problem in Kankoyo caused by direct mining activities such as underground blasting. Nearly all the houses in Kankoyo have developed cracks over time due to the ground vibrations caused by underground rock blasting activities. The women mentioned that the Mopani Copper Mine and government are aware of this problem but have not found any solution. They said that the mine has been arguing that it bought the mine from government and that it pays tax, therefore they have nothing to do with the housing situation in the area. The pictures below show a sample of two houses with large cracks in the walls.



The report by Mufulira Municipal Council on the status of the houses in Kankoyo indicated that nearly all the houses in Kankoyo have developed cracks from the ground vibrations caused by rock blasting in the mine.

The figures presented in Figure 2 below indicate that 0.4% of the houses have completely collapsed while most of the houses, 49.2% and 42.8%, have severe and multiple cracks, respectively. Houses in Section C of Kankoyo Township are the worst affected by severe cracks. The figures show that only a small proportion of houses (7%) in Kankoyo have moderate cracks.



Source: Data compiled from the Mufulira Municipal Council Report (2014)

Figure 2 Physical Status of the Houses in Each Section of Kankoyo Township

Although most of these houses were constructed using concrete blocks and pre-fabricated concrete walls, the old age (more than 70 years); lack of a concrete footing, concrete slabs and lintels; non-use of brick force wires in the walls and high soil erosion are all important factors that have contributed to the weakening of the housing structures leading to cracking and eventually collapsing when subjected to vibrations from the mine blasting activities (MCC, 2014). The report by the Mufulira Municipal Council further recommended relocation of the people of Kankoyo as the dilapidation of the houses and deteriorated environmental conditions had become a disaster not fit for human habitation.

In addition to cracking houses, many iron roofs for the houses in Kankoyo have turned rusty due to the corrosive action of sulphur-dioxide. The continued dilapidation of the housing infrastructure has frustrated many women who also felt that relocation from

Kankoyo was the best option at the moment. The women in the FGD in Kankoyo remarked the following:

“We are tired of the sufferings caused by the Mopani Mine, we would therefore like to be relocated from this area. The government should find alternative land for us, we are ready to move anytime.”

The poor social infrastructure in Kankoyo could also be attributed to the development agreements that exempted the new mine owners or investors from providing such services. In the time of ZCCM, extensive social infrastructure services were provided to the mining communities, including housing, free hospitals and schools (Caritas Norway 2013).

In Kalumbila, the housing problem mainly relate to the small housing units provided to many families in both the Southern (Shinen’gene) and Northern Resettlement Schemes. Many displaced families with the exception of community leaders were provided with two small room housing units by the mine.



A two room house provided to a family in the Northern Resettlement Scheme in Kalumbila

The study observed that most of the households had much larger and multiple housing structures before they were displaced even though the quality of building material used was not better than what the mine has provided to them. The women in the FGD complained that the houses provided are too small for their families compared to the houses they had before they were relocated. The women remarked the following *“giving us two small room dwellings is against African culture. There is no way us parents can be sharing the same sleeping room with our children.”* Following these complaints the Musele Taskforce began negotiations with the Mine to extend the housing units by adding

an extra room. At the time of the study the Mine had responded positively to this request and started extending the housing units.

In addition, the increasing population in communities around mining areas continues to exert pressure on other social infrastructure such as schools, health facilities and water supply. In Kalumbila, classrooms meant for 40 pupils are now forced to accommodate more than 150 pupils making the teacher to pupil ratio very high at 1: 150. This is more than three times the recommended teacher-pupil ratio of less than 1 Teacher to less than 50 pupils. The high crowding of pupils in classrooms is a manifestation of the concentration of displaced families in resettlement areas and the influx of people to the areas in search of jobs and other economic opportunities. The high teacher pupil ratio compromises the quality of education services provided. Similarly, in Kankoyo one clinic serves a total population of about 28,000 people causing crowding and long queues at the health facilities. Women being the ones who take up the responsibility of taking children to health facilities and taking care of the sick are the most affected by crowding at these facilities. Long queues at health facilities take away a lot of valuable time from women and subject them to physical stress.

The increasing population pressure on social infrastructure due to the opening-up of Lumwana and Kansanshi mines is also clearly evident in Solwezi Township. The Department of Physical Planning and Housing indicated that accommodation in Solwezi has become very expensive; affordable housing is in short supply and education and health infrastructure is overwhelmed. Shortage of social infrastructure especially health and water negatively affects women more than other community members. This is because when health facilities are in short supply or overwhelmed by high demand, the responsibility that many women carry of taking their children to health facilities (i.e. under five clinic) becomes a huge physical burden. Firstly, the women are forced to walk long distances to these limited health facilities and secondly, are forced to spend long hours in queues in order to be attended to. Water supply shortages affect women in a similar way since they are the ones who are mostly involved in fetching for water for domestic use.

5.2.2 Economic Impacts

The major economic impacts found in this study are related to employment, inflation and price of basic commodities and markets for economic activities. These impacts are summarized in table 3 below.

Table 2 Economic Impacts of Extractive Industries in Kankoyo and Kalumbila

Area of Impact	Level of Impact		Description of Impact on Women
	Kankoyo	Kalumbila	
Employment	Moderate	Moderate	The impact on the employment situation in both Kalumbila and Kankoyo was reported to be moderate because very few people from the local communities have been employed in the mines. The situation is worse for women. Very few of

			them have managed to be employed owing to their inadequate technical skills required by mine firms and high corruption and bribery, which acts as huge gender barriers affecting women. A few local men that are employed are on temporal or contract employment conditions which do not last more than six months. The high unemployment levels in the local communities have not contributed to the positive economic outcomes in these areas.
Inflation / Prices of basic commodities	Moderate	High	In Kankoyo the prices of basic commodities such as mealie meal and groceries have not changed much as a result of the mine. This is because many workers in the mine do not come from the local community. However, in Kalumbila there has been a sharp rise in the prices of commodities (about four times more than prevailing market prices before relocation) due to high demand coupled with reduced local production of food commodities. Most of the food consumed in Kalumbila is imported from Solwezi. The high demand and transport costs, makes the prices of basic food commodities beyond the reach of many women. This, coupled with the loss of land where women were cultivating their own food, has drastically reduced the food sovereignty of women.

5.2.2.1 Employment and Income Opportunities - In Kankoyo, women felt that there is no much economic change due to the mining industry because very few local men are employed in the mine and in addition miners are not paid high salaries. The similar situation was described in Kalumbila where the FGD of women and Key Informants added that despite creation of the employment database very few locals especially women were registered. Furthermore, the short-term contract jobs that were occasionally offered to a few local men were said not to pay well therefore reducing the purchasing power of many resettled households. The study also found that the reduced purchasing power in the resettlement schemes also negatively affects profitability of other business enterprises or income generating activities by women. The low purchasing power in the resettlement schemes was attributed to high unemployment levels in the area. Although Kalumbila Mine has provided an open space within its mine area, which local women can use to sale their vegetables and other merchandise, the women complained that they cannot afford transport costs associated with delivery of their goods to this market. The high charges or fees charged for selling at this market are also prohibitive.

5.2.2.2 Inflation and Prices of Basic Commodities

Prices of basic commodities including traditional vegetables have gone up. One key informant mentioned that in the past they used to collect green pumpkin leaves from the fields for free but now they have to buy these vegetables and they are expensive. He also added that the price of protein foods such as fish and chicken have gone up more than four times compared to before the mine was established. The study also noted that the influx of people into Solwezi has increased demand for housing therefore pushing rentals high up. The economic impacts of increased prices of basic commodities mostly affect women headed households because most of them live in poverty therefore cannot afford to sufficiently feed their households.

5.2.3 Social Environmental Impacts

Table 4 below summarizes the major environmental impacts of mining industries, which includes soil and water contamination; air pollution, noise pollution and traffic congestion.

