



When extractives ‘come home’: A report of an action research into the impact of the extractives sector on women in selected communities in Zimbabwe with a focus on mining

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ABBREVIATIONS

AAIZ	Action Aid International Zimbabwe
ARDA	Agricultural and Rural Development Authority
ASM	Artisanal Small-Scale Mining
CBOs	Community Based Organisations
CCDT	Chiadzwa Community Development Trust
CNRG	Centre for Natural Resources Governance
CSOs	Civil Society Organisations
CSOT	Community Share Ownership Trusts
CSOTS	Community Share Ownership Trust and Schemes
CSR	Corporate Social Responsibility
EIAs	Environmental Impact Assessments
EMA	Environmental Management Agency
FGDs	Focus Group Discussions
FGG	Fair, Green and Global
FIFO	Fly-In Fly-Out
GIA	Gender Impact Assessment
LSM	Large scale mining
MMA	Mines and Minerals Act
SHE	Safety, Health and Environment
SIAs	Social Impact Assessments
TAWOMA	Tanzanian Women Miners Association
ZELA	Zimbabwe Environmental Lawyers Association
ZINWA	Zimbabwe National Water Authority
ZLHR	Zimbabwe Lawyers for Human Rights
ZRP	Zimbabwe Republic Police

1.0 INTRODUCTION AND STUDY OBJECTIVES

This report is a result of an action research on the impact of mining and the extractive industry in general on women in selected communities of Zimbabwe. The study was commissioned by Action Aid International Zimbabwe (AAIZ) and conducted by the Development Governance Institute (DEGI) between March and May 2015. It was undertaken as part of AAIZ's Fair Green and Global (FGG) program with on-going interventions aimed at reducing the negative impacts of extractive industries on mining-affected communities. The research was meant to inform AAIZ's work on extractives regarding the building in of gender analysis or a women's rights perspective within the rubric of its Human Rights Based Approach (HRBA). This research, therefore, strengthens AAIZ's work with communities affected by extractive industries by bringing in the missing focus on women's rights and the gendered impacts of the sector. The study gathered the insights of local authorities, mining communities (women in particular), civil society organisations, government ministries and agencies, AAIZ and its partners.

The report recognises and essentially departs from the 3 key objectives stated in the terms of references (Annex 3). The principal focus of the study was to provide a comprehensive understanding of the relationship between women and the extractive industry. In doing so, the research contributes to the design of context specific and appropriate strategies as well as actions to protect and uphold women's rights in mining communities. Further, the investigation identified the strategies adopted by women to safeguard their rights. This put into perspectives of women engaged in mining activities whether small scale or large scale; positive and negative externalities (in relation to water, land, environment, violence, pollution and social capital) emerging from mining; and the role of women in collective action organisations advocating for mutually beneficial and sustainable mining activities. The study also analysed the legal, policy, institutional and community mechanisms that exist with a view to explaining why some of the negative impacts of mining on women persist. This is because governance is vital to promoting positive relationships between the extractive industry and the community in particular, women. In this regard, the research investigated mining governance arrangements (law, policy, institutions) and ascertained how these are reinforcing negative impacts on women. Further, the research assessed the effectiveness of mining governance arrangements in advancing women's rights and proposes changes to safeguard women's rights in the mining sector.

The third focus of the study was on citizens' agency (in affected communities), women in particular in bringing mining companies to account for reinforcing women's rights. Suggestions on how to strengthen women's agency in claiming their rights in the mining sector are made on the back of analysis of field data. The research focused on the feasibility of women movements being at the centre of advocating for desired change. Most importantly, focus was placed on how women and civil society coalitions can change the relationship between women and mining companies; and an institutional mapping of key authorities and stakeholders to which lobbying, advocacy and action can be directed.

1.1 REPORT STRUCTURE

The report is divided into 6 sections. The first section introduces the study by outlining the purpose and objectives of the study. Section two provides the framework of the study by analysing issues in women and mining research. The section concludes by providing the

gender impact assessment – a framework used to conduct this study. The third section explains how the study was conducted while section four analyses the legal, policy and institutional framework for mining in Zimbabwe. Thereafter, the report presents the how mining activities are impacting on women and concludes by offering recommendations to improve women’s agency in mining communities.

2.0 FRAMING THE STUDY

2.1 WOMEN, MINING AND DEVELOPMENT

Research on mining and women is vital in the global South as it provides information which can inform the adoption of just, responsible and sustainable extractive industries. However, it is often difficult as the level of secrecy by extractive industry actors and regulators is very high. Four intersecting areas provided for a comprehensive research process. These were: i) women as mine workers; ii) the gendered impacts of mining, and specifically the disproportionately negative impacts on women; iii) women’s changing roles and identities in mining communities; and iv) gendered inequalities in relation to the benefits of mining (Jenkins, 2014). The points are elaborated below in terms of how they framed the study.

There is a tendency to stereotype women’s roles as insignificant in mining though the reality is that women are participating in a wide range of mining related activities across the globe (Lahiri-Dutt & Macintyre, 2006). Women as mineworkers are either engaged in artisanal small-scale mining (ASM) or large scale mining corporations. ASM is ‘low-tech, labour intensive mineral extraction and processing’ (Hilson & McQuilken, 2014), characterised by ‘low levels of environmental, health and safety awareness’ and usually located in remote rural areas (Hilson, 2002: 4). In Guinea, women make up 75% of the ASM sector, while in Mali and Zimbabwe, women’s participation is around 50% (Hilson, 2002). Women’s work in ASM is overwhelmingly concentrated in the processing of minerals – carrying out arduous and often hazardous manual tasks such as crushing, milling, grinding and sorting rock, and subsequently concentrating gold, a process which uses extremely toxic materials, predominantly mercury (Hinton et al., 2003; Lahiri-Dutt & Macintyre, 2006). However, these tasks tend to be those with the lowest economic returns and that require high levels of manual labour (Jenkins, 2014).

A World Bank study indicated that women’s employment in extractive companies is low and rarely exceeds 10% of the workforce (Eftimie et al., 2009). The stereotype of mining as men’s work is making women’s contribution to the sector largely invisible and creating barriers to their full participation (Jenkins, 2014). What is however prevalent in the global South is the employment of women in ancillary and administrative positions (Chaloping-March, 2006; Lahiri-Dutt, 2006). While women are employed in leadership and management positions numbers remain very low. The often used Fly-In Fly-Out (FIFO) practices by mining companies where workers undertake concentrated periods of work in isolated locations far away from home (Macdonald, 2006) is not ideal for women with caring responsibilities. research indicates that employing more women as mine workers in large-scale mining can facilitate women’s greater access to the potential benefits of mining (Macintyre, 2006; Jenkins, 2014). On the gendered impacts of mining, the study focused on the negative impacts of mining (ASM and large-scale) on women. The analysis centres on 4 impact areas of water and the environment, health, community displacement and violence against women. These 4 impact areas were a principal investigating lens in this study. Mining activities

contribute to environmental degradation through water, air and land pollution. Environmental degradation has a negative impact on subsistence agriculture which is often carried out by women as men migrate for paid labour elsewhere. Such impacts have been noted in Orissa, India. Bhanumathi (2009) argues that:

'Mining has resulted in the total destruction of traditional forms of livelihood and of women's roles within subsistence communities. Women displaced by mining lose the right to cultivate traditional crops and due to forest destruction, are unable to collect forest produce for sale or consumption. As a result they are forced into menial and marginalised forms of labour as maids, servants, construction labourers or prostitutes – positions that are highly unorganised and socially humiliating' (2009: 21).

Other studies (cf. Eftimie et al., 2009; Bose, 2004; Isa, 2002) show that the effects of environmental degradation are more felt by women who experience additional pressures and time burdens as food security declines, sources of unpolluted water dwindle and more time is spent on fetching water and firewood. Polluted water through acid mine drainage increases rates of some cancer types and other health problems such as lesions (Jenkins, 2014). Comparatively, women bear the brunt of the health impacts as they are primarily responsible for providing care to family members. In ASM, women miners of child-bearing age are also particularly vulnerable to the effects of methyl mercury exposure; chronic injuries; fatigue; silicosis from inhalation of silica dust created during rock crushing (Hinton et al., 2003). Perks (2011) highlights high levels of stillbirths, deformities and miscarriages amongst women miners exposed to highly radioactive substances over prolonged periods.

Further, mining communities are often characterised by spikes in domestic and sexual violence against women. This is explained by the fact that men have greater access to cash through working in mining communities as well as compensation received in the case of displacement (Simataus, 2009) which increases high incidences of alcohol consumption and may lead to high levels of domestic violence (Byford, 2002; Hinton et al., 2006; Perks, 2011). High in-migration levels of predominantly male workers often spark social conflict and prostitution in mining areas. Often, this results in child sex, sexual violence and harassment, rising incidences of HIV/AIDS and break up of marriages.

Most rural communities rely on land as a livelihood source. The arrival of small or large-scale mining is often associated with community displacement and the associated disruptions to livelihood activities. Displacements impact on women in terms of coping with decreasing food security (Jenkins, 2014). Community displacement places additional burden on women in relation to other roles like building and maintaining communities as social conflicts emerge within communities and families, with the presence of mining in a local area (Jenkins, 2014; Scheyvens & Lagisa, 1998). Literature shows the importance of disaggregating data wherever possible to improve understanding of and make visible the experiences of different groups of women in different contexts (Lahiri-Dutt, 2011a; Mahy, 2011). This study specifically interviewed women separately and also got women's views from various segments of society.

The changing gender relations and identities in mining communities often manifest through women as sex workers'; women's changing socio-economic status; women's organisations; and women's activism against extractive activities (Jenkins, 2014: 335; Scheyvens & Lagisa, 1998; Byford, 2002; Carino, 2002; Macdonald, 2002). Women's organisations are crucial in advancing relevant issues and social change in mining communities. For instance, in Bolivia

women's organisations have an established tradition of campaigning for better pay for their husbands as well as women's employment (Van Hoecke, 2006). Elsewhere, the Tanzanian Women Miners Association (TAWOMA) undertakes support, training, advocacy, and lobbying on behalf of women small-scale miners (Eftimie et al., 2009). In Burkina Faso, women in mining camps are organised through collective associations primarily for savings, support during crises (especially when women experience violence) and organising festivals (Werthmann, 2009). Experience also shows women's collective agency and resistance against negative gendered impacts of mining. Prominent examples include *Red Latinoamericano de Mujeres Defensoras de Derechos Sociales and Ambientales*; *Genero y Minería*, and the *Unión Latinoamericana de Mujeres* in Latin America. Research in Latin America, Asia and Africa indicates that anti-mining activism may sometimes act as a catalyst for rural women's empowerment (Jenkins, 2014).

On inequalities regarding access to mining benefits Jenkins (2014) argues that actual and potential benefits are unequally distributed with regards to gender. Eftimie et al, (2009: 3) noted that 'evidence increasingly demonstrates that in general, women are more vulnerable to risks [of mining activities] with little access to benefits'. Women are often left behind in negotiations when mining companies arrive, during compensation talks (Scheyvens & Lagisa, 1998; Lahiri-Dutt, 2011a), with men sometimes excluding women fearing that their interests will be threatened (Jenkins, 2014). Others (for instance O'Faircheallaigh, 2013) emphasise the importance of recognising informal settings in which community-company negotiations take place and promote women's roles in these spheres. When women are involved in negotiations, research in the case of Indonesia shows that 'more money remained within the family and was spent on the creation of assets when women were part of consultations involving compensation for land' (Lahiri-Dutt, 2011b: 14). This observation is also supported by Scheyvens and Lagisa (1998).¹ The analysis thus presented points to the negative impacts of mining on women in comparison to men. It is therefore vital to develop interventions that make women more visible and organised to amplify their voices and reduce the negative impacts. To investigate the impacts of mining on women this current study used the gender impact assessment as a framework.

2.2 GENDER IMPACT ASSESSMENT

Generally it is a requirement that Environmental Impact (EIAs) and Social Impact Assessments (SIAs) are carried out before the start of mining projects (Arce-Gomez, Donovan & Bedggood, 2015; Esteves, Franks & Vanclay, 2012; Lord, 2011; Ahmadvand et al., 2009). However, research indicates that these tools do not place emphasis on describing the diversity of local communities and to analysing the distribution of the benefits and disadvantages experienced by communities of place (Suopajärvi, 2013). Further EIAs and SIAs are often done as a formality in conformance to mining laws and regulations with very limited monitoring and evaluation. In practice systematic monitoring and evaluation of mining activities is weak. A gender impact assessment would add rigour to relevant analyses.

Gender Impact Assessment (GIA) allows project planners to consider the impact that a project has on women, men, boys and girls and on the economic and social relations between them (Oxfam Australia, 2009). It ensures that negative project impacts are

¹ In contrast in Papua New Guinea where resettlement negotiations only engaged men, and compensation for land was paid directly to men by the mining company, women have found their traditional power base supplanted by the power of cash, which can be acquired and disposed of without their involvement (Byford, 2002).

minimised at the same time promoting women agency and empowerment. This study adapted a 5 stage² GIA framework for mining projects (Oxfam Australia, 2009) presented in Table 1. GIA has transformational potential as it amplifies women’s perspectives, needs and interests; ensures that gender is considered in the planning and implementation of mining projects; and enables projects to be more responsive to women’s needs and interests (Oxfam Australia, 2009: 5).

