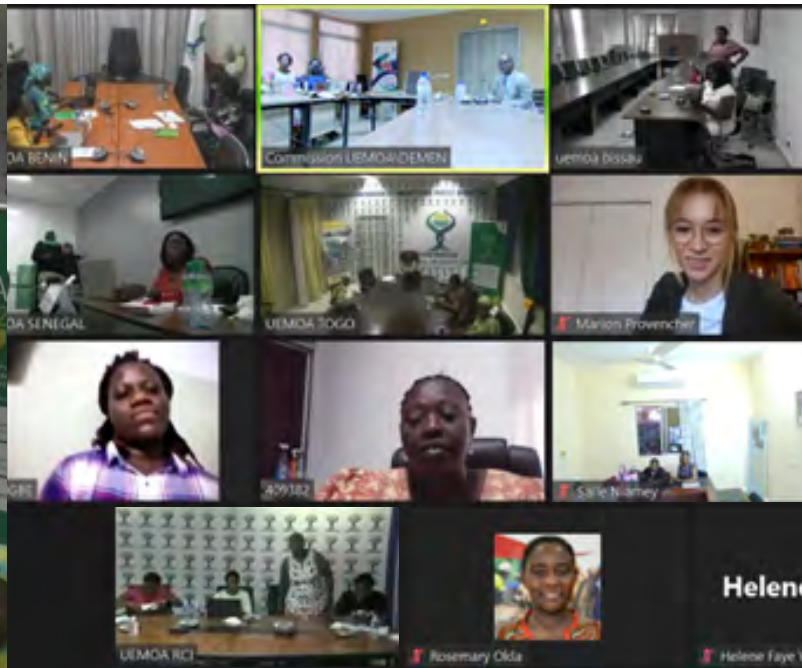




IGF

INTERGOVERNMENTAL FORUM
on Mining, Minerals, Metals and
Sustainable Development



MEETING REPORT

Gender and Local Content in the Mining Sector: Training for WIMOWA

IGF-UEMOA Remote Workshop

November 23–24, 2022

Background

The Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development (IGF) received a request from the West African Monetary and Economic Union (UEMOA, in French) for capacity-building support for members of Women in Mining of West Africa (WIMOWA). This support falls under a Memorandum of Understanding between UEMOA and the International Institute for Sustainable Development (IISD), which has hosted the IGF Secretariat since 2015. Under the agreement, the IGF's role is to promote capacity building for officials in UEMOA

and its member states to support mining's contribution to sustainable development in the region.

WIMOWA is a network of women's associations in the mining, oil, and gas sectors in West Africa that was created under the aegis of UEMOA in 2015. When it was created, the IGF responded with a training needs assessment survey to map WIMOWA members' existing capacities, learning needs, and expectations. The IGF used the survey results to develop an initial one-day tailored training on gender in mining governance for WIMOWA members that was delivered on November 26, 2020.



Following the first training and feedback from participants, the IGF was called on to promote a better understanding of gender equality and mining governance, specifically on the topic of local content. A second workshop on gender and local content was thus designed and delivered on November 23 and 24, 2022.

The workshop's main facilitator was Mokshda Pertaub, an expert in gender equality and gender-based violence. The program also included issue-specific presentations from

1. Isabelle Ramdoo, deputy director of the IGF, who introduced the topic of local content and covered core principles and main issues.
2. Marion Provencher, gender analyst, who introduced the workshop and participants and supported moderation and summaries.
3. Mokshda Pertaub, trainer and facilitator, who facilitated all other modules, including women in direct employment and local procurement, cross-cutting issues for women in local content, and tools for the better integration of women in local content.

Designing the Training

To design the training according to the audience's existing knowledge and needs, the IGF conducted a needs assessment survey that gathered responses from 10 expected participants from four countries—Guinea, Togo, Benin, and Niger. The survey was circulated to French-speaking countries of the UEMOA space and was offered in French.