Table 3 Social Environmental Impacts

Area of Impact	Level of Impact		Description of Impact on Women
	Kankoyo	Kalumbila	
Soil and Water Contamination	High	High	In both Kankoyo and Kalumbila the water quality for domestic use is of poor quality. In Kankoyo contamination of surface and ground water is evident in its strange colour. In addition, foreign particles or sediments are evident in the water after it is left to settle. In Kalumbila the colored water loaded with sediments is also found in the newly drilled boreholes. In Kankoyo soil contamination has reduced the quality of land for use by women for gardening and other farming activities that leverage their household food and income requirements. Similarly, water contamination exposes women and children to greater health risks than other community members because women are "prime-users of domestic water."
Air Pollution	High	Moderate	Air pollution is a major problem stemming from sulphur dioxide and dust emissions. The women and Kankoyo community is subjected to this pollution nearly every day. The new acid plant that was recently installed by Mopani Mine has not helped much because it breaks down quite often causing serious pollution. In August 2014 the acid plant exploded causing heavy pollution and human death. Air pollution causes several eye and respiratory problems affecting mostly children. The ill-health of children affects women more than their male counterparts since women take on the largest responsibility of taking care of the sick children and spend more time nursing them at home and at the hospital. This causes a lot of physical and emotional stress on women.
Traffic	High	High	There is heavy traffic congestion around the mine plant and along the main road to Kankoyo caused by the acid and rock delivery trucks. The traffic is associated with an upsurge in the population of truck drivers. This situation subjects young women to sexual abuse by these drivers who lure the young women into unprotected sex in exchange for cash. This behavior contributes to the rapid spread of sexually transmitted diseases including physical violence against these young women.

- i) *Soil and Water Contamination* - Women are subjected to contaminated water for domestic use. "We live in dirt" the water we drink is dirty, said the women in Kankoyo. The situation of contaminated water was also found in Kalumbila where the women mentioned that the domestic water they access from the boreholes is contaminated as evidenced by its orange colour and presence of foreign particles and impurities. The contamination of both surface and ground water indicates high pollution problem arising from waste disposal and acid method of copper extraction. The women in Kankoyo mentioned that in 2008, there was shortage of water when they discovered contaminated water for domestic use. The women in the FGD narrated the following:

“One day in 2008 we collected water and stored it in the house but after some hours we noticed the water had turned green and after storage for some hours slug settled down in the containers.” “When we reported this to the water utility company and showed them the containers with green water, the company confiscated and never returned the containers to us.”

The women also mentioned that when they make tea and add milk it turns sour. *“We can never make proper tea unless we use rain water,”* said the women in Kankoyo. This experience demonstrates that water contamination makes their role of food preparation for their families difficult. Furthermore, the parking lot for acid tankers is within the proximity of the community, a situation that causes occasional spillage. The women further narrated that on the 15th of August 2014, there was a huge explosion from MCP causing death of three people and illness of children and several other Kankoyo community members. See Case Story in Box II. The findings of this study are consistent with the study findings by Caritas Norway. The Caritas study also found that although Mopani had started implementing important measures to drastically reduce emissions of sulphur dioxide by 97%, the acid leaching technique that the firm was using to extract copper still posed serious threats to the drinking water supply in Kankoyo (Caritas Norway 2013).

The water contamination situation puts many women and children at greater risk compared to other community members. The Second World Water Forum in The Hague (2000) recognized the strong link between environmental problems and the poor health of women and children. This is because women are “prime users of domestic water” therefore if water is contaminated or polluted women are exposed to various health problems, which includes increased rates of maternal mortality, anaemia, miscarriage and birth defects (Edwina Sandys, 2005: 8). This is also consistent with Hinton who stated that when land and water are environmentally degraded, women have to spend more time and effort to meet household food and water needs (Hinton, 2012).

- ii) *Air pollution* - Women and the community are subjected to air pollution from sulphur dioxide emissions and dust from the mine operations. This was found to be a very serious problem in Kankoyo. The dust emissions were worsened by the lack of vegetation in the area. The frequent sulphur-dioxide emissions caused severe eye irritations and breathing problems especially in children. The women said that they experience air pollution throughout the year except during the rainy season, when the situation improves. The women further stated that despite the mine assuring them that they have put in place a modern acid facility to help reduce air pollution, the situation has not changed. The other air pollution problem experienced is frequent noise pollution from the various mine operations including rock blasting. Air pollution causes several eye and respiratory problems affecting mostly children. The ill-health of children affects women more than their male counterparts since women usually take care of the sick children and spend more time nursing them at home and at the hospital. This causes a lot of physical and

emotional stress on women. Box II below is a verbatim experience of Margaret Chisanga, who resides in Kankoyo Township.

Box II Experience of Margaret Chisanga with pollution caused by Mopani Copper Mine

Margaret Chisanga is a 37 years old woman who was born in Kankoyo and has lived in the area since her birth. She is married and has three children. Her occupation is political leadership. She is a housewife and political leader in Langashi Ward in Konkoyo. Her husband is unemployed therefore relies on various informal businesses to raise income for the household including selling of merchandise. Margaret lives in a cracked house located within 100m from the Mopani mine plant. She had the following experience to narrate:

Since the new mine investor took over the Mopani Copper Mine, as an ordinary woman in Kankoyo, I have never benefited from it in any way unless women who work in the mine. As women we are not engaged with the mine investor in a more pro-active way unless we follow the mine management to lodge a complaint. There are no deliberate programmes or mechanism to engage us. Despite having many challenges such as poor water the mine does not help us in any way. The mine says it is only concerned with the mine operations and has nothing to do with the housing and other public infrastructure in the community.

Our house being within 100m from the mine plant, we have suffered a lot of disturbances ranging from frequent noise from rock blasting; air pollution from sulphur-dioxide emissions; spillage from the acid pipes; cracking of the walls of our house; to destruction of the aesthetic value of our surroundings following damage to our flowers and surrounding vegetation including corroded roof top to our house. I have a 15-year child who always scratches his eyes continuously due to irritation once sulphur-dioxide is released from the mine. Since we are used to his situation we don't do anything whenever this happens.

Two years ago when I was coming from the market area around 11:00AM carrying a four months old baby boy when I reached near the mine area I experienced heavy release of sulphur-dioxide which polluted the whole area. This affected my child who started coughing uncontrollably and had difficulties in breathing. This forced me to take my child to Ronald Rose Hospital located nearby. I explained what had happened to the Medical Doctor at the Hospital. The Doctor quickly examined my child and recommended putting him on oxygen as his condition was acute. My child was on oxygen until 01:00AM when we were told his condition had worsened and ended up dying in the hospital. This was a very devastating experience as we were unable to do anything to the Mopani Copper Mine (MCM) because of corruption. Us who do not have money can do anything to seek legal redress on the injustices caused by the mine. After we experienced this incident of our child dying, the Medical Doctor who was attending to him only recommended that we should move out of Kankoyo due to heavy air pollution, which was not healthy especially to our children.

The frequent air pollution we have been experiencing in Kankoyo has not changed in any way despite the mine having installed a new acid plant, which exploded in August last year (2014) when it was scheduled for commissioning. This was yet another disturbing experience we had as a community. When the acid plant exploded it caused a lot of disturbing noise and released toxic gases into the atmosphere. Our children were very disturbed and feared that they would die from the massive explosion and pollution. Following this, the young ones mobilized themselves and started throwing stones to the mine plant. This prompted other community members to join resulting into a riot. The police had refused to grant a peaceful demonstration due to political interference in the matter. The explosions have continued to occur even two weeks ago we experienced minor explosion but because of rains the disturbance caused was not much. We feel the problems caused by the Mine will never end. As the community we are resolved to relocate from Kankoyo provided government can help secure alternative land for us and support our resettlement.

- i) *Traffic and Congestion* - The women complained that the mushrooming of the acid trucks along the main road to Kankoyo causes heavy traffic congestion in the area. The traffic is associated with an upsurge in the population of truck drivers.



Traffic congestion caused by Acid Tankers to and from the Mopani Copper Mine

This situation subjects young women to sexual abuse by these drivers who lure the young women into unprotected sex in exchange for cash. This behavior contributes to the rapid spread of sexually transmitted diseases including physical violence against these young women.

5.3 Legal, Policy, Institutional and Community Mechanisms that Contribute to Negative Impact of Mining on Women

There are several policy, legal and institutional arrangements that reinforce the negative impacts of mining extractive industries on women. The inadequacies in policy and legal frameworks and institutional arrangements are clearly evident in the Republican Constitution, policies and subsidiary legislation such as the Lands Act of 1995; Resettlement Policy; and various environmental management legislation including corporate policies and Corporate Social Responsibility practices by investors in the extractive industry. An attempt to identify the major inadequacies in policies, legislation and institutional arrangements in the extractive sector is done in the paragraphs below.

5.3.1 The Republican Constitution

The Republican Constitution through the provisions of Article 23 (4) (c, d) allows the application of customary laws or practices in matters dealing with property such as land. This clause is a

source of discrimination against women on land inheritance and other matters related to land as property especially under the patriarchal system, which is a dominant cultural system in many societies of Zambia including the study areas. The other gap in the current constitution is its inability to recognise social, economic, cultural and environmental rights of citizens including women. This implies that the current constitution cannot be used to seek legal justice against violations of these rights even when violated by extractive firms. Therefore, it is imperative to review the current Zambian constitution to enable inclusion of social, economic, cultural and environmental rights in the Bill of Rights in order to minimize negative impacts of mining extractives on women.