Table 1: Gender Impact Assessment

STEP 1: DATA COLLECTION
Collect and compile baseline data in particular for women (refer to socio-economic status etc.) in consultation with women, men, women organisations, indigenous people, CBOs & CSOs.
STEP 2: UNDERSTANDING THE CONTEXT
Understanding the structure and functioning of mining communities as well as the roles of women and men in mining communities.
STEP 3: IDENTIFYING ISSUES INTRODUCED BY THE MINING PROJECT
This includes issues of displacement, loss of land and livelihoods, influx of migrants etc. and examining how these intersect with and impact on gender relations and roles [gender and power relations; women’s access to and control over resources; gender roles and responsibilities; and the gender division of labour and workload; women’s participation in community management and decision-making processes; and community wellbeing, including health, livelihood and education.
STEP 4: UNDERSTANDING WOMEN’S NEEDS
Examining: Women’s practical gender needs; women’s strategic gender interests; how mining is (or could) responding to these needs and interests.
STEP 5: SUGGESTIONS TO STRENGTHEN WOMEN AGENCY AND CITIZENSHIP
How to promote women agency and participation Recommendations to minimise or avoid the negative impacts of mining to women.

Source: Adapted from Oxfam Australia, 2009.

2.3 EXPERIENCES FROM OTHER COUNTRIES

This section presents community-company relations in mining communities. In broad terms, these cases shows the essence of limiting environmental impacts; promoting close company-community relations and communication, sustaining the community, adding value to the community, consultation and capacity building (Table 2).

² We leave the 6th step of regular audit and review.

Table 2: Cases of community-company relations

Mine, Community, Country	Company-Community relations
Porgera Mine, Papua New Guinea	Discharged about 17,000 tons of tailings per day into the tributaries of Porgera River, area sparsely populated and company sees no immediate environmental concerns, NGOs keeping an eye of minimum environmental standards, 1900 people employed directly, Porgera Community Affairs Department has developed social & business programmes such as professional training; business development; supermarket and bakery; community schooling & health services; sports; and youth & women assistance.
Island Copper Mine, Canada	Mine's daily production of 50,000-60,000tonnes of tailings disposed onto the ocean floor, 650 feet below sea level. Company's economic contribution to region and community totalled US\$25billion for 25 years (incl. payroll and other supplies). It provided community with a sewage treatment plant, 400 houses, and support for a new hospital, an ice arena, swimming pool, theatre and parks. Developing of new business opportunities in tourism with workers and community involved in both operations and closure process.
Yanacocha Mine, Peru	Company established a social development programme which spent more than US\$13 million from 1994 to 2000 on assistance to local communities in health, education, agriculture, training, income generation, social and productive infrastructure & rural organisation. Company sponsored four NGOs conducting social programmes for farmers, local women, the local university and schools and tourism in the Cajamarca region.
Las Cristinas, Venezuela	Company proposed a co-habitation programme, establishing a small-scale mining operation within the company's property with local community participation (to cater for 2800 people mostly artisanal miners and families), Company invested US\$ 1 million for this project to foster a stable relationship with community. Launched a legal framework of operation to organise miners and a training programme focused on the introduction of safety and environmental considerations.
Wassa West District, Ghana	CSR activities providing the infrastructure (electricity, roads, and education) necessary to link communities with the outside world. Expectations about the roles and responsibilities of both companies and communities can lead to growing misunderstandings, mistrust and eventually conflict. Unmet expectations of insufficient local employment and service provision, as well as unexpected environmental impacts.

Sources: Adapted from Veiga, Scoble & MacAllister, 2001; Garvin, 2009.

3. STUDY METHODOLOGY

The study approach was largely qualitative research. The methodology used a holistic approach in which data was gathered from key stakeholders; mining communities (women, men, and young people), government ministries and agencies, CSOs, development partners³, AAIZ and partners.

3.1 SELECTION OF CASE STUDY SITES

The most mineral production in Zimbabwe is found along the Great Dyke. Among others, the Dyke has diverse mineral deposits; nickel, platinum, asbestos, chrome, gold and copper. Mining activities along the Dyke range from ASM to large scale mining. The major mining companies include Zimplats, Mimosa, Unki, Freda Rebecca, Trojan, ZIMASCO and a host of other formal small-to-medium sized mining operations. The companies support development

³ In particular those, that have implemented or are carrying our related work.

of respective rural communities through Corporate Social Responsibility (CSR) and Community Share Ownership Trusts and Schemes (CSOTs). These mining companies have changed over time in response to the introduction of the Indigenisation and Economic Empowerment Act, Environmental Management Act and the Gender policy. Hwange colliery for instance, has gone through various phases of closure, retrenchment and reopening. Based on the geographical location of major mining activities in Zimbabwe, diversity of minerals and research needs, the research team initially selected Bindura, Zvishavane, Mhondoro-Ngezi and Hwange as suitable research sites.

However, the current AAIZ Fair Green and Global (FGG) project focuses on 5 sites in Buhera, Chimanmani, Chipinge, Mutoko and Mutare Rural District Council (RDC) areas. FGG has two objectives; i) building community capacities (civil society organisations) to demand fulfilment of environmental, economic, social and cultural rights and ii) steering legal reforms that promote community-based natural resource management (CBNRM) rights and interests. These two objectives seek to build community participation in decision making around a number of outcomes. These include i) companies and government respect human rights, ii) decent work is made available to locals and iii) companies and government implement poverty reduction or sustainable development practices (DIC & DEGI, 2014: 1). AAIZ found it prudent for the research to focus on FGG sites. Two reasons justify this reasoning. First was capitalizing on existing relations with mining communities. Second was for the study to directly contribute to better understanding and planning of action to guide informed women's rights-specific interventions in Action Aid's extractives in FGG sites.

3.2 RESEARCH PROCESS

3.2.1 Literature review

The study was informed by a comprehensive literature review process. Reviewed literature included journal articles, work by development agencies, the Constitution of Zimbabwe, mining laws and regulations, the AAIZ strategy and FGG documents. The focus of the literature review was threefold. First, was on understanding the relations between women and mining for development. Second, was on understanding the legal, policy and institutional negative impacts of mining to women. Third, was analysis of the experiences of women in particular and the communities of place in the FGG sites. This was complemented by use of grey literature to cover other equally important mining sites not visited during fieldwork. In the findings section, such literature is used to bolster the study's national outlook.

3.2.2 Fieldwork

Field research was carried out over a period of one week (April 20-24, 2015). The research team visited FGG sites to conduct discussions with women mine workers, women in mining communities, people living in mining communities (men, women and young people), local and national government officials, and CSOs working in mining communities.

3.2.3 Outline of key tools used

Five (5) main tools were used to generate data for this research. These include key informant interviews, focus group discussion (FGD) sessions, literature review, and case studies in mining communities as summarised on Table 3.

Table 3: Summary tools, coverage and participants

Tool	Coverage	Number of participants
1. Literature Review	Constitution, Mining, and local government legislation, Journal Articles, AAIZ FGG material.	N/A
2. FGD Women in Mining Communities	4 in Buhera-Chipinge, Chimanimani, Marange and Mutoko	47 women
3. FGD Mining Communities	4 in mining communities of Buhera-Chipinge, Chimanimani, Marange and Mutoko	33 Participants (10 Men, 23 Women).
4. Focus Group Discussion	Local Government Officials	13 RDC heads of departments.
5. Key Informant Interviews	Local Government Officials Central Government CSO	9; District Administrators (3) councillors (3), officials (2 Ministry of Mines) and from ZELA (1)
6. Conference attendance	National	Silveira House National Stakeholder Conference on CSOTs
7. Case Studies	National with a bias towards the FGG sites	Embedded in the discussion (Chapter 5) and 5 separate cases in Boxes 2, 5 and 6

3.3 DATA ANALYSIS AND PRESENTATION

The analysis and presentation of data followed defined themes (objectives of the study). These themes are the impact of mining on women and identifying the strategies adopted by women to safeguard their rights; policy, legal, institutional and community mechanisms that contribute and enable the negative impact of mining on women and suggestions on how to strengthen women's agency in claiming their rights in the mining sector. The findings are presented per each research objective. However, in line with the terms of reference, the policy, legal and institutional analysis of women and mining is provided separately in section 4. The findings are context specific so as to avoid generalisation with recommendations developed based on presented findings.

3.5 RESEARCH LIMITATIONS

The research team had planned to have interviews with representatives of mining companies (CSR and SHE), women mine workers and civil society organisations. However, AAIZ and its partner ZELA have not built strong relations with mining firms in the ongoing FGG project. Without such relations, it was therefore difficult for the research team to organise meetings with companies operating in the four visited sites. This constrained access to women mine workers for interviews. Thus without such good relations, the team was not able to interview women mine workers. In the end, we relied on information from the communities around mining companies. Of the 4 visited FGG sites, there is one CSO Silveira House working in the Mutoko mining community. The team was able to attend a Silveira House (SH) convened stakeholder conference (on April 30th in Harare) where SH disseminated findings of a study on CSOTs.

4. INSTITUTIONAL ANALYSIS OF THE MINING SECTOR

The current policy and legal framework guiding mining is considered exclusionary based on a colonial or 'free mining' governance framework (Jourdan et al 2012). This framework requires fundamental overhaul (Ibid 2012) to come up with what LEDRIZ (2012) calls an

inclusive and comprehensive mining policy and legal framework with active participation of all stakeholders underpinned by ‘...a Minerals Cadastre Information Management System’ (Jourdan et al 2012:ii). Policy certainty and power or energy instability are the two major problems affecting Zimbabwe’s minerals sector and thus the developmental contribution of the sector (Ibid 2012). It is therefore critical from the onset to note that the institutional environment for mining in general and for women in particular is old and generally inappropriate for the country’s stage in development. Zimbabwe’s constitution has provisions that enshrine open governance, the right to a safe environment, water and other environmental products with which mining activities are associated. It also has 97 gender equality provisions and has founding values and principles (Section 3), which recognise the inherent dignity and worth of each human being, recognition of equality of all human beings, gender equality and the specific rights of women, the elderly and youth. The aspect of gender equality is emphasized throughout the Constitution from employment, representation and decision making positions, access to resources and property rights. As such, the mining sector reform that policy researchers and activists have been called for now has constitutional foundations

Further, the Constitution promotes the need for empowerment and development amongst its citizens. In particular, section 14(1) reads; ‘The State and all institutions and agencies of government at every level must endeavour to facilitate and take measures to empower, through appropriate, transparent, fair and just affirmative action, all marginalised persons, groups and communities in Zimbabwe’ with emphasis on employment creation for the women and youths. Current mining institutional arrangements are anchored on the Mines and Minerals Act (MMA). Because of mining impacts the environment the MMA works together with the Environmental Management Act. The aspect of environmental compliance in mining is very critical and involves monitoring water, air and land pollution as well as land reclamation. The Environmental Management Agency (EMA) issues an environmental impact assessment certificate first before mining activities commence and during the process. However, the Environmental Management Act does not exhaustively regulate mining activities. Other policies and laws that support the two main laws are outlined and discussed below in terms of their relationship to promoting women’s rights.

4.1 NATIONAL GENDER POLICY

The Policy addresses key sectors, namely: Women in Politics and Decision making; Education and Training of Women; Institutional Mechanisms for the Advancement of Women and Women and the Economy. The policy’s main objectives are mainstreaming gender issues into all sectors in order to eliminate all negative economic, social and cultural practices that impede equality and equity of the sexes. However, women in the mining sector face occupational segregation and contend with constraints regarding access to finance for their mining operations.

4.2 THE NATIONAL ENVIRONMENTAL POLICY

The Policy’s main objective is to maintain environmental integrity. It has noted mining as an environmental issue that requires mandatory environmental impact assessments. It recognises small scale mining and recommended the Government of Zimbabwe, in partnership with the mining industry, to address environmental impacts of small-scale formal

and informal mining activities. However, the policy omits gender and equality issues yet women are major players in small-scale formal and informal mining.

4.3 INDIGENIZATION AND ECONOMIC EMPOWERMENT ACT (CHAPTER 14:33)

The Act stipulates that at least fifty-one percent of the shares of every public company and any other business shall be owned by indigenous Zimbabweans. The law requires equitable representation of indigenous Zimbabweans referred to in the governing body of any business resulting from this indigenisation process. It also creates Community Share Ownership Schemes or Trusts which are entitled to 10% shareholding. That 10% should be used to develop the community. The Act seeks to transform blacks from being mere suppliers of labour and consumers by enhancing their participation and ownership of resources. It outlines the following aspects:

- a) Ensuring that investment opportunities benefit the indigenous community most. For example foreign mining companies can mine based on a 51%-49% in favour of the Government.
- b) It sets up Employee, Management and Community Share Ownership Schemes or Trusts (CSOT). CSOT are a form of social capital that enables the community groups through their leaders to influence the development agenda as well as strategic direction of organisations in contrast to Corporate Social Responsibility, which is only a moral obligation. The Act specifies that 10% will be reserved for the CSOT and the proceeds from the trust will be used for provision of socio-economic infrastructure. The Trusts should be chaired by a Chief, with Chairperson of the RDC being a trustee and the RDC CEO as Secretary.
- c) There is a monitoring and evaluation mechanism named the Indigenisation and Assessment Rating (IAR). This mechanism measures the extent of the implementation of the Act with indicators like benefits to the indigenous people. The rating is done after every 5 year period.