The survey responses revealed that only four out of the 10 respondents participated in the first training on gender in mining governance held in 2020. This was supported by very different self-reported levels of knowledge on basic concepts regarding gender, women's employment,

local procurement, and basic notions of local content. Participants shared their expectations for the training, which for many included how to better support women's participation in decision making, a better understanding of the impact of mining on women and the local economy, and concrete examples and tools for increasing women's presence in direct and indirect employment. Most of them reported wanting to use the training to train other women, share their newly acquired knowledge, and apply this knowledge in the field.

Following the needs assessment, the training was designed to cover both basic concepts of gender in mining governance and an introduction to local content so that everyone had a common basis for understanding gender equality in local content. Following those introductory modules, the training covered two main topics within local content where gender equally plays the biggest roles: employment and local procurement. The last session of the training was designed to present concrete tools and levers for increasing women's opportunities to benefit from mining activities.

Ahead of the training, a handout that was shared with participants summarized the objectives of the workshop and provided additional material the participants could access ahead of the training. These included IGF's massive online open course on gender and mining governance (available in French) and IGF's guide on local content policies. The handout also included a series of questions for participants to reflect on ahead of the training to be discussed as part of the workshop.



Training Structure and Content

The training took a hybrid approach, with participant groups gathered together in their respective country offices and the trainers joining them virtually. This method helped the participants interact while the trainer promoted engagement with questions, discussion, experience sharing, and group activities—all of which enhanced the learning process.

Following UEMOA's request, the training was opened up to English-speaking representatives through simultaneous translation. Thirty people from 12 different WIMOWA countries engaged in the training, including participants from various Women in Mining associations, ministries, and departments.

The first half-day started with an introduction to local content by Isabelle Ramdoo. Mokshda Pertaud then provided an introduction to gender in mining governance before linking both introductory sessions by presenting how and why gender equality matters in local content. The first day ended with a brainstorming session where the participants were encouraged to share their views on the challenges faced in direct employment and local procurement in their countries and what concrete solutions had been proposed to address these challenges. The discussion centred on local procurement of goods and services, the capacity to mobilize resources, subcontracts, and aligning small and medium-sized enterprises with mining companies through specific measures to encourage women's participation. The participants raised the point of having a policy framework to accompany these measures.

The second half-day focused on cross-cutting issues affecting women's access to the benefits from local content policies, such as the impacts of the relationships

between the mine and the local economy on the participation of women, creating support mechanisms for female entrepreneurship, training and mentorship of women, women's access to financial services, and the sociocultural expectations placed on women, including women's higher share of unpaid work. The last session focused on tools and frameworks that can be used to support women's access to opportunities created by local content policies from three perspectives: the government, industry, and civil society. The session was interactive and drew on the participants' knowledge, past challenges they faced, and how they overcame them. Multiple action points were identified, including the need to adopt a multisectoral approach (government/civil society/mining enterprise) to encourage and enable more women to join the mining sector and create local jobs for women; training of women for direct and indirect employment and local procurement; changing the work environment in mining to support a better and more inclusive workplace for women; etc.

At the conclusion of the training, the IGF Secretariat reiterated its commitment to offer further support to UEMOA and WIMOWA to build capacity on gender and mining governance. Fifteen participants provided feedback following the workshop. All participants were satisfied with the organization of the event, found the event useful for their needs, and agreed that the event allowed them to share information and engage with stakeholders. In addition, 93% of respondents agreed that the training program enhanced their capacity on the topic of gender in local content. Many participants offered suggestions for future capacity building, specifically centred on the sharing of good case studies and success stories about increasing women's inclusion in mining. Participants asked for future opportunities to share experiences and enhance peer learning, which was identified as a high point in the workshop.



[IGFMining.org](https://www.IGFMining.org)
   @IGFMining

©2023 International Institute for Sustainable Development

March 2023

**For more information about the IGF,
please contact the Secretariat:**

Secretariat@IGFMining.org

Secretariat hosted by



Secretariat funded by

The logo of the Government of Canada, featuring the word "Canada" in a serif font with a small Canadian flag to the right.



Kingdom of the Netherlands