At the moment the only available option is to lobby and advocate for the respect of Economic, Social and Cultural (ESC) rights based on the International Covenant on Economic, Social and Cultural Rights (ICESCR), which Zambia ratified in 1984. In addition, the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa, specifically Article 15 on the Right to Food Security can also be used by women to claim their rights when violated by the extractive industry. Article 15 of this protocol provides women with access to clean drinking water, sources of domestic fuel, land, and the means of producing nutritious food. Zambia being a signatory to this Protocol is bound to respect provisions of this protocol.

5.3.2 Land Policy and Lands Act of 1995

The Lands Act of 1995 which vests all land in the Republican President places more weight on sub-surface rights than surface land rights subjects local communities to the risk of land displacement to pave way for mining rights. The “Vestment Clause” is subject to abuse as it grants express powers to the president to alienate land for investments as she/he wishes. The provision in the Land law granting the president powers to compulsorily acquire land in public interest after consulting Chiefs further subjects the Land law to abuse as it has been evident in the past where vast land has been acquired from customary areas for large-scale land investments without adequate consultations and consent by affected communities especially women. This is because there are no provisions that prescribe widespread consultations of community members including women other than the Chief. Most of the consultation approaches used when acquiring customary land based on the provisions of the compulsory acquisition of land in public interest or mere conversion of customary land to leasehold by government do not adequately inform, consult and obtain consent from women. The current Lands Act only recognises consultation of the Chief in such matters. This inadequacy in legislation disadvantages women because the unilateral decisions made by the chiefs do not take into account special interests and concerns of women. This is one area that requires change in the current land legislation to ensure broad-based consultations that captures the interests of women on all land matters regarding conversions or acquisition of customary land by government or for investments.

The Lands Act of 1995 also provides for the establishment of a Lands Tribunal to help hasten resolution of land disputes across the country. However, in a long time the Lands Tribunal, which is designed to be a circuit court, has had no jurisdiction over customary land tenure unless where a leasehold title is in conflict with customary rights. However, the tribunal has not

been effective in addressing land problems faced by women largely due to lack of adequate financial resources to enable it go around the country to hear land disputes. The other weakness of the Tribunal is its lack of legal power to cancel a title deed even if the title was erroneously granted. The power of the Tribunal is limited to recommending cancellation of Land Titles to the Commissioner of Lands and/or the Ministry responsible for land administration. In addition, many women are not aware of the Lands Tribunal and fear to appear before this Tribunal owing to lack of knowledge on the procedures involved. The weaknesses highlighted above point to the need to advocate for the reform of the Lands Tribunal to make it more effective in addressing land challenges that women face. Additionally there is need to create awareness among women especially in areas around extractive industries on the operations and procedures of the Lands Tribunal.

5.3.3 Resettlement Policy and Legislation

At the moment there is no national policy (in draft form) and legal framework to guide land displacement-induced resettlements to pave way for large-scale land investments in agriculture, mining and other sectors (Mukupa 2014). This gap has reinforced the many challenges women face with regard to extractive industries. The Principal Resettlement Programme Officer in the Office of the Vice President confirmed this assertion. He indicated that more than 600 households in Kalumbila that were displaced and resettled at Shinen'gene resettlement scheme alone are facing insecure livelihoods (*Ibid*). This is largely because of the poorly managed resettlement process by the Mine.

The lack of policy and legal guidelines continues to disadvantage local communities and women with regard to compensation packages; access to and ownership of alternative land; housing; and other social infrastructure such as education, health, water supply and road infrastructure provided in new resettlement areas. The processes used when resettling affected communities do not provide sufficient space to women to voice out their specific needs and concerns. Women are also not involved in the negotiations for compensation let alone they have little say on how compensation funds are used in a household. This was evident in the skewed information by men and women on issues of compensation and legal status of land ownership. It was evident from this study that women were not aware of the full compensation packages provided and the legal registration of land rights to the new land and housing provided by Kalumbila mines compared to their husbands. When asked for details concerning the issue of compensation and land registration, women kept referring to their husbands as the ones who have more information.

Ideally, a national policy and legal framework on land resettlement should provide minimum guidelines to ensure adequate consultations of both men and women and the need for prior, informed consent; adequate and transparent compensation packages; and planning for appropriate social infrastructure in order to reduce negative impacts of displacement on women and their families. In the absence of lack of government guidelines on relocations that should be followed by all mining firms, many of them choose to use their own guidelines or World Bank Guidelines such as in the case of Kalumbila Minerals Limited (Caritas Norway, 2013). This gives leeway to the investors to choose what to and not to respect therefore

putting the communities and women at a disadvantage. The land displacement in Kalumbila presented above provides sufficient evidence pointing to the inadequacies in the policy and legal framework and consequent impacts of extractive industry-induced land displacements on women and their families in the country. Advocacy for the finalization of the land resettlement policy and legal framework, which provides for minimum guidelines and consultative processes that ensure equitable participation of men and women, is imperative.

5.3.4 Environmental Policy and Legislation

Although the principal environmental legislation, the Environmental Management Act of 2011 was put is not an old piece of legislation, subsidiary legislation and regulations such as the statutory instruments on Environmental Impact Assessment (EIA), Water and Air Pollution Control regulations, Statutory Instrument No. 29 of 1997, the Mines and Minerals Act (Act no. 31 of 1995), the Mines and Minerals (Environmental) Regulations 1997, Statutory Instrument No. 102 of 1998, the Mines and Minerals Regulations (Environmental Protection Fund) Regulations 1998 all need urgent review in view of changes and challenges faced in the mining sector.

For example, legislation on the Environmental Impact Assessment (EIA) requires that all major developments projects proposed for implemented should undergo an EIA process to ensure identification of potential environmental impacts in order to put in place adequate mitigation measures. However, there are challenges and weaknesses in the enforcement and implementation of this legislation and regulations. The weaknesses in the enforcement of this law emanate from inadequate public engagement especially communities likely to be affected; outdated penalties and fines; political interference and inadequate institutional capacity (Draisma, 1998; Muyunda 2012; Auditor General 2014). Muyunda (2012) found inadequate public participation in the enforcement and implementation of agreed terms and conditions and environmental mitigation measures emanating from the EIA process. Women are particularly the most marginalized in these consultative processes. The reasons are that women lack adequate information about the consultation processes and information on the likely environmental impacts of the proposed projects on them. Additionally, the structure of consultation processes do not provide for solicitation of specific concerns, interests and needs of women.

Additionally, political interference is also not uncommon. Even though ZEMA has tried its best to enforce EIA requirements, it is a toothless body and its decisions can be easily overturned. In May 2103, despite the Zambia Environmental Management Agency (ZEMA) placing a protection order on the construction of the Chisola Dam in Kalumbila, the Minister responsible for environmental management lifted the order for fear of losing 500 jobs that the mine had threatened to cut down if government did not permit the Chisola Dam project to proceed (Caritas Norway 2013; Chisanga 2013). This case goes to show that political interests tend to push for establishment of extractive industries based on short-term employment and revenue gains on the part of political leaders at the expense of environmental and social impacts that local communities and women suffer.

The Auditor General's Assessment found that measures Government has put in place to address environmental degradation by mining activities were not working effectively. The assessment also found non-compliance by many mining firms with the environmental rules, laws, regulations and environmental licensing conditions (Auditor General, 2014). The Auditor General's report outlines several non-compliance issues in the mining sector, which included the failure of mining companies to produce monthly returns or biannual report on air emissions, resulting into high levels of Sulphur Dioxide (SO₂), dust and other gaseous emissions in the atmosphere, which are way above the minimum permissible limits. Similarly, most of the effluent from mining activities was found to be highly acidic with PH values averaging 3 instead of the recommended 6 to 9; Total Suspended Solids (TSS) and Total Dissolved Solids (TDS) in effluent were also high. It was also found that mining firms were not planting vegetation cover on the embankments of the dumps while in some cases scanty vegetation was planted, which was not effectively controlling soil erosion. The assessment also found that some mining firms had unrestricted access to Tailing Storage Facilities (TSF), slag dumps, overburden dumps and waste rock dumps, which posed serious exposure risks to health and death. According to Muyunda, many extractive and processing firms find it cheaper to violate the environmental regulations because the associated fines and penalties are low and outdated requiring urgent revision (Muyunda, 2012).