Although the Indigenisation and Economic Empowerment Act promotes empowerment for marginalised black Zimbabweans, there have not been deliberate and proactive empowerment programmes that promote women. The legislation itself does not speak to gender equality and empowerment of women. The CSOT are dominated by males as opposed to women due to the nature of the decision making positions outlined in the Act. Chiefs, RDC Chairpersons and RDC CEOs are usually males due to culture and patriarchal attitudes. Further, the Act does not have a specific quota or affirmative action measures that promote the empowerment of men, women, boys and girls especially how these groups can benefit from Community Share Ownership Trusts. In the absence of quota-type measures for women, local authorities, traditional leaders and men may benefit to the exclusion of women because the traditional structures, community-based committees and Council Committees are dominated by men. It has managed to mobilise Zimbabweans as indigenous people but still marginalizes women's participation in economic empowerment. However, as part of the Indigenisation and Empowerment policy, top politicians are shareholders in most mining companies in Zimbabwe, with these politicians curtailing women and civil society agency in mining areas. Zimbabweans especially those in mining communities 'are deeply suspicious that the empowerment laws are not for public good but for private gain' (Magure, 2012: 70).

4.4 ENVIRONMENTAL MANAGEMENT ACT (CHAPTER 20:27)

This Act is informed by the National Environmental Policy and the National Environmental Impact Assessment Policy. It co-ordinates all environment-related activities including mining, provides for EIAs to be done based on National Guidelines, provides for the setting up of the Environmental Fund for use in reclaiming degraded and polluted areas. The Act promotes community participation in environmental governance. It does not however define the communities in terms of men, women, boys and girls. Further, it does not give clear guidelines on how women can participate in EIAs, the potential benefits associated with mining and potential risks to women. Further, it does not offer incentives for environmental protection. The Act illegalises river-bed gold panning, and provides regulations banning RDCs from issuing mining permits⁴ and stringent environmental requirements for ASM miners (Mawowa, 2012); of which the majority of ASM miners are women.

4.5 THE MINES AND MINERALS ACT (CHAPTER 21:05)

The Act recognises artisanal, small-scale and large-scale mining operations. It focuses mainly on mineral production and the processes of getting various licences, permits, leases and exclusive prospecting orders. It also deals with, inter alia, the preservation of mining rights; the regulation of alluvial and certain other deposits; controls siting of mining works; payments to local authorities; and conditions governing rights on reserved ground and special grants. However, the Act does not strike a balance between mineral production and environmental protection. It also does not promote environmental, economic and social impact assessment of mining activities as well as gender issues. There is no relationship between the Act and other laws that should be complied with during mining. Although there is a provision in the Act for registration of small claims of less than 20,000m², there is no law or policy specifically to regulate or govern ASM more broadly (Mawowa, 2012). The majority of women are engaged in ASM, with the operation of ASM curtailed by a legal lacuna.

4.6 DEVELOPMENT PLANNING LAWS

The main Acts that govern the planning, development and governance of rural and urban areas in Zimbabwe are Rural District Councils Act (Chapter 29:13), Urban Councils Act (Chapter 29:15) and Regional, Town and Country Planning Act (Chapter 29:12). However, these Acts are subservient to the Mines and Minerals Act; making them largely insignificant and powerless in mining communities. Put differently, local authorities have no planning powers in mining compounds; a development that can lead to spatial structures and service design that is not inclusive and sensitive to women's needs. According to Section 234 of the Mines and Minerals Act, the Mining Commissioner, 'who hardly knows anything about planning' (Kamete, 2012) approves plans for sewer, waste water, roads, housing, permanent buildings, recreation and machinery. The planning authorities in mining settlements are thus the Mining Commissioner and the Mining Company with local authorities having little to no say. It is therefore not surprising that over the years, 'national minimum housing and infrastructural standards have always not been applied in the mining towns' (Kamete, 2012: 601). Such negligence of planning standards has resulted in squalid mining compounds with no respect to space which is vital for women's privacy.

⁴The Mining Regulations of 1990 allowed RDCs to license ASM and regulate environmental impacts.

4.7 THE WORK OF MINISTRIES RESPONSIBLE FOR WOMEN AND YOUTH IN MINING

The Ministry of Women's Affairs Gender and Community Development launched its main priority areas for women's economic empowerment in the broad based economic empowerment framework in 2013. The framework focuses on three main areas namely tourism, mining and agriculture. The Ministry has been advocating for the registration and recognition of women to participate in mining. This has seen a number of women getting claims in their own right or as tributes of major companies like ZIMASCO in the Shurugwi-Zvishavane area (ZHRC and Oxfam 2014). Attempts were made under this study to access data on the numbers of women that have benefited under this scheme without success. Confirmation of the scheme was made but its performance remains something that requires further inquiry to draw lessons from. Unfortunately, because the legal framework remains silent on gender equality and promoting women's rights in mining not enough sustainable progress is expected. Also, access to such schemes seems to be shrouded in secrecy and partisan veils further evidencing the need for more open institutional arrangements for mining and governance generally.

4.8 SUMMARY OF MINING-RELATED INSTITUTIONAL ISSUES

Zimbabwean mining policies, laws and institutional arrangements remain largely fragmented and gender neutral. The MMA is the main legislation and is generally seen as an overbearing piece of law. A common joke used to emphasize how the law empowers miners suggests that 'if a mineral is identified in one's nose the miner is entitled to blow the head off to retrieve the minerals'. This is perhaps corroborated by evidence gathered by ZHRC and Oxfam (2014) where deaths of and injuries to humans, animals and pollution of the environment are not properly compensated. The MMA has been under revision for the past 7 years but no concrete revision has been done. Consequently, mining sector practice remains steeped in the 'free mining' doctrine of the pre-independence era with institutional arrangements that are generally inaccessible. Government institutions (central and local) are generally not sufficiently empowered to regulate mining enterprises both formal and informal something that has also been made worse by a generalizable decline in the rule of law in Zimbabwe. Further, new empowerment policies and laws have also been open to multiple interpretations and allowed capture by politicians creating an environment where the state is no longer a neutral arbiter between the state and communities of place. In some instances the state, through its Parastatals (ZMDC for instance) impairs its regulatory role (see for instance Campbell, 2010) where the state is in partnership with private companies. As such, that there are no deliberate provisions in mining legislation to promote women's rights, the continued fragmentation and absence of a Mines and Minerals policy points to regulatory weaknesses. Some of the key policy challenges of relevance to communities are summarized in the Box below.

Box 1: Key policy concerns raised by stakeholders

1. Geographical location of mining operations is such the presence of government institutions may be absent, weak or lacking in capacity. This seriously affects regulatory oversight and is often compromised by actual lack of resources;
2. Socio-environmental footprints of mining operations require compensation and mitigation programmes e.g. relocation, physical injuries, not adequately provided for in existing laws;
3. Employment and economic development in host communities. Because mines are location specific the expectation that locals benefit visibly needs proper regulation lest the national nature of mineral resources gets compromised by the pressure to meet legitimate local development needs;
4. Closed nature of mining industry – unknown goings-on in the mines versus community benefits. Information of the profitability of operations is often unavailable resulting in both communities and local level regulators working from or with perceptions. This starts with negotiation of contracts and valuation of mineral assets which are serious 'Pandora's Boxes';
5. Sharing of benefits and payment of compensation to communities- focus shouldn't be on compensation only but on overall development of the affected communities; e.g. the ARDA Transau case in Manicaland. Mining companies should have social licences granted by communities which should go beyond compliance with national laws on taxation, payment of compensation etc;
6. Laws hardly address CSOTs on objectives, governance and benefit sharing mechanisms. This is an inevitable consequence of lack of institutional co-ordination and coherence. There is no co-ordinating forum, no institutional financial framework that sets and enforces the benefit sharing mechanisms, no forum on strengthening of the CSOTs. Benefits of institutional framework include transparent revenue collection and allocation, transparent rules on when and how to allocate resources, audits/reports and clear roles and functions by organisations;
7. Lack of public participation: there is no transparency in negotiations of mining contracts. Community participation is not a new thing. CSOTs should take lessons from CAMPFIRE so that their governance structures are effective. That they are led by chiefs with 4 out of 275 being women raises gender issues. They are also not integrated into the Local Development Plans and lack adequate financial mechanisms with the 10% benefit lacking a formula and CSOTs not aware of what it is based on. Some countries like Kenya and Indonesia have formulas they use. In Alaska communities get direct cash transfers;
8. There is no clarity between CSR and benefit sharing. There is need for clarity that CSR is different from benefits including through CSOTs. There is also need for clarity on how benefits should be shared at National, district and community level; and
9. Frameworks for dealing with corruption, which is rife in the mining sector at the expense of the communities and the environment, are needed.

Source: Notes from a Silveira House Validation Workshop (Harare, April 30th 2015)

5.0 THE IMPACT OF MINING ACTIVITIES ON WOMEN

Conceptually access to, control and ownership of resource are fundamental to securing livelihoods. In particular resources provide security (economic and social), collateral for credit and access to services such as health and education. The extractive industry possesses such resources. However access to, control and ownership of these resources is constrained for society in general, the poor, young people and women in particular. A pro-poor and gender sensitive mining policy aligned to the Constitution is needed to guide formulation of new extractive sector laws that help reduce gender inequalities. Of significance is the drastic increase of artisanal mining activity in the post-2000 period. These activities have caused various social and economic effects on communities' e.g. environmental degradation and water pollution. In some communities mining has therefore escalated poverty instead of improving women and children's socio economic conditions.

5.1 WOMEN ENGAGED IN MINING ACTIVITIES

Women in Zimbabwe are engaged in mining activities either through ASM or LSM. While accurate and up-to-date statistics are unavailable, it is estimated that in Zimbabwe, women constitute about 50% of mineworkers in ASM (Hilson, 2002). In 2002, it was estimated that about 500,000 people were 'employed' in ASM (Shoko, 2002). If these figures are correct, one can therefore deduce that about 250,000 women are engaged in ASM. Available statistics (cf. UNDP, 2009; LEDRIZ, 2012) does not disaggregate engagement in LSM activities by gender. Despite this, in all the field work sites (Mutoko, Marange, Chimanimani and Buhera-Chipinga), there is no ASM, as diamond and quarry mining are largely large scale mining operations. This leaves women engagement in such mining activities to be through formal employment.

However, in all the visited sites women engaged LSM workers is very insignificant. Whilst the research team could not get official figures from mining companies, testimonies from the community pointed to an insignificant number of women engaged in LSM. In Mutoko, only 2 women are currently employed by 5 mining companies.⁵ There is a general perception that women are not employed in LSM as 'they are not viewed as capable enough to take the jobs that matter in mining'. However, one former worker in a quarry mine argued that 'such a perception is a fallacy as she feels there are other jobs like blaster, director of explosives, security guards, and secretarial positions which women can do and should be given top priority'.⁶ Women interviewed argued that diamond companies opted in favour of single women as the mining environment was not suitable for house wives. There is a case of a woman who was employed by a diamond company but she later divorced her husband arguing that 'the husband was too poor for her'. In essence men were prioritised for employment as compared to women. The discrimination of women in mining has severe impacts to women and communities in general as discussed in the next section.

Outside the visited sites, women are engaged in ASM at 'Kitsiyatota' in Bindura. ASM at Kitsiyatota started in 2010 after the area was abandoned by Freda Rebecca. At one point there were more than 2,000 people engaged in ASM at the place. However, ASM at Kitsiyatota is disorganised as shown by divisions among women. More than 200 women paid

⁵Interview with Mutoko Ward 5 and 12 Councillors, Mutoko.

⁶Interview with Evelyn Kutyauro, Mutoko. She worked as a general hand and 2 other women who worked at the nursery where the only 3 women employees at the mine.

\$50 for a period of about 12 months thinking that they were in a mining syndicate trying to meet mining procedures. However, only 6 women came to register the claim defrauding the rest of large sums of money. There is tension and fighting between the 6 and the rest with the process politicised to an extent that even ZRP is now ‘incapacitated’ to put order in the area.⁷ Further, women in ASM have ‘no equipment and resources to fully engage in mining operations i.e. compressors, water pumps and generators. In most cases ‘women use *makorokoza* (illegal miners) to mine but *makorokoza* can take advantage of these women’.⁸ A research conducted in Zhombe (Midlands Province) revealed that most women opt to remain illegal miners running away from EMA Officers because they could not afford the money required to obtain an EIA certificate (WLSA, 2012). The heavy EMA fines further prevent ASM from complying with environmental regulations. The process of obtaining an EIA is not only expensive but cumbersome. One goes through many service providers like the DA, and RDC for certain aspects needed on the EIA forms.

5.2 MINING AND WOMEN’S RIGHTS

Historically, the process of colonisation resulted in many urban settlements in Zimbabwe whose economic activity relies mostly and in some instances solely on mining – mining settlements.⁹ The growth and decay of these mining towns presents several opportunities and challenges to women. The decline in mining activities have resulted in ghost towns, which in many cases affect the livelihoods of many people; though women bear the most brunt. In the wake of the post-2000 crises, shrinking fortunes of mining towns have precipitated poverty (Kamete, 2012), rampant environmental degradation putting the livelihoods of mining communities at high risk.

Mining activities affect everyone (women, men, young people) living in and nearer mining areas. Emotional, economic, environmental, social and physical impacts are common. However, there is a thin line between direct and indirect impacts on women. The study focused on the impacts of mining on women including displacement and relocation, prostitution and violence against women, abuse of young women and abortion, water pollution, livelihoods, and community safety, employment, mining accidents and widows, good CSR and women as well as the disturbance of the social fabric as explained below.