The Environmental Protection Fund (EPF) that was put in place to secure Government against future environmental liabilities that may arise in the event that the mining firms fail to meet the environmental liabilities at closure of business was not working effectively. This is largely because the majority of mining firms are not complying with the EPF's regulations by not paying the stipulated contributions. This is made worse by the failure of the responsible institution i.e. the Mine Safety Department (MSD) to invoke sanctions on defaulters to the Fund. According to the Auditor Generals' Report, by 21st December 2012, only 22% of the amount due was contributed to the EPF (Auditor General, 2014).

Review of environmental legislation and regulation to strengthen enforcement and to address the challenges and weaknesses highlighted above is imperative in order to minimize the environmental impacts that women face from the mining extractives. The required changes should include strengthening consultation of women in the EIA process; enacting and implementing legislation that will strictly enforce the "polluter-pay principle;" strengthening capacity of the MSD to enforce the requirement of mining firms to make contributions to the EPF as well as enforce punitive measures for non-compliance. In addition, the EPF should have affirmative programmes to compensate and support women affected by environmental degradation caused by mining firms.

5.3.5 Mining and Investor Protection Agreements

The other key reinforcing factors contributing to the impacts of mining on women include the non-transparent and inefficient mining tax regime; mining agreements and Investor Protection Agreements between investors and the Zambian Government.

There was widespread consensus among Key Informants interviewed that the country was not having a fair share of revenue from the mines due to weak and non-transparent tax regime. Several studies by independent organisations (both local and international organisations) have also established this challenge. This means that the mining and other extractive industries have not contributed their proportionate revenue to government and consequently to poverty alleviation affecting many Zambians especially women. Some mining firms i.e. Mopani owned by Glencore used different tactics to avoid tax i.e. transfer pricing and under declaration of profits (Caritas Norway, 2013). Some mining firms have simply not paid corporate tax and not until 2010, some of them have been paying tax based on the old rates citing Development Agreements as exempting them from doing so despite their invalidation by the Zambian Government through the Mines and Minerals Act of 2008 (Caritas Norway 2013; Moore Stephens, 2014). This situation presents a huge cost to the Zambian economy. According to an article on the Bloomberg website, Zambia loses approximately US\$2 billion annually from tax evasion mostly by the mining companies.²

The Development Agreements between the Zambian Government and mining firms were meant to provide concessions to the mining firms, many of which were not favorable to the local mine communities and revenue generation for development and poverty alleviation in the country. These concessions, included exemption from many of ZCCM's liabilities such as debt and pension obligations; exemptions from environmental pollution liabilities; and favourable tax exemptions. In addition, these agreements had a 'stability clause' that guaranteed legal recognition of these agreements for a pro-longed period of 15 – 20 years irrespective of new legislation enacted by government (Caritas Norway, 2013). The exemption of mining firms by Development Agreements from providing social infrastructure services such as health, schools and housing to the local mine communities and failure by government to take over these services previously provided by ZCCM has to a large extent reinforced the negative impacts of the extractive industries on women as evident in Kankoyo. The collapse and non provision of basic social infrastructure and services by government and new mine owners such as waste management, health services and water supplies affects women more than other community members because of their close association and being "prime users" of these facilities as earlier elaborated.

However, mining investors are now signing Foreign Investments Promotion and Protection Agreements (FIPA) with African governments including Zambia. According to Foreign Affairs and International Trade Canada (2013: 30) "FIPAs provide for greater protection against discriminatory and arbitrary practices and enhances the predictability of a market's policy framework as well as give businesses greater confidence to invest by offering investors additional incentives and safeguards their investments in case of changes in legislation." The challenge is that these agreements are not disclosed to the public therefore raising concerns on their benefits to the Zambian citizens especially women. What is therefore required is to

² Online article by Mathew Hill on the Bloomberg website: <http://www.bloomberg.com/news/articles/2012-11-25/zambia-says-tax-avoidance-led-by-miners-costs-2-billion-a-year> (Accessed 08/06/15)

advocate for transparency and public scrutiny of the provisions of these agreements between government and mining companies to ensure that they do not disadvantage the ordinary Zambian citizens especially women.

5.3.6 Corporate Policy and Practices

Despite the presence of Corporate Social Responsibility offices by nearly all the large scale mining firms, the study found that there is no “open-door policy” for the engagement of women in corporate accountability. In all the FGDs women mentioned that they are no deliberate mechanisms for their engagement with the mine firms. They only interact with the mines when there is a problem. This makes it difficult for the women to voice out on many concerns they have regarding the operations of the mines and how these could be minimized. The women felt that having an “open-door policy” will be useful in their active interaction with the mine firms and effectively engage in corporate accountability to ensure minimisation of the impacts of mining operations on women. Usually, corporate firms with strong gender policies have put in place such mechanisms for engaging women as part of their gender mainstreaming strategy. However, in the Zambian context, even if these firms may have the gender policies, the mere lack of such deliberate mechanism to engage women on operational issues affecting them entails that these policies are not effective.

Hinton outlined some strategies and mechanisms that are increasingly being adopted by large multinational mining companies in other parts of the world for increasing participation of women in mining industries, which includes developing gender policies and guidelines for supporting women’s empowerment in communities around mine operations; and setting up community relations offices in communities where the mines operate etc. (Hinton 2012).

Only Kansanshi Mine claimed to have an “open-door policy” which enables members of the public to engage the mine in any issues or concerns regarding its operations. Kalumbila Mine said this arrangement is made through the Kansanshi Foundation, which is a Corporate Social Responsibility arm of the mine. Kansanshi Foundation stated that it works with 20 women on voluntary basis as ‘Environmental Ambassadors’ or ‘Champions’ within their communities; supports women groups in various income generating activities such as baking, village banking, poultry, fish farming and so on; and also provides entrepreneurship and adult literacy training to women. However, it is not clear how effective this engagement has been in addressing the needs and concerns of women regarding the impacts arising from the operations of the mine.

In order to ensure “open-door policies,” there is need for lobby and advocacy targeting mining firms to adopt clear and effective gender policies and guidelines that will enhance corporate accountability on operational issues affecting women.

5.3.7 Traditional Governance, Cultural Norms and Practices

The entrenched patriarchal practices in many societies of Zambia are important factors reinforcing the impacts of extractive industries among women. The patriarchal cultural norms tend to consider women as minors who cannot speak in public where the husband is present and should not be involved in key decision-making on issues affecting the community. These

tendencies are clearly evident in the traditional governance structures in Kalumbila. The study observed that no women are represented in the Musele Royal Establishment, which is the supreme traditional governance structure in the Chiefdom. Apart from being the figure head and custodian of traditional culture of Musele, the Royal Establishment has several other governance responsibilities including customary land administration, negotiating with investors and government, resolution of land disputes and maintaining peace and security in the chiefdom etc. It was striking to note that no woman was present in this important community decision making body. All the positions in the Establishment are held by men, ranging from the Chief himself to the Village Headmen.

Similarly, at both community and household level there was evidence of limited involvement of women in consultations and negotiations for compensation regarding their displacement and resettlement. These processes were heavily dominated by men therefore made it difficult for women to present their concerns and interests. This is the reason why women are the most impacted by the displacement and subsequent resettlement. In order to address this challenge, there is need for wide spread gender sensitization and awareness targeting general members of the community and traditional authorities. This will help change the negative attitudes of men and traditional authorities towards women.

5.3 How Women are Organised and Strategies Adopted to Safeguard their Rights

Before suggesting strategies of how women's agency for claiming and safeguarding their rights in the mining sector, the study firstly attempted to understand what strategies women and civil society organisations working in the extractive industry had employed in the past and how effective they were in claiming and safeguarding women's rights violated by mining firms.

The study found various strategies that women had employed in Kankoyo and Kalumbila. These included individual efforts; working with a community-based advocacy organisation; creating a Women's Pressure Group; and protesting and rioting.

5.3.1 Collaboration with Community Based Organisations

The women in Kankoyo indicated that they have been closely working with Green and Justice (G&J), a community-based advocacy organisation. G&J creates community awareness on various environmental issues and injustices caused by the mine. The organisation has also been providing basic training in human rights and evidence-based advocacy strategies; and has been providing media liaison and advocacy support to the Kankoyo women. The women said that they report injustices from the mine to G&J who then speaks out on their behalf. The women also mentioned that they have in the past tried to engage the Kankoyo Community Organisation to push for their rights but this strategy has not effectively dealt with their plight. They argued that the main reasons why G&J has not succeeded in dealing with their situation is because it has limitations bordering on limited influence and resources constraints while the other organisations are viewed to relate more with the mine and government and not much with the women in the community.