5.2.1 Traumatic displacements and relocations

The relocation process after the arrival of mining was top-down, unjust and not sensitive to the rights of women. Like other state-induced displacements (Operation Murambatsvina and land reform) witnessed in post-independent Zimbabwe, multi-layered violence accompanied such processes – i.e. structural, social and psychological violence as well as physical force - are not an aberration (Hammar, 2008). Rather, they appear to be the state and society in struggles and antagonism over socio-economic transformation, with the former neglecting key dynamics of survival and adaptation after displacement. In essence, ‘mining operations have robbed communities of prime agricultural land where their livelihoods were guaranteed and have been relocated to new places where starting life all over hits women hardest as

⁷ Case as relayed by mining commissioners in the Ministry of Mines.

⁸ Interview with mining commissioner, Harare.

⁹ These include Kwekwe, Kadoma, Chegutu, Zvishavane, Redcliff, Hwange, Shurugwi, Mashava, Inyati, Bindura, Penhalonga, Mhangura, Mutorashanga, Chakari, Alaska, Arcturus, Renco, Patchway, How Mine, Shangani, Mvuma, Dorowa & Brompton.

they oversee the setting up of a new home in a situation where they are psychologically devastated with resettling and coping with new neighbours and environments'.¹⁰

We first explore relocation from Marange, where the largest mining-induced displacement took place recently. The process was managed based on engaging with men leaving behind women. Issues of electricity, water, social capital and living space which predominantly affect women were left unresolved. There is no electricity at ARDA Transau though transmission connections are available and houses are wired. As such 'women and children wake up before 4am stealing firewood from far'.¹¹ Women spoke of how their children wake up to fetch firewood, store the firewood in classrooms whilst attending classes and then take the firewood home after school. For water, the settlement is serviced by ZINWA though there are water affordability issues. This leaves women with no choice but to look for alternative water sources, which are not close by. Women further pointed that they are having challenges especially when their children are about to get married largely because their aunts may have been left behind in Marange during relocation.

The relocation process only considered and counted men, leading to severe housing design and allocation challenges at ARDA Transau especially for those in polygamous unions. Of the 1,000 families that were relocated to ARDA Transau, about 60 with more than 4 wives and many children expected to live in a 4 bed-roomed house. Women's privacy and dignity is jeopardised as they have no specific or fixed space to call 'my bedroom'. In order to cope with the housing challenge, families have partitioned dining rooms usually with curtains as a way of increasing the number of bedrooms for extra wives. These families sleep using a system of rotation in which children regardless of their age, sex and marital status share a bedroom with their father's wives where the father slept the previous night with his wife. Thus, children share bedrooms with their father's wife, '...a development that is resulting in our children running away from home to look for a job elsewhere as they won't be comfortable in sharing a bedroom with their father's wives'.¹² Further, women argued that such a system 'is destroying our minds as women' as respect among family members is threatened. In summary, there are unresolved issues in relocation as communities are unhappy and devastated by the whole relocation process.

In Mutoko, there are cases of looming relocation. In Ward 5, there are 5 families affected by a recently sited mining claim (a granite quarry). A number of options are under consideration but remained inconclusive at the time of fieldwork. One option is for families to be relocated to Mutoko Centre, urban setting with a full house built for each family. The other is for the village head to allocate affected families alternative land elsewhere with the company building houses for them. The first option was initially selected and the quotation was \$30,000 which the mining company was unable to pay arguing it was too costly. The affected families are waiting for the second option to materialise. The affected women pointed to the traumatic experiences that characterise their daily lives, as they are not sure of their future. The Box below captures the story of one family interviewed (and whose home was visited) as part of this study. Another company, DTZ-OZGEO, which is a joint venture between a Russian company and the Development Trust of Zimbabwe, is mining diamonds in Chimanimani. It relocated people to Spring Field where there are no schools, clinics,

¹⁰Interview with District Administrator, Chimanimani.

¹¹Interview with ARDA Transau women, Mutare.

¹²Interview with ARDA Transau women, Mutare.

roads and enough land.¹³ The absence of social services burdens women. Those relocated include widows who depended on agriculture selling their produce but are now vulnerable after relocating to new areas where their livelihoods are compromised forcing them to adjust at a cost'.¹⁴

Box 2: When a mine 'comes home': Joyce's Story

Joyce (45) and her husband settled and developed their home over the last 22 years after leaving employment in the commercial farming sector. The pictures on the right show their home, which is now threatened by mining operations that started week ending May 22nd 2015.

Hers is the only family to be displaced by the particular mining operations. Early negotiations appeared to suggest generous and properly planned relocation of the family. Negotiations (since November 2014) variously involved the local councillor, headman, EMA and the company. Initially the family was presented with two options of going to a Government assisted resettlement or a house in the Growth Point (Mutoko), which they opted for. A quote for a seven-roomed house (3 bedrooms, a kitchen, dining and lounge) was sought but the company reneged arguing the USD30 000 was out of reach. Having forgone the resettlement option the alternative was to relocate the household to a part of their field safe enough for mining operations to commence.

At the time of fieldwork the family had accepted the offer for their housing and other infrastructure to be built anew in a safe area of their land but were doubtful that the mine would honour that having already commenced operations (picture 3, 28th May 2015) in some way exerting pressure on the family to move at their expense.

Joyce's fears of the mine arise from a number of risks to her family that she is aware of. These include dust, earth-moving vibrations that crack structures, noise, debris that may hurt humans and livestock, dumping of waste in their field, open pits, loss of land to the mine and pollution of children's play areas. In recent weeks the family has not heard directly from the company but through headman Nyamakope who has, *inter alia*, asked that they reduce their 'claim' to a smaller house. Their suspicion is that their being new comers to the area (i.e. their citizenship) is affecting the proper facilitation of their relocation and compensation. This may be influencing the exertion and general support by local institutions compounding already stressed capacities.



Figure 1: The Homestead



Figure 2: Homestead with initial quarry site in background



Figure 3: Initial Quarry Site (Mining in Progress)

¹³Interview with Chimanimani RDC Heads of Departments, Chimanimani.

¹⁴Interview with Chimanimani District Administrator, Chimanimani.

5.2.2 Prostitution and violence against women

In all the 4 mining communities FGD participants and key informants spoke of a significant increase in prostitution and violence against women. Migrants working in mines normally leave their families behind and are having sexual relationships with school children leading to significant increases in unwanted pregnancies and the spread of HIV/AIDS. In Mutoko, migrants are using money to lure young women 'with about 15% of young women aged under 15 years into sexual relationships with many not completing Ordinary Level'.¹⁵ Further, the District Administrator's office argued that such practices are exposing young women to early marriages with percentages of around 30-50%.

In Manicaland province, the Hot Springs, Mukwada, Bambazonke, Mutsago and Birchenough Bridge areas have turned into prostitution sites largely driven and sustained by mining activities in the Marange diamond fields. In this area, 'mining brought us severe prostitution be it young girls, women and men are now vulnerable to HIV/AIDS'.¹⁶ These prostitutes charge around '\$200 a night and \$20 for "short time"; amounts which professional prostitutes in Harare and Bulawayo might not be getting'.¹⁷ It can be argued that mining brought brisk business to women engaged in prostitution in mining communities. Estimates by communities suggested at least 100 marriage breakups related to infidelity. Money is a key factor driving prostitution 'as women prefer immigrant miners to their unemployed men'.¹⁸ Prostitution is also evidenced by Chinese babies even to married women. Cases of Chinese babies have been witnessed in Hot Springs (2 children), Odzi (1 child) and Mafude (1 child). Violence in the diamond fields has killed 4 men leaving widows and orphans.¹⁹ These cases leave women with the burden of feeding for families. Communities attributed such violent acts to people from Shurugwi. Further, it was pointed out that ZNA soldiers and illegal miners rape women especially when fetching firewood near mining operations.

Chimanimani is severely affected by prostitution since most workers in diamond companies reside in the district. Married women are also lured in to prostitution 'saying I cannot stay with a poor husband opting to leave behind families for Chiadzwa miners'.²⁰ A case in point is in Muedzengwa village in Bocha where a man is reported to have died of stress after being dumped by his spouse in favour of a *gweja* (illegal miner). Interviewed women pointed that 'we as women are destroying our marriages because of affairs with *magweja*'. In Buhera and Chipinge, young women are also involved in prostitution especially at Birchenough Bridge.²¹ In these two communities, there are cases of husbands running away from marriages in favour of staying with commercial sex workers. In these cases, women argued that they are disempowered as they cannot claim their husbands as they had no registered (chapter 5:11) unions.

In Kadoma District the discovery of gold in the Chakari and Gokwe areas led to temporary homes for some miners. The competition for natural resources within these mining

¹⁵Interview with women in mining communities, Mutoko.

¹⁶Interview with Marange mining community, Mutare.

¹⁷Interview with Chimanimani Ward 20 councillor, Hotsprings.

¹⁸Interview with women in mining communities, Mutare.

¹⁹Mafude village: Edmore was killed and left a wife with two kids; Gamunorwa village: PanganaiMakova was killed and left a wife and 2 kids; Kusena Village: TsorosaiKusena killed by ZRP left his wife and children; Chikwariro Village: men was killed and left a wife and 2 kids.

²⁰Interview with women in mining communities, Hotsprings.

²¹ Cases of young women who died after reportedly getting HIV/AIDS from prostitution were reported in Ward 28 Buhera and Ward 3 Chipinge.

communities further causes domestic violence in the homes. Usually male miners engage in multiple-concurrent partnerships causing emotional and psychological abuse to their partners. Women involved in mining thus always face social, security and economic challenges at times they are victims of abuse, forced into prostitution and remain vulnerable to HIV and AIDS.

5.2.3 Sexual abuse of young women and cases of unsafe pregnancy terminations

The vulnerability of young girls to sexual violence and abuse especially school girls is well pronounced in mining communities. Communities pointed that the most affected were school girls under the age of 16 years (mostly Form 3) who are being married to mine workers. Other young women were lured to become second wives (dropping out of school) though most of such marriages have broken down.²²

However, these young women left their husbands after the latter ran out of 'diamond money'. Most of these young women are now engaged in prostitution. There are also numerous cases of abortion by young girls.

Before mining, marriages were done procedurally with women taking pride in the process of their children getting married. Things have however changed with most children less than 18 years especially between 12-13 years being impregnated and left behind. In Chimanimani Ward 5 (Hot Springs) there are over 40 secondary school girls drop outs due to early marriages. Of these young women, about three-quarters are now back at home after their marriages broke down. In ward 20 of the same district, there are about 30 underage girls were impregnated but not married. One community member summed the challenge as 'most of the children are married but they do not understand what is life and marriage'. This may create trans-generational social challenges in the affected communities some of which were considered to be conservative.

Box 3: Cases of abortion

1. Hot Springs: Zikanyi village: a girl aborted and died 2 years ago.
2. Marange: One girl aborted and died 3 years ago.
3. Muchisi village: girl died in 2009 after abortion.
4. Nderere village: girl aborted and died in 2009.
5. Muzama village: girl aborted and hid the baby in river sand. The girl was arrested.

Source: FGD with Marange Women

5.2.4 Water pollution and livelihood risks

Research indicates that mining alters and undercuts livelihood strategies and sources respectively (Lu & Lora-Wainwright, 2014). In all the mining communities visited water pollution is causing serious livelihoods and community safety threats. Mining activities pollute water for domestic use and animals, and takes over land which is the major livelihood sources in rural areas. In Chimanimani; Nyabamba, Nyahode, Rusitu and Odzi Rivers have been seriously polluted which has disturbed fishing, and water for drinking and washing. Chimanimani RDC officials noted that more than 100 cattle have died due to sludge and water pollution in the Nyanyadzi River Valley alone.²³ However, the matter of water pollution has been raised to state and non-state actors and the media by Mai Jena, which shows

²² In Chimanimani mining community, cases of polygamy involving school girls were reported in Muedzengwa village - 14 years, Pemhiwa Village - 16 years, Mazwi village - 15 years, and Muedzengwa village - 14 years. All these are now divorced.

²³ Interview with Chimanimani RDC, Heads of Departments.

some promising women agency initiatives in mining communities.²⁴ Mutare RDC and EMA 'tried to engage the companies over pollution in Save and Odzi rivers but our [their] efforts hit brick walls as there are big political names behind these companies that protect them resulting in non-compliance with laws and regulations'.²⁵ Another issue that ZHRC and Oxfam (2014) also established was state institutions' lack of capacity to monitor companies' compliance with environmental and other regulations citing EMA.

In parts of Buhera and Chipinge, women complained of skin diseases, and miscarriages in both people and animals. Water from Save River has too much iron and vegetables can no longer grow well, affecting the ability of women to raise income. Fishing along Save River, which used to be a major livelihood means along the Save river is no longer possible due to water pollution. One can no longer see sand in Save River due to pollution prompting the prevalence of crocodiles as the reptile favour such conditions. In Chipinge's ward 3, 4 people have been bitten by crocodiles when washing clothes while in Buhera's Ward 28 a child was bitten. Further in Chipinge's Ward 1, a woman was bitten on her buttocks. Women are now afraid to do their routine activities along the river. At a Birchenough Bridge FGD 6 women noted that cattle and goats were dying because of water pollution. In Buhera and Chipinge, some 500 cattle and countless goats have died as a result of drinking polluted water from Save River.²⁶ A study focusing on the impacts of Dorowa Mine on water quality in the Save River confirmed an increase in conductivity, iron, manganese, nitrates and hardness affecting water quality (Meck, Athlropheng & Masamba, 2009). This has worsened with the arrival of LSM in the Marange diamond fields downstream from Dorowa Mine.

Polluted water is causing itches to people after swimming or bathing. Women complained of stains on sanitary ware and laundry which is a result of high iron and manganese content in water. Children also drink such water when swimming leading to stomach complaints. Women interviewed argued that such water is causing reproductive challenges to them. A case in point is in Ward 20 'where a widow's reproductive organ is oozing out water, with the hospital requiring \$600 for treatment'.²⁷ Although, the researchers could not get an official medical explanation on the ailment, women attributed the disease to water pollution. In Chimanimani's Ward 20 (Gudyanga) the local irrigation scheme is affected as beans *dzirikuita kagofa* [dimple-like defects], with tomatoes *achitatomuka serekeni* [rubbery or plastic-like] *haaibvi* [not ripening] affecting 89 farmers at the scheme.²⁸ Farmers at the irrigation scheme attributed this to polluted local water sources.

All the mining communities have witnessed the local community losing land thus affecting peasant farming and market gardening which is predominantly done by women. In Marange, fire wood is now a big challenge as the forests are now a protected area. Instead locals are buying from those who steal firewood in protected areas. Further, disused mine pits have resulted in the trapping and death of livestock. Mining effluent with cyanide is affecting the health of domestic animals. Further, most baobab trees which were a livelihood means through women selling *mauyu* and mates have been cleared to pave way for mining. Men were usually engaged in carpentry but the clearance and 'protection' of forests, further

²⁴ Mai Jena engaged Veterinary Offices and EMA. Dead carcasses of cattle oozed about 2 drums of water. The Veterinary Office took samples but up to now there are no results.

²⁵ Interview with Mutare RDC heads of departments, Mutare.

²⁶ Interview with Buhera-Chipinge Mining Community, Birchenough Bridge.

²⁷ Interview with women in mining community, Chimanimani.

²⁸ Interview with Women in mining community, Chimanimani.

compromising the ability of women to support their families. In ARDA Transau, more than 40 cattle, 50 goats²⁹ and 6 donkeys have been killed by NRZ trains. Essentially the relocated families face significant livelihood risks for which they are neither prepared nor supported by the state to address.

Quarry mining in Mutoko is affecting the safety of both people and animals. Blasting is causing cracks and ultimately leaks on houses. There are cracks on houses emerging from vibrations especially near mining companies and there is no help from mining firms to repair these houses. 'I have a 3 roomed house that collapsed from blasting vibrations'.³⁰ At Nyamakupe primary and Kowo secondary schools, blocks have cracked from blasting vibrations, which are affecting women who have high blood pressure. Mining companies are digging and leaving disused pits everywhere trapping and killing many cattle. There is no rehabilitation of abandoned pits with people and domestic animals falling inside. Snakes and robbers are also taking hide outs in these disused pits. Kids are swimming in these deserted pits where the water has chemicals. Moreover, women are losing their children after drowning in these disused pits. Cases include Natural Stone pits where an 8 year old drowned in 2013 in Ward 7 (Makochema Village) and CRG disused pits where a 7 year child drowned in 2012 in Ward 5 (Chisakuwana village).³¹ The Mines and Minerals Act overprotects the mining operators and even if they fail to implement agreed rehabilitation works and other interventions to facilitate the advancement of women's rights, local authorities are incapacitated to act.

Large mining companies are not reclaiming land after conducting open cast mining. Small – scale miners are also leaving open pits after digging for minerals. This has caused the injury and death of many children and livestock in the rural communities. A study conducted by the Zimbabwe Human Rights Commission reflected that mining activities undertaken by ZIMASCO in Shurugwi were causing human rights violations. ZIMASCO, its tributes and illegal miners were not reclaiming land in the Shurugwi area resulting in people losing livestock (ZHRC and Oxfam 2014). Moreover, there was no proper and timely compensation to the aggrieved families (ZHRC and Oxfam, 2014). This challenge affects women in mining communities as they are care givers and also conduct farming activities using that same livestock. The loss of livestock represents the loss of livelihood for a family. EMA provides for a dispute settlement and the need to compensate communities for any loss due to environmental damage. However, this aspect of the Act remains greatly unexplored.

Women engaged in ASM are directly using mercury in gold panning without any knowledge of the long term effects. Mercury is a dangerous chemical that when inhaled can damage the internal organs of one's body. Any contact direct or indirect will eventually lead to death. Pregnant women in Mazowe District continue to experience miscarriages due to the water they drink that is polluted by mercury. Zimbabwe has not yet ratified the international convention against Mercury. Women using mercury for gold panning thereby spread the effects to children through practising their gender roles of cooking, baby bathing and breastfeeding. Some children in Mazowe are disabled due to indirect contact with mercury. The box below shows some of the negative effects of mining (large and small-scale captured by ZHRC and Oxfam 2014).

²⁹Belonging to Mr. Maswarwe.

³⁰Interview with Mutoko Women.

³¹Interview with women in Mutoko mining community.

Box 4: Who bears the biggest cost of mining? Some Cases

1. A 9 year old girl disappeared while herding her family's cattle having fallen into one of the open pits left by mines. She was eventually found dead in one of the pits. The pits are very deep such that one cannot see the bottom and are filled with water. Following the accident ZIMASCO closed that particular pit but left others open. On compensation, ZIMASCO came after the funeral with USD200, 10 kilograms mealie meal, some sugar, 4 loaves of bread and tea leaves. The mother is not happy at all with how the company handled the case.
2. One widow recounted how her husband fell and died in one of the pits when he was coming from beer drinking. The mine neither compensated the family nor did it help with the funeral costs.
3. The Shurugwi community has not lost their cattle as they are falling into the pits. No compensation for their livestock is provided to the communities.
4. Water is being polluted by mining activities especially by illegal miners who use mercury. Mining also causes siltation of rivers.
5. Access to water is also an issue. Mines like Unki have dams where local communities could draw water easily but no arrangements exist for that to happen prompting nearby villagers to 'poach' water. They also feel the mining companies should put up more boreholes.
6. Not much is done regarding employment for locals as companies recruited skilled workers from other mines which have closed. They only take general hands from those who have 5 'O' levels. Communities consider this as unfair feeling they should be given first preference for them to benefit from activities being done in their community.
7. Displacement/disruption of farming: local farmers displaced by mines are finding it difficult to have grazing land for their livestock and end up walking long distances to get pastures. Existing national policy gives mining precedence over farming leaving farmers with no options but to accept what they are given or left with although they will be unhappy.
8. Equitable distribution of resources: Mines like ZIMASCO are owners of claims some of which they registered as far back as 1904. Locals feel it is unfair as the companies are not even mining on some of those claims rather they are 'tributing' them to locals. Locals ask for redistribution of the claims so that they also benefit arguing they lack access to the resources and thus feel economically oppressed.

Source: ZHRC and Oxfam (2014)

5.2.5 Employment, mining accidents and widows' welfare

The arrival of mining came as a 'fortune' due to promises of employment. However, this didn't materialise as immigrants got employed with women being discriminated from employment. In all the mining communities visited, the local community complained that mine managers were taking people from places very far away leaving locals unemployed. In Marange diamond fields, 'people were being trained there overnight diffusing the excuse of qualifications and training used by companies to justify hiring of migrants'.³² Women from Marange and Chimanimani mining communities argued that for the few local men who were employed; some are now lodging in Birchenough Bridge staying with prostitutes and leaving their families behind. Local people were paying 1 beast or USD300 to get a job in diamond mining companies especially Anjin. At least 35 people reportedly paid these bribes in the Hot Springs and Nyanyadzi areas. Unfortunately, some of them were fired after an industrial action which affected 1,200 people.³³ Women who had paid for those bribes are now exposed since their husbands and children are now out of work. Further, women interviewed told compelling stories of how they are harassed and abused by guards with security dogs when prospecting for work at the gates of diamond mining companies.

The discriminatory nature of employment is not only peculiar to Marange and Chimanimani but also in Buhera and Chipinge where communities estimated that there were less than 10

³²Interview with women in Marange mining community.

³³ These were replaced by people bused from Matabeleland.

people employed in mining previously with most having been terminated. Local communities pointed with great concern that ‘most of the workers are from Bulawayo and Zvimba; *mazezuru ndovakawanda pamine*³⁴. Rather, women are convinced that if local people (women, men and young people) are employed in mining, there would be positive changes in their lives and society at large. Validating this claim, it appears as if the period of ‘informal’ mining has widespread positive impacts to mining communities visited.³⁵

Mining accidents and the devastating situation of subsequent widows is more pronounced in Mutoko. The study learnt of the case of 5 widows affected by mining accidents (4 for Natural Stone Company and 1 for Quarry Enterprises). These widows noted that their lives had changed after the death of their husbands. They were struggling to raise school fees, and provide uniforms for their children as the mining companies are not consistently honouring their pledges to assist them.³⁶ From the evidence presented by the widows, it seems that most mining accidents are a result of poor safety procedures at the mines. Unfortunately, follow-up support seems whims-based suggesting there are limited insurance and pension schemes at some of the mining companies. Further, these women showed their desperate situation by saying ‘we are now afraid of non-action by ZELA and AAIZ after giving them a lot of information’.³⁷ The case below captures one case from Mutoko and is based on an interview on the 28th of May 2015 at Mutoko Growth Point followed up by a home visit.

Box 5: Multiple losses: a son, a job but no compensation

Anna (34) of Ward 5, in Mutoko District is married and has five children. Her husband’s father and brother worked for QE quarry/mine until her brother-in-law died in a work-related accident in 2000 leaving a wife and one child. The company executives attended the funeral but did not pay compensation. Shortly after, the deceased’s father was terminated and his wife remarried in Masvingo leaving Anna’s family to look after his daughter. Unfortunately both the deceased’s wife and his daughter died before the matter could be concluded something that pains the whole family.

At some point the mine promised to build the deceased’s parents a house but that has not materialized. The family suspects that investigations into the accident were never properly conducted and that companies in the area do not insure their workers as evidenced by the absence of compensation to those who lose their lives or get injured. Attempts at reviving the case over the years have not been successful. Anna’s perspective is that change in mine ownership is often used as an excuse for not consolidating systems for dealing with community complains. Further, locals with various stakes in some of the operations act as gate-keepers. A third constraint to seeking and attaining justice arises from the institutional framework for mine/quarry operations. Fourth, traditional leaders play an important role and victims (as Anna put it) are unable to secure justice as companies operate based on conditions and operational expectations defined without community input. Finally, the weaknesses of public institutions like EMA (see also ZHRC and Oxfam 2014) and other law enforcement agents result in extractive sector actors being let off the hook.

5.2.6 Disrupted social fabric & stressed families

The arrival of mining activities and the subsequent relocation of communities have disturbed the social fabric. Mining operations moved whole communities, breaking and disrupting their social fabric. Socio-economic ties were altogether cut increasing the burden to start a new home for women. Setting up alternative food production and child care environments has

³⁴ People from Mashonaland form the bulk of mine employees

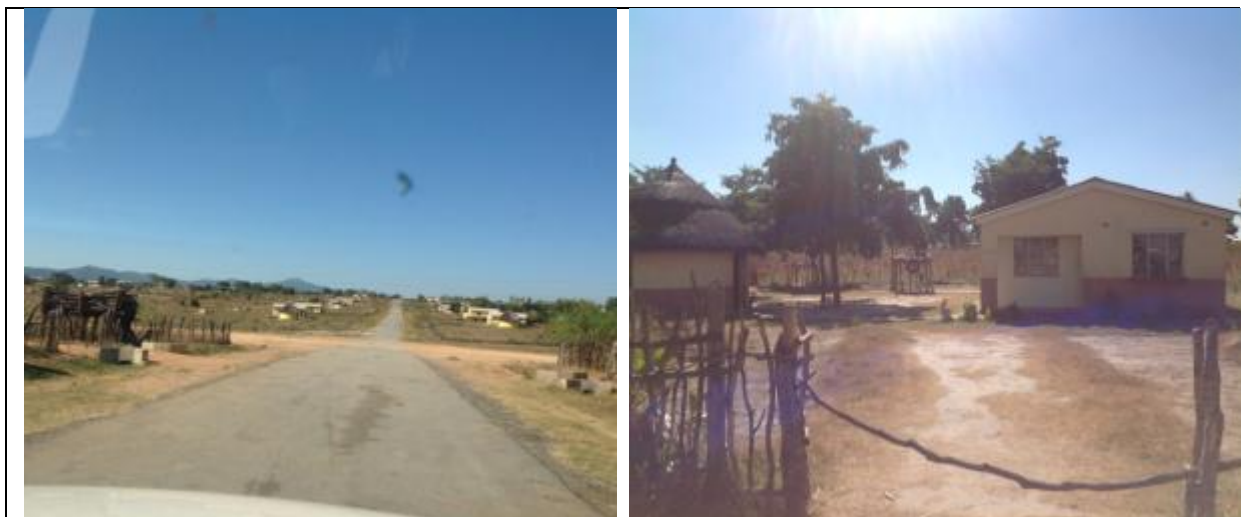
³⁵ Some of the positive changes include new houses, vehicles, and buying of domestic animals and utensils by the local community during informal mining.

³⁶ Interview with women in Mutoko mining community.