In Kalumbila, women were said to be part of the Musele Taskforce even though the taskforce had not implemented any programmes targeted at women's empowerment. The Taskforce has in the past lobbied and advocated for serious community concerns that also affect women. These included negotiating for the extension of housing units (by adding one room) for the displaced and resettled families; lobbied for taking a leading role in the registration of job seekers in the mine database; established community notice boards to enhance information flow; advocated for the reduction in the land acquired by the mine from 518km² to 400km² and negotiated for slightly better compensation packages for displaced families. The recent ZEMA approval of the resettlement plan helped to enforce these modifications including adding an extra room to all houses, giving all displaced families 4 hectares of land and facilitating acquisition of land on title (Caritas Norway, 2013). The Taskforce also confirmed that it was engaged by the mine to undertake a community needs assessment that will inform the design of the CSR programmes of Kalumbila Mine.

5.3.2 Creation of A Women's Pressure Group

The other strategy used in the past was the creation of a women's Pressure Group in Kankoyo for purposes of monitoring and reporting environmental pollution and other injustices caused by the mine. The women in Kankoyo mentioned that on several occasions they had reported these injustices to government and civic authorities i.e. the District Commissioner and the Ward Councillor, respectively but this did not change their situation either. Similarly, in the past women once mobilized themselves to negotiate with the MCM to seek compensation and provide milk as a remedy to reduce effects of exposure to sulphur-dioxide emissions but the mine refused saying it was government's responsibility because the mine pays tax to government. The women mentioned that the Pressure Group was still in existence except that it was weak in its current form as it was not legally registered; lacks a formalised organisational structure; lacks requisite financial resources and effective leadership. In addition, many of its members have inadequate advocacy skills and have no courage to confront government and mine authorities to press for redress on mine operations affecting them.

5.3.3 Protesting and Rioting

The women said that in the past they have also tried to protest and riot when they experienced heavy air pollution. They cited last year (2014), when they protested and caused a riot after the new acid facility at the mine exploded. However, this tactic too did not yield positive change.

5.4 Effectiveness of the Strategies Employed

According to the women in Kankoyo, the only change that has been instituted resulting from the various strategies and community engagements with the MCM was the establishment of a new acid plant that should minimize gas emissions and installation of an alarm system to warn the community on the pending noise from the rock blasting. However, the women felt that the new acid plant that was installed has not changed the pollution levels in the area.

Although women in both Kalumbila and Kankoyo indicated that they are aware of their rights including rights to a clean environment and to economic opportunities, they are generally not well organised to enable effective confrontation of injustices caused by extractive industries

and claim their rights. Apart from organisational challenges; inadequate knowledge of policy and legislation governing the extractive industry; financial constraints; long distances to the district authorities in the case of Kalumbila coupled with the general weaknesses in the public governance systems make it difficult for women to effectively engage in claiming for the rights.

5. 5 How Women and Civil Society Should Be Organized

Women need to be better organised to be able to address the impacts of extractive industries. This requires taking stock of already existing community-based women organisations and strengthen their legal status through registration, strengthen their organisational structure, membership and leadership. This may not be a huge challenge in Kankoyo where women have previously demonstrated capacity to mobilize themselves to challenge injustices caused by the MCM while in Kalumbila the existing women organisations formed by World Vision were tailored towards addressing other development needs rather than claiming and safeguarding rights of women. Therefore, in Kalumbila formation of a women group specifically tailored to deal with injustices of extractive industries may be the best option. Where possible, these women groups should be composed of a strong blend of women from different backgrounds such as traditional leadership, politics, business and entrepreneurship, teaching, religious and ordinary housewives. This would strengthen the groups and address the challenge of courage of confronting duty bearers and articulating issues affecting women, which the Pressure Group in Kankoyo mentioned as one of the challenges, which affected its effectiveness in addressing mining issues affecting women.

In addition, the women groups require capacity building support in human rights, environment and natural resources policy advocacy, negotiation and entrepreneurship skills. Supporting women groups with income generating activities would strengthen their financial capacity to sustain their engagement in claiming and safeguarding their rights with minimal external support. This strategy will address the financial challenge which the women in Kankoyo highlighted as one of the major challenges which negatively affected their advocacy efforts in the past.

In addition to the above, the women groups need to develop strong linkages and collaborations with existing community-based organisations and traditional authorities at community level and other civil society organisations dealing with issues of extractive industries at district and national level. This will not only open-up more opportunities for channelling issues affecting women to relevant authorities at higher levels but will also bring out the issues affecting women in the mainstream demands of communities. In order to further advance their interests, women groups and civil society organisations can exploit the already existing opportunities at community, district and national level described below in advancing women's rights in the extractive sector.

5.6 Opportunities to Mobilise Women to Claim their Rights

There are several opportunities existing at local, national and regional levels to mobilise women to claim and safeguard their rights and reduce impacts of extractive industries on women. These opportunities range from engagement with already existing community-based organisations and NGOs; engagement with mining companies CSR programmes; to participation and advocacy involving on-going national policy and legal reform processes including regional and international protocols.

5.4.1 Opportunities at Local/ Community Level

At the local level the study found a few community-based organisations and women groups that are already working to empower women and advocate for their rights in the extractive industry. These organisations include the Pressure Group, G&J and KCO though the women felt that the latter does not serve their interests more effectively compared to the former. Nonetheless, KCO was created to help advocate for the rights of residents and to ensure that they benefit from the mine investment through job creation and provision of health and environmental services. The KCO indicated that it works with women not only as part of its leadership but also as part of its advocacy programmes. KCO mentioned that it holds regular meetings with the mine to discuss various challenges including environmental pollution and possible mitigation measures.

In Kalumbila, the Musele Taskforce was found to be an active community-based organisation that represents the interests of local people and acts as an interface between the local community and the mine investors. The Musele Taskforce though not legally registered is a recognised entity by the Kalumbila Mines and government authorities. The Musele Royal Establishment could also provide another avenue for advocacy on women's rights provided the institution is engendered as it is currently predominantly a male institution starting from the Chief, the Prime Minister (*Ngambela*), Senior Headmen (*Kitumbafumu*) and Village Headmen.

The community-based organisations (CBOs) outlined above need organisational capacity strengthening to enable them effectively mobilize women to claim their rights and equitably benefit from the extractive industries in their localities. The recent database creation for job seekers being spearheaded by the Kalumbila Mine provides an excellent opportunity to mobilize women for registration and lobby for allocation of a quota to ensure equitable benefits. The study found that the process being used in the creation of the employment database in Kalumbila does not favour women and local people to be registered. This is because the process is marred with heavy congestion, violence and nepotism. The FGD mentioned that mine officers responsible for registration seem to favour their friends and relatives from Copperbelt and other parts of the country at the expense of local people.

At community level there are limited opportunities to engage government except through sub district structures such as the Area Development Committees (ADC) and through the Ward Councillor who is always in touch with the community members on a daily basis. The challenge

with Area Development Committees is that they do not meet regularly therefore may not be the best option but its leaders can be involved in mobilizing the community to safeguard women's rights in communities around mining extractives.

The CSR programmes being provided by some mining companies also provide opportunities and mechanisms for effective mobilization of women to claim their rights, take-up economic opportunities and mitigate impacts of extractive industries provided the mining companies adopt an open-door policy to engage women. There is sufficient evidence demonstrating that several large-scale mines have adopted CSR programmes aimed at supporting local communities affected by mining activities. However, what is not clear is the level of investment and coverage of these programmes in terms of the number of community members and women who are benefiting from these programmes and how effectively they are being implemented to make a real difference in the lives of many suffering women rather than cosmetic approaches that do not yield meaningful impacts but aimed at publicity or image building on the part of mining companies. This assertion could be supported by the findings of the study by Caritas Norway which indicated that the CSR projects of Mopani seem to have changed little in terms of the conditions of the Kankoyo community because of the continued sufferings being experienced in the area (Caritas Norway 2013).

Moreover, for the women to maximise benefits from these programmes they need to have strong organisation capacity, entrepreneurship, negotiation and advocacy skills to effectively engage with the mine investors. The evidence collected in this study suggests that local women are lacking in many of these areas. Additionally, there are a lot of economic opportunities that women can take-up in the extractive industry value-chain such as hospitality, construction, food supply etc. to the mines and associated businesses. What is required is to clearly identify these value-chain opportunities and support women to take them up through providing requisite skills training and mentorship; linking them to mining companies and other businesses in the extractive industry as well as providing them with low-interest credit facilities.