³⁷ We are of the view that this issue requires further investigation by AAIZ and ZELA.

further being strained with the increased burden falling on women making them much more vulnerable. Sacred places have been invaded, with graves dug up. These things affected the way women thought about and valued society. Disruptions have occurred in many communities with the most recent mining-related relocations happening in Mutare District's Marange area where diamonds were discovered and mining activities commenced in the mid-2000s. In Mutoko displacement has usually been within the same communities and for selected households considered too close to quarrying operations. In the Marange case whole villages (at least four villages were displaced by Anjin Mining alone³⁸).

The Marange/Chiadzwa displacements or relocations have resulted in families losing arable fields, gardens and orchards, homesteads, sites of religious and cultural importance and practices (e.g. rain making ceremonies) and local economic networks after relocation to ARDA Transau. Land was key to their inheritance before relocation to ARDA Transau where there is not even enough land for production (1ha per household) let alone to bequeath as inheritance to future generations within the family and community. Where some mining employees decide to settle locally, traditional leaders are being accused of diluting society through giving land for homes to new migrants with other cultural practices.³⁹ These people often have families and homes elsewhere. There are increases in theft and robbery in the areas and people always suspect former illegal miners from Shurugwi without money to go back home. In March 2015, a form 2 pupil⁴⁰ at Birchenough Bridge was raped and killed and the murderers were arrested and found to be from Shurugwi. Further, there is a child whose teeth were violently removed by people allegedly from Shurugwi. The box below provides insights into how women's experiences with and of relocation appear stressful in the main. The case is based on interviews at of some women on the 29th of May at ARDA Transau (see pictures showing part of the settlement and a model homestead below).



³⁸ Gamunorwa, Muyedzengwa, Dzoma and Kusena

³⁹ Interview with Buhera and Chipinge women

⁴⁰ Name given as Kelly Madzongonya

Box 6: Rural kitchen as basis for a woman's dignity and social control

Patricia (38) and **Charity** (35) are wives four and five in a six-wife polygamous union. They were relocated to ARDA Transau together with other families from Gamunorwa village, one of five affected by diamond mining. In their village (four 4 ago now) each had a kitchen and a separate two-roomed house, garden, chicken-run and an arable plot of at least 3 acres. Both have four children each (Patricia: 3 girls and 1 son, Charity: 3 sons and 1 daughter). Their family was allocated four 1 hectare plots each with a three bed-roomed house and a kitchen. On allocation the first three wives took a plot each leaving the other three to share one plot despite having been promised a plot each.

Each woman has a bedroom which she shares with her children. During 'spousal visits' the host wife's children either share with others or use the kitchen. Even in such circumstances Patricia and Charity noted this was far from desirable. All three women share the kitchen and the rest of the plot where they grow and share crops. Each has partially (if not wholly) lost control of production decision-making. They hardly harvest enough to eat. Food preparation and plot maintenance are posing social problems. Morning rituals like yard sweeping and preparing food have become contested social roles. Each is a sphere of power, control and self assertion. Those with older children that do piecework and buy groceries either keep it in bedrooms or risk communal consumption if left in the shared kitchen raising further conflicts. The ladies indicated the difficulties this posed for child socialization, access to food (own and others') and noted that child abuse cases were rising including some food poisoning all largely due to sharing kitchens. Lacking kitchens costs social control (of one's household) while lack of land costs women their livelihood security. They depend on grossly unviable fuelwood vending.

Patricia and Charity indicated that the 475 plot settlement complete with piped water (a stand pipe for each 4 plots), a school and a common burial site (up to 5km away) was a closed community. The Coordinator or Liaison Person is not part of the relocated community, has reportedly been imposed on the community by local government and former traditional leaders have lost their power. Men in the settlement have repeatedly been threatened with disappearance if they linked up with non-government actors. Even liaison with mining companies is mediated by a layer of non-community institutions blocking free civic and developmental participation. For Patricia and Charity their husband knows his family circumstances are abnormal but is powerless. As children grow the socio-cultural and economic strain is evidently growing. The two ladies repeatedly shrugged their shoulders expressing powerlessness when asked to reflect 5 to 10 years into the future.

Patricia and Charity, their children, families and other similar (polygamous) families have concerns about tenure insecurity (not able to decide on extra housing on the plots), food shortages (land access and non-materialization of promised irrigation scheme), limited economic activities (in comparison with Gamunorwa), no participation for and in development, cost of water (and that any gardens increase ZINWA bills), a school with ever-rising enrolment, transport to go to the burial site, absence of development organizations (seen as supported by diamond companies), community cohesion and running of families. Individual women, households and the whole community are not receiving structured support to manage socio-economic transitioning from communal to semi-urban livelihoods in a weak regional and national economy. Further, local institutions to which Patricia, Charity and other women are accustomed do not exist or are powerless in the settlement.

Monica (wife 2 in a separate family) and **Mary** (wife 14 in another) recounted life stories showing social strains of relocation. For Monica her family got one plot, which (according to officials) belongs to wife 1. Monica cannot sweep the compound and often family tensions rise unbearably. Mary got a plot after living for 4 years in a compound, which strained her marriage (relocation '*yakatirambanisa*'). She joked that her husband had to propose again when she and 8 other wives got houses after demonstrating. Her other 6 fellow wives found housing in a separate settlement. **Margaret** is a widow who stays with her son who has 3 wives. She had been promised her own plot but on arrival she was told 'you are being carried by your son'. Margaret has a disabled 23 year old daughter whose care is now compromised by the living arrangements and accompanying food insecurity.

The rural kitchen defines a social and economic management unit. Communal land is allocated depending on whether one has a kitchen or not. Patricia and her fellow women confirmed that relocation planning used this concept but unfortunately, plot allocation wasn't. This compromised women's personal, socio-cultural, economic and political rights within and outside the home.

5.2.7 Corporate social responsibility and women

The main method through which mining entities can address women issues in mining communities is through CSR. However, most mining companies are not honouring their CSR pledges in time resulting in resentment by mining communities. In Mutoko, Natural Stone

Company promised to drill boreholes, repair roads and build schools, dams and clinics but it is not delivering. The company promised to drill boreholes and advised communities to buy pipes but it reneged on the deal.⁴¹ About 50 community members went to the company with the intention to see the company head. However, police arrived at the scene arrested everyone. They asked for ring leaders but people could not divulge anything. However, the Police had been given names by workers at the mining company. When these people were arrested, about 120 people from the community came volunteering to be arrested with the group as well. Realising this, the police detained only 8 people (4 female) and Mutoko Magistrate ruled that they pay US\$300 as fine. Failure to pay would attract 6 months in jail and community service was ruled as not an option. The fine was however paid by a well-wisher organisation. The box below cites some positive contributions by mines that impact on women in particular and communities in general.

Box 7: Some positive contributions by mines

1. Construction of a secondary school block by RED Granite at Gurure Secondary School, construction of clinic in ward 5 by ZIQ and CRG, construction of a school block and toilets at Kowo primary school, a cattle dipping facility constructed in the Charehwa area, and provision of transport to take ill villagers to Mutoko General Hospital (Sigauke, 2015);
2. DTZ⁴² installed a tank in Chimanimani town servicing 718 stands (including 2 church stands, 6 commercial stands, and 6 service industrial stands), a development that has significantly increased water supply in the town.⁴³ Availability of water means that less work and time for women in fetching water (Field findings, April 2015);
3. Construction of roads, schools and dams, a mothers` shelter at Chirombe Clinic, refurbishing of various schools and clinics in Tongogara RDC, building of new houses for those displaced in Village 17, helping farmers with seeds, fertilisers and tilling of the land, employment and business opportunities to the communities, (ZHRC and Oxfam 2014).

Sources: Various

However, RDCs make the point that more could be provide in terms of development resources if mining companies were providing resources as previously. While Sigauke (2015) concedes that granite quarrying in Mutoko has provided jobs to locals because most of them use unskilled labour he however argues that because the

‘Quarry miners are reluctant to pay council its dues. For example in 2009, the district produced 121 000 metric tons of black granite worth US\$12.1 million and yet the mines were prepared to pay a paltry US\$18 400 to the District Council’ (2015: 7).

Chimanimani RDC also noted that the DTZ tank was only USD800 and no further benefits were received from the mining entity⁴⁴ reflecting that companies may be cunning in their dealings with communities. In fact when DTZ engages in any CSR activities it wants to substitute CSR for RDC levies. In summary, mining firms ‘talk of CSR but they sponsor Dynamos and not us communities’.⁴⁵ In Marange, these entities are building mansions for chiefs leaving aside communities. This development is also peculiar in Mutoko as it was

⁴¹ Case presented as narrated by some of the women who were arrested and fined

⁴² This company is mining diamond at Charleswood about 12-15km along Tilbury road in Chimanimani.

⁴³ Interview with Chimanimani RDC Planning Technician, Chimanimani

⁴⁴ Interview with Chimanimani RDC Heads of Departments, Chimanimani.

⁴⁵ Ibid.

raised that 'mining companies give perks to bribe local traditional leadership and ruining the relationship between council and the communities'.⁴⁶ This is encouraging divide and rule between communities and local authorities affecting the effectiveness of CSR initiatives.

In conclusion, the challenge is that 'mining companies always avoid big and serious community projects that benefit the communities on a large scale preferring low level projects that are cheap'.⁴⁷ In other words, projects being supported through CSR are not transformational. Relations between mining companies and local authorities are frosty and antagonistic, with the former mainly respecting and recognising only the national government. In essence, 'Council's role in the mining operations is ceremonial... [they] cannot do much to lobby and advocate for the advancement of women in its mining communities as it is just an spectator and cannot do much'.⁴⁸ There is cosmetic interaction between the local authority and the mining entities affecting the crucial interventions that would otherwise benefit women in the mining areas. This explains why in other jurisdictions major mining companies have instituted formal mechanisms for community consultation, such as permanent forums and regular engagement processes. Some are undertaking participatory environmental performance monitoring and evaluation (Kemp, Owen & van de Graaff, 2012).

5.3 COLLECTIVE FORMS OF COMMUNITY ORGANIZATION

The predominant arrangement of collective forms of community organisations addressing the impacts of mining to communities manifests as community share ownership trusts / schemes and women associations. However, the role of women in community trusts is muted and these schemes are not entirely meant to address women issues in mining communities. In general, the effectiveness of CSOTs in advancing responsive, just, and sustainable and development oriented mining activities is still very insignificant. In all the mining communities visited, there are CSOTs despite these trusts struggling to make an impact in communities. In Mutoko, the CSOT is yet to be launched despite preparations for the trust being initiated in 2010. Disbursements by quarry companies to Mutoko Community Share Ownership Trust (MCSOT) as of April 2015 were \$2500 by Natural Stone, and \$25,000 by Quarry Enterprises against pledges made amounting to \$286,000 (Quarry Enterprises), \$100,000 (ZIQ), and 1million (Natural Stone) payable in 30 years. In terms of plans, MCSOT has clear development priorities though these remain a pipe dream.

The Save-Odzi Community Network Trust is an organisation advocating for mining communities affected by downstream effects of diamond mining along Save and Odzi Rivers. The network has 15 trustees; 5 of them being women. To date the network conducted 4 workshops each in Buhera, Chimanimani and Chipinge aimed at equipping communities with basic rights. The research team interfaced with some women who are part of the network and there are indications that they are actively involved in training and disseminating information to other women. The network however requires structured support for lobbying and advocacy training.

In the Marange community, the collective agency of women is structured through Chiadzwa Community Development Trust (CCDT). The Trust is a platform for women to raise their

⁴⁶Interview with Mutoko RDC heads of departments, Mutoko.

⁴⁷Interview with Mutoko Ward 5 and 12 councillors, Mutoko.

⁴⁸Interview with Mutare RDC heads of departments, Mutare.

issues in the mining community. Further, women are community monitors taking women's issues to respective stakeholders i.e. ZLHR, CNRG, ZELA, and AAIZ among others. At the same time, women also monitor people whose rights are violated in addition to teaching and recruiting community monitors. At the time of conducting this research, the footprint of CCDT in addressing the negative impacts of mining to the affected community was however faint. In addition, mining companies 'have so far contributed \$400,000 towards the Zimunya-Marange CSOT which communities are not happy with given that companies had pledged \$10 million dollars each'.⁴⁹ Out of this figure, Mutare RDC in agreement with the communities allocated each ward \$5,000 and would go on to agree with their councillor on how to use this money.

At present, Zimbabwe has more than 10 Associations of Women in Mining. These critical organizations face organizational and institutional development challenges including 'disagreements amongst the associations'.⁵⁰ They lack coordination and organisation. Their leaders mislead other women members with wrong information as the Kitsiyatota case shows. It seems that women are not separating mining from politics, a feature that is destabilising women's agency. The potential for organisation and coordination of women remains available. What is however needed is a process of harnessing, restructuring and consolidating existing women's initiatives.

6. CONCLUSION AND RECOMMENDATIONS

Building women's agency and active citizenship requires strategic planning, organising, and actual struggles. In those struggles, women 'must break the silence; they must tune out the cultural racket; they must speak their own lives' (Meyers, 2002). At the same time, women's agency and empowerment muddles in deeply entrenched political contestations both in the extractive industry and society at large. Economic empowerment or independence helps women assert their sexual and reproductive health and rights. Women in polygamous families without houses of their own at ARDA Transau exposes them to serious inequalities that potentially compromise theirs and children's prospects of avoiding crippling poverty. Women have more constraints in terms of access to resources than men especially economic resources. Power relations in society determine strategies for building women's agency and active citizenship. It is the nexus between action and reaction that characterises women's movements and shapes their agenda, strategies, and quest for empowerment (Steady, 2006: 1). What makes a difference is how women act on the impacts of mining. The capacity to act collectively is not just a matter of groups sharing interests, incentives and values, but a prior and shared understanding of the constituent elements of problem(s) and possible solutions (Gauri, Woolcock & Desai, 2013). Such collective action helps in confronting the socio-economic and political construction of the Zimbabwean society in general and mining communities in particular.

6.1 ORGANIZING WOMEN AND CIVIL SOCIETY AGENCY

Building a vibrant movement for women and their civil society organizations to stake their claim in mining requires that AAIZ and ZELA strengthen the:

⁴⁹Interview with Mutare RDC heads of departments, Mutare.

⁵⁰Interview with Mining Commissioner, Harare.

- a) Formation of women's social movements which are mining community based with structured and sustained support (technical and financial) from a social movement organisation mainly dedicated to addressing women's issues;
- b) Collaboration with different non-state actors working with mining communities on similar issues to share and disseminate lessons and avoid duplication and overlaps. This may be through holding indabas on women in mining with all stakeholders (local and central government, CSOs, women, and mining companies etc.) and other platforms to spotlight women's issues;
- c) Focusing on key entry and rallying points to trigger enthusiasm in women's movements i.e. through having women celebrations in mining communities;
- d) Identifying and promoting change champions who can promote women's issues and rights in mining communities. Examples include women traditional leaders in the Marange area;
- e) Structured support to women in mining communities in movement mobilisation, coalition building, strategic thinking, negotiation and advocacy;
- f) Conducting/facilitating community visioning processes where affected people share their thoughts, ideas and map a work forward. This process should emphasise that women are at the centre of liberating their situations;
- g) Taking key leaders on exchange programmes to expose them and experience women issues in affected communities; and
- h) Further strengthening village based women's rights defenders so that people know their constitution, mining laws, policies and procedures. Related is equipping these volunteers with as many social skills as is possible including, but not limited to marriage and HIV and AIDS counselling, advocacy, project management etc.

6.2 FGG-RELATED RECOMMENDATIONS

- a) Support the structured participation of civil society and women coalitions during the revision of Mines and Minerals Act.
- b) Consider providing support to the mines ministry in conducting consultative meetings during Mines and Minerals Act review.
- c) Consider building the capacity of CSOT to address women issues in mining communities.
- d) Lobby for the provision of adequate housing at ARDA Transau to relocated families.
- e) Assist the families who are in the process of displacement in Mutoko during negotiations with mining companies.
- f) Psycho-social support to married and divorced under-age girls.
- g) Assist the community in getting compensation from mining companies with regards to lost livestock.
- h) Technical support to women trustees in CSOT so that they are able to influence the priorities of CSOT.

6.3 INFLUENCING OPPORTUNITIES FOR MOBILIZING WOMEN

There are various opportunities at local, national and regional levels to mobilise women to claim their rights as presented on table 4. Capitalising on these opportunities requires a clear and defined strategy as mobilising and building women agency requires time, commitment and sustainability.

Table 4: Influencing opportunities for women’s mobilization

Level	Opportunities
Local	<ul style="list-style-type: none"> a) Enthusiasm by women in mining communities to mobilise and act on issues affecting them, b) Already existing and isolated pockets of momentum towards women mobilisation, c) Local authorities in mining communities are also affected and have the desire to ‘fight’ for their and women issues, d) Women affected in mining communities come from various political persuasions; a feature that can diffuse politics during women mobilisation, e) Issues affecting women in mining communities are also affecting every section of the society providing an opportunity to harness young people, men and women in such mobilisation.
National	<ul style="list-style-type: none"> a) A large population of women affected by mining activities in Zimbabwe provides a big constituency for women mobilisation, b) The ongoing review of the Mines and Minerals Act as a process to influence and entrench women’s rights, c) The ongoing process of developing a Mining policy as a process to influence women’s rights, d) The Constitution of Zimbabwe which compels ‘the state to promote the full participation of women in all spheres of the Zimbabwean society...’ (Sec 17), e) The ongoing alignment of laws to the Constitution of Zimbabwe so that women rights are entrenched in various Acts of parliament,
Regional	<ul style="list-style-type: none"> a) Existence of women and civil society coalitions in mining communities in sub Saharan African countries i.e. Tanzania, South Africa, Zimbabwe etc., b) Lessons from AAI’s FGG experiences in Kenya, South Africa, Zambia and Zimbabwe, c) The majority of women living in mining communities in SADC are facing the same challenges providing mobilisation platform at regional level.

6.4 STRENGTHENING LOCAL/COMMUNITY DEVELOPMENT PLANNING IN MINING AREAS

FGG implementation needs to prioritize development planning in the specific communities where it is being implemented. This will help resolve strategic issues that affect households and communities repeatedly. The specific issues highlighted by this study include relocation, socio-economic displacement, associated service delivery stresses (e.g. over-crowded and resource poor education facilities, distant and poorly stocked health facilities) and inadequate social and child protection services.

Implementing this strategic recommendation requires that the FGG design be adjusted to incorporate closer interaction with local/central governments and mining companies, building the capacity of local institutions including traditional leaders and other community-based organizations. This is because violations of women’s economic rights happen within a community context. As such, existing and FGG-established local organizations need to have collaborative capacity to address the violations at the different levels from practice to policy.

6.5 STAKEHOLDERS TO STRENGTHEN FOR SUSTAINABLE DEVELOPMENT IN COMMUNITIES OF PLACE

In order to better organise women and civil society towards addressing negative mining impacts on women, a number of state and non-state stakeholders are vital. These stakeholders are explained in Table 5. It is important to build coalitions with these stakeholders. Such coalitions are vital in vision setting and sharing critical to reforming a largely exclusionary extractive industry in Zimbabwe.

Table 5: Stakeholders to target for organizing women and civil society

Stakeholder	Explanation
Traditional leaders	Village heads, headman, and chiefs preside over communities affected by mining in rural areas.
Local Authorities	Local authorities, rural and urban have a development function in rural and urban communities where women affected by mining live.
Government Ministries	Ministries of mines, women affairs, environment and lands deal with topical issues in the extractive sector (women participation, environment and land especial for relocation).
Politicians	Ward councillors and MPs are found in every mining community, and these are important actors in addressing peoples' concerns in their respective constituencies. Further, politicians have shares in most of these mining companies; a stumbling block to women and civil society agency in mining areas.
Mining companies	Mining companies are at the centre of perpetuating or reducing women's challenges in mining communities.
NGOs / CSOs	There are a number of CSOs/NGOs working in mining communities in Zimbabwe, whose work needs consolidation.

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ANNEX 1: LIST OF PEOPLE INTERVIEWED

Name	Organisation	Position
Local Authorities		
1. ChipoSambare	Mutoko Rural District Council	Councillor Ward 12 Mutoko North
2. KwanisaiDende	“ “	“ “ 5
3. Makore Reason	“ “	Internal Auditor
4. Zulu Samson	“ “	Engineer
5. Peter Sigauke	“ “	CEO
Mutare Rural District Council		
1. Musungo Ryan	Mutare Rural District Council	Internal Auditor
2. NyarumbaThemba	“ “	Community and Social Services
3. Simbine George	“ “	Engineer
4. Chinaka S.D.	“ “	Chief Executive Officer of Council
5. Sigauke	Local Gvt. MLGNH	Assistant District Administrator (Mutare District)
Chimanimani Rural District Council		
1. Chimhete	Chimanimani Rural District Council	Councillor; Ward 20 Chimanimani West
2. Brian Muchinapo		ICT
3. Mr. Vhundikwa		Planning Technician
4. Ms. Gangaidzo		Audit
5. Mr. Maringe		Environment
6. Ms. Marange		Finance
7. Bore	Local Gvt. MLGNHPW	District Administrator
Mining Communities		
Mutoko		
Name	Mining Community	Male / Female
1. GuveyaLoice	Ward 5	F
2. Kutyauro Evelyn	Ward 5	F
3. Munawa Shelter	Ward 7	F
4. KatsandeDadirai	Ward 7	F
5. Tsigu Beauty	Ward 7	F
6. Anna Kingstone	Ward 5	F
7. Vhavha Clara	Ward 11	F
8. Vimbika		F
9. Matemachani Eunice	Ward 11	F
10. RudoChagwedera	Ward 8	F
11. Francisca Rinhomhota	Ward 8	F
12. TendaiT.Madzinga	Ward 5	M
13. KwanisaiDende	Ward 5	M
14. Chipor.Shambare	Ward 12	F
Marange		
1. Esther Muteya	Masvaure	F
2. Erica Masvaure	Masvaure	F
3. ChidoKarei	Chiadzwa	F
4. MynessMatanda	Chiadzwa	F
5. Rose Madochi	Chiadzwa	F
6. Joel Masvaure	Chiadzwa	M
7. Gladys Mavusa	Chiadzwa	F
8. Lucia Tsakatsa	Chiadzwa	F
9. TichafaMuchisi	Marange	M
10. Regina Manjeese	Chiadzwa	F

11. ThandiweDukwende	Chiadzwa	F
12. Ever Muungani	Marange	F
13. Susan Marange	Marange	F
14. Dawn Makaza	Marange	M
15. Matron Chipepera	Masvaure	F
16. LovemoreMukwada	Chiadzwa	M

ANNEX 2: KEY TOOLS USED

Tool A: Women as Mine Workers⁵¹

1. What mining activities are you engaged in?
2. Why do you take part in such activities?
3. How many women are you in the mining activity you are engaged in?
4. What are the direct impacts of mining on your rights as women?
5. What are the indirect impacts of mining on your rights as women?
6. Are you aware of any laws and policies that govern mining activities? If yes please explain them?
7. In your opinion is the law contributing towards the involvement of women in mining and protection of women rights in mining? Explain your answer.
8. Are there any organisations that represent women's rights and interests in this area?
9. If yes to 8, what do they focus on? What is your role as women in these organisations' activities?
10. How do you rate the willingness of women in this area to participate in women collective organisations? Poor Moderate Excellent. Please explain your answer?
11. In your opinion, what can be done to improve women agency and organise civil society so as to bring women rights into mainstream demands of this community?
12. What opportunities are available to assist women mobilisation in claiming their rights?

Tool B: FGD Women in Mining Communities⁵²

1. What are your daily interactions with mining activities?
2. What are the direct impacts of mining on women's rights? (**Probe** access to & control of land; natural resources (water, forests etc.); livelihoods; violence against women; unpaid care work etc.).
3. What are the indirect impacts of mining on women rights? (**Probe** access to & control of land; natural resources (water, forests etc.); livelihoods; violence against women; unpaid care work etc.).
4. Are you aware of any laws and policies that govern mining activities? If yes please explain them?
5. In your opinion is the law contributing towards the involvement of women in mining and protection of women rights in mining? Explain your answer.
6. Are there any organisations that seek to address women issues related to mining in this community?
7. If YES to 6, what roles do women play in such organisations?
8. How can women and civil society be organised to address women issues in this community?
9. What other key stakeholders (explain their roles as well) should be included so that your proposal in 8 above becomes a reality?
10. What opportunities are available to assist women mobilisation in claiming their rights?

Tool C: FGD Mining Communities (Women, Men & Young People)⁵³

1. What are your daily interactions with mining activities?
2. What are the direct impacts of mining on this community? (**Probe** access to & control of land; natural resources (water, forests etc.); livelihoods; violence against women; unpaid care work etc.).
3. What are the indirect impacts of mining on this community? (**Probe** access to & control of land; natural resources (water, forests etc.); livelihoods; violence against women; unpaid care work etc.).

⁵¹ In both Artisanal Small-scale Mining and Large-scale mining. These can be organised as Focus Group Discussions or Key Informant Interviews depending on the obtaining numbers of women.

⁵² Focus Group Discussion with 10-12 women living in a mining community.

⁵³ Focus Group Discussion with 10-12 people comprising women, men and young people living in a mining community.

4. In your opinion who is mostly negatively affected by mining activities between men and women in the community?
5. Have you experienced any human rights violations due to mining activities and what happened?(If a case study arises record separately and in confidentiality)
6. Are you aware of any laws and policies that govern mining activities? If yes state them
7. If yes to 6, in your opinion how have these laws contributed positively and negatively towards women, men and young people living in mining communities?
8. Are there any organisations that seek to address issues you raised in 2 & 3 in this community?
9. If YES to 8, what role do you play in such organisations?
10. How can this community and civil society be organised to address your issues?
11. What other key stakeholders (explain their roles as well) should be included so that your proposal in 10 above becomes a reality?
12. What opportunities are available to assist women mobilisation in claiming their rights?

Tool D: Key Informant Interviews /FGDs Local Government Officials (CEOs, DAs, Council HoDs, Councillors, Council Committee on Environment)

1. How do you relate with mining companies and people living in mining communities?
2. What are the direct and indirect impacts of mining in mining communities in particular on women rights? **Probe** access to & control of land; natural resources (water, forests etc.); livelihoods; violence against women; unpaid care work etc.).
3. What have you been doing to minimise such mining impacts to this community?
4. What other stakeholders (state & non-state actors) have you been working with in 3 above?
5. What are your comments in relation to laws and policies that govern mining activities (**Probe** in relation to women rights, protecting ASM, CSOT, and value addition).
6. Are there CSOs working towards addressing women issues in mining communities? If yes, what are their major focus areas?
7. In your opinion, how can women and civil society organise better to advance women rights in mining communities?
8. What opportunities are available to assist women mobilisation in claiming their rights?
9. What stakeholders should be targeted (state their roles as well) as a strategy to strengthen women agency in the mining sector?