5.4.2 Opportunities at District Level

At district level, there are several civil society organisations that facilitate stakeholder dialogue on the extractive industry and provide social services to affected communities. Green and Justice and Development Education Community Project (DECOP) include such organisations based in Mufulira. Civil Society organisations working at both national and district level in these areas include Caritas Zambia, Centre for Trade Policy and Development (CTPD), Civil Society for Poverty Reduction (CSPR) and World Vision were mentioned as NGOs working in the extractive industry sector. Although these organisations may not have full capacity and strategic focus on extractive industries, they can play a huge role of capacity building support, social service delivery, advocacy and mobilisation of women to claim and safeguard their rights. The Environmental and Gender Sub-Committees of the District Development Coordinating Committee (DDCC) provides yet another useful opportunity that can be used to lobby for the protection of women's rights in the extractive industry. Although the Environmental Sub-committee was said to be inactive in Mufulira, it could be revived and used as an important

platform for women's engagement in the extractive industry. This is because the MCM is represented on this sub-committee.

5.4.3 Opportunities at National Level

At the national level, opportunities for mobilising women to claim and safeguard their rights include on-going policy, legal and institutional reforms such as the on-going constitutional reforms; land policy formulation and the proposed new legislation to strengthen customary land administration in the country. The current reforms on the National Housing Policy also present another opportunity for women to engage in national policy processes and advocate for their rights. The Department of Physical Planning and Housing in Solwezi indicated that it strictly adheres to the planning policy guidelines of engaging women on housing issues in new planned settlement areas such as Kalumbila except the challenge it faces is getting the required feedback on the priority needs and interests of women. One reason for this poor feedback from women could be attributed to the traditional forms of consultations the department uses in their consultations involving public forums where both men and women participate. In such forums women are usually overshadowed by men. The harsh conditions that women in both Kankoyo and Kalumbila are exposed to by the extractive industries can be best described as disastrous hence the need to facilitate engagement of women with the Office of the Vice President which deals with issues of disaster management and resettlements across the country.

Lastly, the EITI framework adopted by government and other stakeholders in 2012 provides an opportunity for women to engage and claim their rights. Apart from the EITI initiative improving transparency through better access to information and publication of reports on revenue from extractive industries, the initiative also ensures that the country derives maximum benefits from the extractive industries. Since, the EITI is a multi-stakeholder platform which discusses issues such as how revenues from the mining industry should be used to promote development and poverty reduction, it provides an opportunity for women's engagement to lobby and advocate for equitable benefit sharing from the extractive industries. However, to achieve this, women groups need to forge collaborations, alliances and partnerships with national civil society organisations such as the Association of Zambian Women in Mining that are already members of the EITI to champion the interests and needs of women regarding the extractive industry.

5.7 Duty Bearers to be Targeted

To fully utilize the opportunities outlined above, women need strong and well coordinated mobilization, organisational support and linkages with various duty bearers at different levels from the community to the district up to the national level. This implies that the following duty-bearers in Table 4 below should be targeted in the next three years for women to effectively claim their rights, benefit and challenge the negative impacts of extractive industries:

Table 4 Duty Bearers to be targeted in the next three years

Type of Duty Bearer	Name/ Title	Justification
Traditional Authorities	ii) Chiefs and Headmen	Traditional leaders represent communities on matters affecting them to government and investors. However, the male dominated traditional authorities need sensitization in gender equity to become more supportive and responsive to the special needs and concerns of women. In addition they can be useful agents of behavioural change in their communities especially on the attitudes of members of the community and men in particular towards women.
Civic / Political	iii) Civic leaders (i.e. Councillors and MPs)	Civil leaders and Members of Parliament are responsible for various legislative changes required to minimize impacts of extractive industries on women.
Government Authorities	iv) District Commissioners (DC)	The DC plays a critical role in District Disaster Management and also Chairs the District Development Coordinating Committee (DDCC), which is a useful multi-stakeholder platform for dialogue and seeking government's intervention in addressing immediate and long term impacts of mine extractives on women
	v) Minister of Mines, Energy and Water Development and Minister of Finance	The office of the two ministers should be targeted as part of the lobby and advocacy strategy to make mining agreements and investor protection agreements more transparent by allowing for public scrutiny to ensure that these agreements do not disadvantage citizens and women in particular. In addition, the MSD responsible for the administration of the Environmental Protection Fund should be targeted for purposes of reviewing the Fund to ensure strict compliance by mining firms and ability to invoke sanctions for non-compliance. The EPF should be reviewed to ensure support to women affected by environmental problems caused by mining firms
	vi) Minister for Environment and Technocrats at the Zambia Environmental Management Agency	The office of the Minister and technocrats in the Ministry should be targeted to ensure they initiate legal reforms that will strengthen environmental legislation and regulations, which should include strengthening enforcement of subsidiary legislation for environmental management to ensure strict enforcement and consultation of women to capture their interests, needs and concerns during the EIA process. The reforms should also include revision of fines for environmental pollution to deter extractive firms from deliberately emitting pollutants into the atmosphere
	vii) Ministry of Justice and Parliament	The Minister of Justice should be targeted to ensure constitutional reforms that will recognise and enshrine social, economic, cultural and environmental rights in the Bill of Rights to make them justiciable so that women can seek legal redress in the event of violation of their social,

		economic and environmental rights by extractive firms
	viii) Minister responsible for Lands	The Minister responsible for Lands should be targeted because he/she is responsible for the finalising of the draft land policy and review of legislation to ensure protection of poor families from arbitrary evictions without free, prior, informed consent. The Minister responsible for Lands is also responsible for initiating reforms of the Lands Tribunal to make it more effective and easily accessible by women
	ix) Vice President	The Vice Presidents office is responsible for addressing immediate and long-term social and environmental impacts affecting women as this office deals with disaster management and mitigation of various nature including forceful land displacements. The Vice Presidents office should be targeted to finalise the resettlement and compensation policy and legal framework that will ensure adequate consultations and consent by women and protection of their land rights.
Corporate	x) Heads of Corporate Social Responsibility	The heads of CSR and key Managers in the Mines should be targeted to achieve adoption of gender responsive corporate policies and CSR programmes that maximise social and economic benefits and minimise impacts of mining activities on women.
	i) Shareholders	Shareholders have the power to exert pressure on Board of Directors to secure positive change in the corporate policies and operations of the firms especially on issues affecting women based on best practice and international voluntary guidelines
Other	ii) Zambia Extractive Industry Transparency Initiative (EITI Secretariat)	Important multi-stakeholder platform responsible for prudence and transparency in the collection and use of tax from extractive industries.

6.0 CONCLUSION

This study has demonstrated how women’s engagement in the extractive industry in Zambia particularly large-scale mining has not benefited them. Many poor ordinary women were found to be actively engaged in less paying or less economically beneficial artisanal and small-scale mining such as quarrying and stone crushing. The limited participation and benefits of women from large-scale mining industries was very apparent due to many factors including inadequate education and technical and business skills to enable them fully harness the social and economic benefits from these extractive industries such as formal employment and supply of food and other services to the mines. Yet it was clear from the study that women are the most negatively affected by the various social and environmental impacts of the mining extractive industries. Apart from land displacement, air and water pollution characterised by copper mining in the study areas were found to be the major impacts affecting women. These

were found to affect women more than other community members causing serious psychological, social, economic, health and physical stress.

In Kankoyo the high air pollution due to gaseous emissions of sulphur-dioxide from Mopani copper Mine has caused untold sufferings to women and their families as evident in the high prevalence levels of various respiratory infections and eye irritation, suffocation and deaths. Water and soil contamination by acid discharge has completely reduced the quality of water for domestic use and has rendered soils unproductive as they cannot support farming livelihoods, which forms an important source of household food security and income for women. However, in Kalumbila the major impacts of the mine are linked to the land displacement, which they suffered. The land displacement and resettlement has forced excluded many women from producing their own food and have become more dependent on food purchases from far places such as Solwezi. The land displacement has further marginalised women from accessing other natural resources of economic importance such as forest resources (wild vegetables, mushrooms, caterpillars, thatching grass, material for handicrafts etc) and surface water in the local rivers which they were using to process cassava, a staple food crop in the area. This action is a direct violation of the social, economic and cultural rights of women.

Furthermore, besides general environmental degradation, shortage and deteriorating social infrastructure (housing, education, health facilities, domestic water supply and poor road infrastructure); gender-based violence; alcohol abuse; prostitution and illicit sexual activities; as well as marriage instability were found to be common social impacts in communities around large-scale mining industries. These social impacts have been worsened by the high immigration of people into these mining areas causing shortage and deterioration of social infrastructure especially health and water negatively affecting women more than other community members.

The study found weak policy and legal framework and institutional arrangements in the extractive industry particularly related to the republican constitution; land policy and legal framework; environmental management; land resettlement and compensation; and fiscal policy on revenues from mines as reinforcing the impacts affecting women in the extractive sector. Urgent policy and legal reforms are therefore required in order to enhance protection of women and other vulnerable groups, reduce impacts from extractive industries. On-going reform processes involving some of these policy and legal frameworks provide an excellent opportunity for engagement in order to incorporate best practices and international guidelines that would minimize impacts of extractive industries on women. The impacts of the extractive industries on women are further reinforced by inadequate skills, weak and poor organisation of women to claim and safeguard their rights in the extractive sector. Similarly, local organisations supporting women equally require institutional capacity support to effectively mobilize and support women to claim their rights.

In addition, there are other opportunities that can be used to enhance mobilization of women to claim their rights and benefit from the extractive industries. These include CSR programmes

being implemented by nearly all the large-scale mining companies; and multi-stakeholder platforms at district and national levels, such as the DDCCs and the EITI, which provide opportunities for women and civil society organisation supporting them to lobby and advocate for safeguarding the rights of women. Lastly, local women organisations like the Pressure Group in Kankoyo need to be mobilized, their skills and organisational capacity to claim their rights strengthened. Although the study found anecdotal evidence of how women have previously engaged authorities on the mining impacts in Kankoyo, there is need to build on this strength by establishing strong linkages and engagement of duty bearers at various levels from community to the national level.

The key reinforcing factors of the impacts of extractive industries on women and existing opportunities to engage women to claim and safeguard their rights identified by this study has implications on the design of the future lobby and advocacy strategies of Action Aid. This means that in the next three years, the lobby and advocacy programme aimed at reducing the impacts of mining extractives on women should target the following duty bearers: at the highest level is the Republican Vice-President because of the responsibility for disaster management and mitigation and formulation of the Land Resettlement Policy; and the EITI Secretariat responsible for prudence and transparency in the collection and use of tax from extractive industries.

In terms of legal and policy reforms, the Duty Bearers to be targeted include Parliamentarians and Policy Makers responsible for review of the Republican Constitution, formulation of the Land Policy and review of land legislation; formulation and implementation of the Resettlement and Compensation Policy; and review of environmental management legislation. At district and community level, the Duty Bearers to be targeted include the District Commissioner, Councillors and Traditional Leaders. Technocrats responsible for CSR programmes in mining companies and corporate share holders should also be targeted to ensure that CSR programmes provide maximum benefits to women and mining firms adopt policies that will effectively reduce negative impacts of mining on women.

7.0 RECOMMENDATIONS

Based on the findings of this study the following are the key recommendations to strengthen women's agency to claim and safeguard their rights in the extractive sector and minimise impacts of mining extractives on women and their families:

Recommendations to Strengthen Women's Agency to Claim and Safeguard their Rights

- i. Action Aid should support formation of strong women groups where they do not exist such as in Kalumbila and work with already existing groups in Kankoyo. Action Aid's support to the women groups should include formalisation of the groups through legal registration; training in human rights, environment and natural resources policy advocacy, negotiation and entrepreneurship skills;

- ii. Action Aid should identify and strengthen organisational capacities of civil society organisations working with women groups at community and district level to enable them effectively mobilize and support women to claim and safeguard their rights and minimize impacts of extractive industries on women;
- iii. Action Aid and its partners should facilitate strong linkages and collaborations of women groups with civil society and duty bearers at various levels to enable effective engagement on extractive industry issues affecting women;
- iv. Action Aid and its partners should undertake wide-spread gender sensitization and awareness targeting general members of the community and traditional authorities in areas around extractive industries in order to change the negative attitudes of men and traditional authorities and increase their support towards women;

Recommendations for Change in Institutional, Policy and Legal Framework

- v. Action Aid and its partners should lobby and advocate for the recognition and respect of social, economic, cultural and environmental rights in the Bill of Rights of the Zambian Constitution in order to strengthen women's claim and safeguarding of their rights in the face of increasing investments in the extractive sector;
- vi. In the absence of the revised Zambian Constitution that recognises social, economic, cultural and environmental rights, Action Aid and its partners should lobby and advocate for the respect of these rights based on the International Covenant on Economic, Social and Cultural Rights (ICESCR) and the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa, which the country is party to;
- vii. Action Aid and its partners should lobby and advocate for the reform of the Lands Act of 1995 to ensure broad-based consultations that includes women on all land matters regarding conversions or acquisition of customary land by government or for investments and to make the Lands Tribunal more effective in addressing land disputes caused by mining extractives affecting women. Additionally there is need to create awareness among women especially in areas around extractive industries on the operations and procedures of the Lands Tribunal;
- viii. Action Aid and Its partners should lobby and advocate for the finalization of the Resettlement and Compensation Policy and Legal framework, which should provide for minimum guidelines and consultative processes that will ensure Free, Prior, Informed Consent of affected communities including strong participation of women before they are displaced and relocated;
- ix. Action Aid and its partners should lobby and advocate for the review of the Environmental Impact Assessment (EIA) and other relevant subsidiary environmental management legislation to strengthen the legal authority and

- enforcement by ZEMA and compliance by mining firms; update of penalties; and strengthen wide public consultations particularly consultation of women to capture their interests and concerns in order to minimize environmental impacts of mining investments;
- x. Action Aid and its partners should lobby and advocate for strict enforcement of the Environmental Protection Fund to ensure compliance of mining firms with regard to financial contributions and ability of the MSD to invoke sanctions against non-compliance. The EPF should also be reviewed to ensure strong gender considerations and support to women affected by environment degradation caused by mining firms;
 - xi. Action Aid and its partners should advocate for transparency and public scrutiny of the provisions of agreements between government and mining companies such as the Investor Protection Agreements (IPAs) to ensure that they do not disadvantage the ordinary Zambian citizens particularly women;
 - xii. Action Aid and its partners should lobby and advocate for gender equity in the mining industry through fiscal reforms that will improve distribution and equitable benefits of women from revenues collected from mining industries;
 - xiii. Action Aid and its partners should lobby Ministry of Mines, Energy and Water Development to domesticate gender provisions and principles in the “Guidelines for Mainstreaming Gender in the Minerals Sector” by the International Conference on the Great Lakes Region (ICGLR) into relevant national policies and laws that govern mining extractive industries in Zambia;

Recommendation for Corporate Reforms

- xiv. Action Aid and its partners should lobby mining investors to adopt gender-sensitive Environmental and Social Impact Assessments and international voluntary guidelines such as the OECD Guidelines for multi-national enterprises that aim to enhance protection of local communities particularly women from injustices caused by mining investments;
- xv. Action Aid and its partners should lobby mining firms to adopt “open-door policies” to enhance women’s engagement in corporate accountability on operational issues affecting women;
- xvi. Action Aid and its partners should lobby mining firms to devise CSR programmes that are responsive to the needs of women and effectively empower them socially and economically in order to mitigate the negative impacts they suffer from operations of mining industries;

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9.0 ANNEXES

Annex 1 Terms of Reference on the Research Questions and Scope of Work

1 GUIDING RESEARCH QUESTIONS

1.1 To analyse the impact of mining on women and to identify the strategies adopted by women to safeguard their rights. This objective should explore the following questions:

- a) What is the nature of women`s engagement in relation to different categories of mining? This question will be addressed through literature review in the introduction chapter of the research showing overall situation in the country for women in different types of mining activities like Artisanal mining, Small-scale mining and large Scale Mining-.
- b) What are the direct and indirect impacts of mining on women rights including; access to and control over land, access to and control over other natural resources (water, forest etc), livelihoods, violence against women, and unpaid care work as well as other patriarchal burdens that limit women`s activism.
- c) What are the collective forms of community organisations that seek to address the impacts of mining and what role do women play within these collective organisations? To what extent are women organised as a collective to confront the impacts of mining and where they do exist, how do they relate to other community organisations?-

1.2 To analyse the legal, policy, institutional and community mechanisms that contribute and enable the negative impact of mining on women. This objective should address at least the following questions:

- d) What are the legal instruments, regulatory frameworks, policy options, institutions and gender relations which are reinforcing the negative impacts on women?
- e) How effective are the existing legal instruments, regulatory frameworks, policy options and institutions to safeguard women`s rights in mining?
- f) What changes are required in the legal instruments, policy options, institutions and community gender relations to safeguard women rights related to mining sector?