Tool E: Key Informant Interviews Mining Companies (CSR, SHE)⁵⁴

1. How do you relate with communities around you and in particular women?
2. What is the composition of women and men in CSR, SHE departments?
3. What have been the direct and indirect impacts of mining in the surrounding community? **Probe** access to & control of land; natural resources (water, forests etc.); livelihoods; violence against women; unpaid care work etc.).
4. What has been your company doing to address some of the negative impacts pointed on 3 above?
5. How are women in this mining community organised? How do they raise their mining related issues to your company?
6. How can women and civil society organise better to advance women rights in mining communities?
7. In terms of your mining regulations and policies, what opportunities are available to assist women mobilisation in claiming their rights?
8. In order to advance women rights in mining communities, what stakeholders should be targeted and why?

Tool F: Key Informant Interviews CSOs Working in Mining Communities

1. What are the key focus areas of your organisation?

⁵⁴ Interviews with Cooperate Social Responsibility and Safety, Health and Environment Departments.

2. Explain your work and engagement in this mining community?
3. How are you working with women in this area?
4. What have been the observable direct and indirect impacts of mining in the surrounding community? **Probe** access to & control of land; natural resources (water, forests etc.); livelihoods; violence against women; unpaid care work etc.).
5. What has been your organisation doing about the issues raised on 4 above?
6. How can women and civil society organise better to advance women rights in mining communities?
7. What opportunities are available to assist women mobilisation in claiming their rights?
8. In order to advance women rights in mining communities, what stakeholders should be targeted and why?



“Strengthening Citizens Actions Against Poverty”

Background

All four African country offices and their respective partners currently implementing the Fair Green and Global (FGG) program have on-going interventions aimed 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 accepted 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, countries have 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 starting point proposed at a workshop of FGG implementing staff and partners in April 2014, was to carry out joint action research (beginning in the fourth quarter of 2014) across the FGG countries that would build a common understanding and plan of action to **guide informed women’ rights-specific interventions in our extractives work**. This short concept note is meant to elaborate the process and time frame of this research. We are cognizant that there are a range of studies on extractives, gender and women’s rights that we can draw from and therefore do not intend to repeat or replicate these but instead develop sharp, focused and context-specific strategies for ActionAid and its partners’ work in these four countries.

The mining sector in Zimbabwe has proved to be one of the critical drivers of economic growth in the past 3 years. The sector has contributed more than 60 % of the country’s total exports. The Zimbabwe mining sector has become the topical discussion issues, of course because of the discovery of the diamonds. They have put in up to 90% of the total mineral export earnings in the country and the top contributors in the last years are platinum, diamond and goldⁱ

Mining is generally situated in rural areas where agriculture is also prevalent. Their activities impact negatively on agricultural land and grazing areas. This reduces food security.

Rationale

There is increasingly well-documented evidence that women living in poverty bear the brunt of the negative impact of extractive industries – including their community lands being taken, forests destroyed, water supplies diverted, polluted and exhausted, and as local and traditional forms of production eroded by mining activities. Women are the primary producers and processors of food and their livelihoods and those of their dependents are therefore deeply impacted when communities are displaced from their farming lands and when water is pollutedⁱⁱ

Further, many women have little power and few resources to influence decision-making, resist mining activities where they may undermine their interests, and compromised ability to adapt to the negative social and environmental impacts of mining. Unfortunately, the appreciation of gender differences between women and men has not been considered solidly in the management of natural resources in general nor in the extractives sector in particular. Even the wide range of mining-related human rights frameworks and standards neglect the interests and perspectives specific to women.

Admittedly, ActionAid’s work on extractives has not built in a gender analysis or women ’s rights perspective to the level we commit to in our HRBA approach. Neither our community level advocacy nor policy influencing work has adequately incorporated this approach. This is not to say that there is a complete absence of this perspective – for example, ActionAid South Africa has begun engaging closely with Women Affected by Mining United in Action (WAMUA); additionally, ActionAid Kenya has targeted interventions with women affected by precious metal mining in the coastal area and recently linked with WOMIN (IANRA) on related research while Zambia and Zimbabwe are starting building a

more solid platform with women affected in extractive sector of Diamonds – but that there is an urgent need for deepening our work on the subject.

This proposed research presents an opportunity for all four countries to strengthen their work with communities affected by extractive industries by bringing in the missing focus on women's rights and the gendered impacts of the sector. In addition, it will potentially provide valuable lessons and direction for the federation's increasing focus on extractives for the rest of the global strategy period.

In Zimbabwe, a lot have been done in terms of communities' awareness raising on the impact of mining on community and key right related to that. Hence, the specific impacts on women have not been strongly captured. Thus, the Actionaid Zimbabwe and partners, cognisant of the lack of gender focus in the project, while at the same time acknowledging that women constitute the majority of the population and especially in the rural areas and therefore are the ones largely impacted by mining operations on the livelihoods; have started giving more focus on women since last year.

We are hopeful that this research will build understanding through showcase in a more documented way, to CSO, government and institutions that have in their concern women in the extractive industries about the impacts of women and based on their vulnerability to their biological make up and social orientation due to tradition and customs.

Also, Although government has made great strides in promoting gender equality and realization that women do and can contribute meaningfully to the economy of the country; Still, at the 2013 mining Indaba, it was recommended that there is need to develop a gender sensitive mining policy that addresses equality in social, economic and decision making in mining; that also adopt principles of affirmative action or quota system in Community share ownership trusts and all mining activities. We are hopeful that in the development of the policy, they will draw out from this research necessary elements around gender sensitivity with regard to extractive industry

Objectives of the Research

We are looking this research to build a deeper understanding of the gendered impact of Extractives Industries on the communities in which ActionAid Zimbabwe currently has interventions in order to design strategies and appropriate actions to promote women's rights in our work on extractives.

Specifically, the research should address the following objectives:

- 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?-

- 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:**
 - a. What are the Zimbabwean legal instruments, regulatory frameworks, policy options, institutions and gender relations which are reinforcing the negative impacts on women?

- b. How effective are the existing legal instruments, regulatory frameworks, policy options and institutions to safeguard women's rights in mining?
 - c. What changes are required in the legal instruments, policy options, institutions and community gender relations to safeguard women rights related to mining sector?
- 3. To provide suggestions on how to strengthen women's agency for claiming their rights in the mining sector. This objective should address at least the following questions:**
- a. How can women and civil society organise 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?

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 Zimbabwe.

The focus on Zimbabwe is justified 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.

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 ActionAid 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, national, international organisations, CSOs, women groups, feminist movements, and activists

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 sensitise 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 ActionAid 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.

Our “Framework for Gender Equality and Rights-Based Approaches”ⁱⁱⁱ includes four main spheres in the life of a person which we are expecting the study to deliberately analyse .

Personal: referring to the situation of the individual in terms of physical and mental health and well-being, including control over sexuality

Social/Cultural: social beliefs, values and behaviours, education and information, access to and participation in civil society organizations, etc.

Economic: access to and control of income, credit, and/or land, non-discriminatory employment opportunities, etc.

Political: ability to have a voice in decision-making, including through electoral processes, etc.

All of these spheres are overlapping and inter-connected, which is why problems in one area constrain the extent to which women can enjoy their rights in another. What makes gender inequality particularly insidious is the combination of private and public oppression. For that reason, when identifying problems, it is important to also reflect on three different dimensions:

Self-Private-Public.Selfrefers to personal confidence, psychology, relation to body and health. Private includes relationships and roles in families, among friends, sexual partnerships, marriage, etc. Public is the area outside the family—it may refer to community relations, place of work, the market, or other situations.

The research will employ the following techniques:

1. Review of existing literature, including official documents and data on Extractive Industries in Zimbabwe
2. Use of specific gender tool in the focus group discussion with women
3. Focus group discussion with other community member
4. Formal meetings and interviews with communities in mining fields including some of the affected people, the local and district officials; government officials; representatives of the companies, representatives of security agencies in the area, opinion leaders; members of civil society and officials .
5. Observation.

Data Validation

In order to validate information gathered from the different stakeholders the validation workshops will be organised at local level and national level. In addition to community relevant officials from government and mining companies will be invited.

Analysis of data collected will guide on action recommendations for the communities including the women themselves the Extractives companies, the government and the civil society.

This is action research will analyse the situation as well as propose credible and alternative strategies and actions. Although professional researchers will be contracted to carry out the work, it is absolutely necessary for the respective relevant country staff and partners to engage meaningfully and committedly in the process at all stages.

Time line:

The work will be completed in 30 days over a 1 month period.

KEY DELIVERABLES

The contracted researchers will be asked to elaborate a more detailed methodology plan but at minimum the following outputs will be required:

- ✓ Research report.
- ✓ Develop at least 2 captivating stories that show level of impact related to any component on Women's Rights.

QUALIFICATIONS AND EXPERIENCE REQUIRED**The consultant should:-**

Possess a Masters' degree in Social Science, Environmental Science or Law

- Must have conducted research in the development/civil society/movements context and must have knowledge in at least one content area of relevance to WoMin's work.
- Minimum 5 years' experience as a feminist activist with a strong commitment to and a proven practice of supporting research for feminist organising and movement building
- Experience of conducting participatory field research on women rights and mining
- Strong grounding in gender concepts, an ability to undertake deep gender analysis and work alongside others to cultivate the same ability
- Knowledge of environmental justice and community rights issues will be an added advantage.
- Experience and knowledge of Human Based Approach and Women's Rights
- Experience in policy analysis
- Vast working experience in conducting Action Research.

ANNEX 4: FIELDWORK ITINERARY

Date	Activity	Time
20.04.2015 Travel to Mutoko		
1. Mutoko Mining Community		
20.04.2015	FGD Women in mining Community	0900-1000hrs
	FGD Mining Community (men, women & young people)	1030-1130hrs
	Key Informant Interview Ward Councillor/s	1030-1100hrs
	FGD/KII Women as Mine Workers (ASM)	1200-1300hrs
	Lunch	
	Key Informant Interview Mining Company CSR	1400-1430hrs
	Key Informant Interview Mining Company SHE	1400-1430hrs
21.04.2015	Mutoko Rural District Council / Other Stakeholders	
	FGD with Head of Departments (HoDs)	0900-0945hrs
	Key Informant Interview District Administrator	1030-1100hrs
	KII CSO Working in Mining Community	1200-1230hrs
21.04.2015 Travel To Mutare		
2. Mutare Mining Community		
22.04.2015	FGD Women in mining Community	0900-1000hrs
	FGD Mining Community (men, women & young people)	1030-1130hrs
	Key Informant Interview Ward Councillor/s	1030-1100hrs
	FGD/KII Women as Mine Workers (ASM)	1200-1300hrs
	Lunch	
	Key Informant Interview Mining Company CSR	1400-1430hrs
	Key Informant Interview Mining Company SHE	1400-1430hrs
22.04.2015	MutareRDC / Other Stakeholders	
	Key informant interview with District Administrator	1430-1500hrs
	FGD with Head of Departments (HoDs)	1500-1545hrs
	KII CSO Working in Mining Community	1545-1615hrs
22.04.2015 Travel to Chimanimani		
3. Chimanimani Mining Community		
23.04.2015	FGD Women in mining Community	0900-1000hrs
	FGD Mining Community (men, women & young people)	1030-1130hrs
	Key Informant Interview Ward Councillor/s	1030-1100hrs
	FGD/KII Women as Mine Workers (ASM)	1200-1300hrs
	Lunch	
	Key Informant Interview Mining Company CSR	1400-1430hrs
	Key Informant Interview Mining Company SHE	1400-1430hrs
23.04.2015	Chimanimani RDC / Other Stakeholders	
	Key Informant Interview District Administrator	1430-1500hrs
	FGD with Head of Departments (HoDs)	1500-1545hrs
	KII CSO Working in Mining Community	1545-1615hrs
23.04.2015 Travel to Buhera		
4. Buhera Mining Community		
24.04.2015	FGD Women in mining Community	0900-1000hrs
	FGD Mining Community (men, women & young people)	1030-1130hrs
	Key informant interview Ward Councillor/s	1030-1100hrs
	FGD/KII Women as Mine Workers (ASM)	1200-1300hrs
	Lunch	
	Key informant interview Mining Company CSR	1400-1430hrs
	Key Informant Interview Mining Company SHE	1400-1430hrs
	Key Informant Interview Women as Mine Workers (LSM)	1430-1500hrs
	Buhera RDC / Other Stakeholders	
	FGD with Head of Departments (HoDs)	1400-1430hrs
Key Informant Interview District Administrator	1430-1500hrs	

	KII CSO Working in Mining Community	1430- 1500hrs
Travel back to Harare		
Case study development;	May 28 th (Mutoko) and 29 th (Mutare)	

Key:

FGD Focus Group Discussion
 KII Key Informant Interview
 ASM Artisanal Small-Scale Mining
 CSR Corporate Social Responsibility
 SHE Safety, Health & Environment
 LSM Large-Scale Mining

ⁱ Zimbabwe alternative mining Indaba report , 2013

ⁱⁱ (www.rosalux.co.za/wp-content/uploads/.../Marikana-Labour-01_2013.p).

ⁱⁱⁱ The ActionAid Gender equality and RBA resource kit , 2006, p7