1.3 To provide suggestions on how to strengthen women`s urgency for claiming and safeguarding their rights in the mining sector. This objective should address at least the following questions:

- a) How can women and civil society organise themselves better to address the impacts at different levels and to bring the issue of women`s rights into the mainstream demands of communities?
- b) What are the influencing opportunities at local, national and regional levels to mobilise women to claim their rights?

- c) Which government and corporate Duty bearers should be targeted in during the next 3 years in order to advance the objectives as set out above?

2.0 SCOPE OF THE CONSULTANCY WORK

2.1 Who is the Research Constituent?

- The constituents of AA's programming are primarily women and girls living in poverty.
- This research is designed to investigate the impact of Extractive Industries activities on women and interrogate whether response at legal provision are effective or not in Zambia
- The focus on Zambia (as one of the 4 countries) is justified by the tremendous work on extractive industries and the interest for a more gender responsive extractive industry
- We are specifically committed to focusing our attention on women in rural areas who carry the greatest burden of rising poverty, inequality and injustice created through unregulated forms of large-scale mining and extraction that serve the profit interests of the few.

2.2 Who is the audience for the product?

- The findings of this initiative will be used to improve mobilisation efforts and strategies of women who are fighting against the injustices perpetrated against their bodies, family and communities in the mining sector.
- Internally, the findings of this research initiative will serve as a resource base to deepen Action Aid Zambia and partners engagement in advancing women rights related to mining and to building the capacity of women to claim their rights.
- Externally, the audience are government policy makers, mining companies, international organisations, CSOs, women groups, feminist movements, and activists

3 METHODOLOGY AND APPROACH

- The researchers will interact with various stakeholders at the village, location, county/district, and national level. Specifically, the research team will interact with community members, local government representatives, civil society, kingdom representatives, Extractive companies and if necessary officials from government ministries in each countries.
- The Research will considerably adopt a feminist participatory action research method and the principles of Participatory Rural Appraisal in line with AAI's human rights based approach to community engagements.
- At the local level especially in the focal points of Extractive industry/ mining, the study will first identify the women groups that are directly affected by the mining. This will involve a special stakeholder mapping at that level to understand level of impacts on women. Consequently, the researchers will sensitize these communities on the purpose of the study and more importantly

their role, rights and potential approaches they can use to identify their stake with regard to Extractive industry. The researchers will achieve this by working together with local colleagues of Action Aid Zambia and partners who are more informed and who significantly understand the dynamics and circumstances of the regions under study.

- This approach will enable the research team to disseminate information effectively to the affected communities and elicit the desired true responses from the community members. This approach also enables the research team to secure a buy-in into the mobilization efforts because confidence and trust will have been established by the use of this local proxies/go between.

4.0 DURATION AND LOCATION

The consultancy shall be for 30 days during February 2015 and March, 2015.

5.0 LOGISTICAL ASPECTS AND SUPERVISION

The consultants must have their own workspace to develop the required products and perform the consultancy although Action AID FGG projects areas and FGG project staff shall assist the Consultancy with any relevant information and logistics can provide this space if requested. Direct supervision will be done by the Country Representative and all relevant information shall be provided with other members of the Zambia team. The consultants shall work closely with the Programme Coordinator for FGG to plan the field work and the FGG partners in the field.

Annex 2 List of Women Interviewed in the Focus Group Discussions

Respondents in Kankoyo	Respondents in Kalumbila
Rosaria Musakalu	Gean Mandala
Maggie Mupanga	Albetina S. Kasongo
Esther Kabwe	Beauty Kashindwa
Cleopatra Nkhata	Nelly C. Mwanangombe
Catherine Mumba	Elizer Kankinza
Ruth Kasongo	Beauty Kapumba
Alice Chilufya	Vicky Sakuwaha
Phelister Namwawa	
Exildah Mwewa	
Martha Kabuswe	
Majory Namulala	
Regina Kabombo	
Iris Mukoka	

Annex 3 List of Key Informants Interviewed

Respondent	Sex	Designation	Organisation
Benard Chipulu	M	Treasurer	Kankoyo Community Organisation
Charles Mwaba Kasonde	M	Senior Planner	Provincial Planning Unit
Anonymous	M	Community Liaison Coordinator	Kansanshi Foundation
Cooper Chibomba	M	Senior planner	Department of Physical and Housing Planning
Juvience Kaunda	F	Coordinator	Green and Justice
Charles Mulila	M	Coordinator	Development Education Community Project (DECOP)
Lawrence Mwana'ngombe	M	Spokesperson	Musele Inkisu Taskforce
Eddie Mwembela	M	Representative	Musele Royal Establishment
Anonymous	F	District Community Development Officer	Ministry Community development other and Children Health, Mufulira District
Siforiano S. Banda	M	Head of Secretariat	Zambia Extractive Industries Transparency initiative
Eugene Kabilika	M	Head of Programmes	Caritas Zambia (FBO)
Mary Annie Ngoni	F	Vice Chairperson	Association of Zambian Women in Mining
Isabel Mukelabai	F	Executive Director	Centre for Trade Policy Development

Annex 4 ICGLR Gender Mainstreaming Principles

PRINCIPLE 1: DEMONSTRATE POLITICAL WILL AND INSTITUTIONAL COMMITMENT

In order for gender to effectively be mainstreamed in the minerals sector, leaders, managers and others in positions of power must genuinely recognize, communicate and demonstrate their support for gender equality.

PRINCIPLE 2: ESTABLISH GENDER COMPETENCE & ACCOUNTABILITY MECHANISMS

Supporting gender equality through gender mainstreaming requires that the same and different needs, responsibilities, priorities and interests of women and men and the core issues creating inequalities are considered and responded to through individuals' and organizations' actions and activities.

PRINCIPLE 3: MAINSTREAM GENDER IN ALL PROCESSES

Integrating gender into day-to-day and regular processes and functions is one of the most effective ways to ensure the mining sector becomes more responsive.

PRINCIPLE 4: FORMALIZE CRITICAL INTERSECTORAL PARTNERSHIPS

Government mining institutions (Ministries, Authorities, Departments, Commissions) play the central role in administration, licensing, regulation, enforcement and promotion of the minerals sector and therefore have a critical role to play in spearheading gender mainstreaming in the minerals sector. However, genuine gender mainstreaming calls for a much broader mandate and skill set that most traditional mining institutions possess in their current in-house personnel. Implementation of minerals sector strategies for gender mainstreaming will undoubtedly require some collaboration with and commitments from other organizations and partners.

Source: Hinton (2012: 29-46)

Annex 5 Questions Used for the Interviews

DATE OF INTERVIEW

Name of Interviewee

Organisation

Designation

General Questions

- a) What is the nature of your organisation? NGO, Government, private etc
- b) What extractive industry are you involved in?
- c) How is your organisation involved in the extractive industry/ industries mentioned above?

Objective 1: To analyse the impact of mining on women and to identify the strategies adopted by women to safeguard their rights. This objective should explore the following questions:

- 2.1 How are women engaged in the different categories of mining/ and other extractive industry activities in Zambia?
- 2.2 What are the direct and indirect impacts of mining on women rights including; access to and control over land, access to and control over other natural resources (water, forest etc), livelihoods, violence against women, and unpaid care work as well as other patriarchal burdens that limit women's activism.
- 2.3 How would you rate the magnitude of each impact based on the following scale? high, Medium, Low
- 2.4 What are the collective forms of community organisations that seek to address the impacts of mining and what role do women play within these collective organisations? To what extent are women organised as a collective to confront the impacts of mining and where they do exist, how do they relate to other community organisations?

Objective 2: To analyse the legal, policy, institutional and community mechanisms that contribute and enable the negative impact of mining on women. . This objective should address at least the following questions:

2.1 What are the legal instruments, regulatory frameworks, policy options, institutions and gender relations which are reinforcing the negative impacts of extractive industries on women?

2.2 How effective are the existing legal instruments, regulatory frameworks, policy options and institutions to safeguard women's rights in mining?

2.3 What changes are required in the legal instruments, policy options, institutions and community gender relations to safeguard women rights related to mining sector?

Objective 3: To provide suggestions on how to strengthen women's agency for claiming and safeguarding their rights in the mining sector. This objective should address at least the following questions:

3.1 How can women and civil society organise themselves better to address the impacts at different levels and to bring the issue of women's rights into the mainstream demands of communities?

3.2 What are the influencing opportunities at local, national and regional levels to mobilise women to claim their rights?

3.3 Which government and corporate Duty bearers should be targeted in during the next 3 years in order to advance the objectives as set out above?