Co-funded by the European Union

A Study Report on the Barriers to Women's Participation in Entrepreneurship and Artisanal Mining in Sierra Leone



A Study Report on the

Barriers to Women's Participation in Entrepreneurship and Artisanal Mining in Sierra Leone

November, 2021

This Study was Commissioned by Women on Mining and Extractives (WoME) – Sierra Leone

With Support from the Germany Federal Ministry of Economic Cooperation and Development (BMZ) and the European Union (EU)

Implementation was coordinated by the Manu River Union (MRU) Secretariat with Technical Support from GIZ

Table of Content

I. Cover Page: _ 1
II. Table of Contents: 2
III. List of Acronyms: 3
IV. List of Tables / Figures: 4
1.0. Acknowledgement: 5
2.0. Foreword: 6
3.0. Executive Summary 8
4.0. Country Context 9
4.1. Overview of the Minerals and Mines Sector 9
4.2. Legal and Regulatory Framework Governing the Minerals Sector 9
4.3. Institutional Arrangements 10
4.4. ASM and Women Empowerment 10
5.0. Study Design and Methodological Framework: 12
5.1. Study Design: 12
5.2. Study Area / Locations: 12
5.3. Study Population and Sample: 12
5.4. Sampling Procedures: 12
5.5. Research Instrument: 13
5.6. Data Management: 13
5.7. Data Collection: 14
5.8. Methods of Data Analysis: 14
5.9. Desk Review: 14
6.0. Presentation of Findings: 15
6.1. Socio-Demographic Profile of Respondents: 15
6.2. General Perception of Women Miners and Entrepreneurs: 18
6.3. Common Factors that Affects Women's Livelihoods: 23

6.4. Challenges Faced by Women Miners & Entrepreneurs: _ _ _ _ 26
6.5. Women's Contribution to House Hold Income: _ _ _ _ _ 32
7.0. Recommendations / Conclusions: _ _ _ _ _ _ _ _ 35
8.0. References: _ _ _ _ _ _ _ _ _ _ 37
9.0. Appendices: _ _ _ _ _ _ _ _ _ _ 38
9.1. Focus Group Discussion Checklist: _ _ _ _ _ _ 39
9.2. Key Informant Interview Schedule: _ _ _ _ _ _ 40
9.3. Survey Questionnaire Template _ _ _ _ _ _ _ 43
9.4. List of Participants for FGDs: _ _ _ _ _ _ _ 47
9.5. List of Interviewees for KIIs: _ _ _ _ _ _ _ 49
9.6. Selection plan for Respondents _ _ _ _ _ _ _ 49

List of Acronyms

ASJD	**Advocate for Social Justice and Development**
CMC	**Chiefdom Mining Committee**
CSO	**Civil Society Organization**
EPA	**Environment Protection Agency**
GoSL	**Government of Sierra Leone**
MDAs	**Ministries Departments and Agencies**
MFIs	**Micro Finance Institutions**
MGCA	**Ministry of Gender and Children Affairs**
MMMR	**Ministry of Mines and Mineral Resources**
NGO	**Non-Governmental Organization**
NMJD	**Network Movement for Justice and Development**
MSW	**Ministry of Social Welfare**
NMA	**National Minerals Agency**
NRA	**National Revenue Authority**
WOME	**Women on Mining and Extractive**

List of Figures and Tables

Figure 1: Age Range of Respondents
Figure 2: Sex of Respondents
Figure 3: Respondents Highest Educational Achievement
Figure 4: Marital Status of Respondents
Figure 5: Status / Occupation of Respondents
Figure 6: Mining Activities of any form is not Good for Women
Figure 7: Presence of Women Artisanal Miners in the Study Locations
Figure 8: Registration Status of Women Miner
Figure 9: Compliance Rate amongst Women Miners
Figure 10: Presence of Women Entrepreneurs in the Study Locations
Figure 11: Registration Status of Women Entrepreneurs
Figure 12: Compliance Rate amongst Women Entrepreneurs
Figure 13: Women's Unhindered Access to Land for Mining
Figure 14: Chances for Women's Access to Land
Figure 15: Access to Loan by Women Miners
Figure 16: Access to Loan by Women Entrepreneurs
Figure 17: Is Access to Finance by Women Entrepreneurs a Major Problem
Figure 18: Is Access to Finance by Women Miners a Major Problem
Figure 19: Instances of Women Miners being Bullied
Figure 20: Instances of Women Entrepreneurs being Bullied
Figure 21: Challenges Regarding Obtaining Artisanal Mining License
Figure 22: Challenges Regarding Registration of Women Entrepreneurs
Figure 23: Do Women Artisanal Miners Generate Economic Gains
Figure 24: Do Women Entrepreneurs Generate Economic Gains

Figure 25: Measuring Economic Gains Made by Women Miners
Figure 26: Measuring Economic Gains Made by Women Entrepreneurs

Acknowledgement

Our profound thanks and appreciation to staff of the Women on Mining and Extractives (WoME) Sierra Leone and its partners, most especially the Executive Director, Madam Esther Finda Kandeh and her team for the worthy and immense support they provided during this study. Not forgetting the donors and implementing partners that is the Germany Federal Ministry of Economic Cooperation and Development (BMZ) and the European Union as well as Mano River Union (MRU) Secretariat and GIZ for their financial and technical support.

Special thanks go to all the respondents of this study in the various study locations (Kenema District, Kono District, and Tonkolili District respectively), who gave their consent as well as their precious time to respond to the survey questionnaires, key informant interviews and participated in the various focus group discussions held in the various study locations. The views and responses provided by them during the data collection exercise were vital to the findings and recommendations of this study.

We would like to particularly thank the following stakeholders: His Worship Mayor Komba Mathew Sam of Koidu City Council; Madam Yabom Sesay - Chairperson Tonkolili District Council; Mr. Solomon Sahr Gbondo - Chairman Kono District Council; Mr. C. A. Gandu – Chief Administrator Kenema City Council; Chief Amara Sheku Musa Senior Section Chief who accepted one of the key informant interviews on behalf of the Paramount Chief Kapuwa of Nongowa Chiefdom in Kenema amongst several others.

The contributions of the research enumerators is worthy of commendation, we would like to mention; Samuel Kamara, Christian Musa Gbassa and Marian Yainkain Fornah as well as assistance provided by Gladys Finda Gbonda and John Aloysius Dugba who are

WoME's field staff in Kono and Kenema not forgetting the vehicle driver Alhaji Mohamed Kamara, all of whom contributed towards ensuring that the data collection and inputting was completed in record time.

Research Team

Foreword

Women on Mining and Extractives (WoME) is an indigenous non-governmental organization working with artisanal miners in mining host communities across Sierra Leone. WoME as part of the implementation of the project: ***Strengthening Resilience of Female Artisanal Miners in Kono and Kenema Districts for Improved Livelihoods*** commissioned a study in July, 2021 to investigate the Barriers that limits women's participation in artisanal mining and entrepreneurship in Sierra Leone. The study locations were Kenema, Kono and Tonkolili Districts respectively.

It is an open secret that, Sierra Leone is endowed with minerals like diamond, gold, bauxite, rutile iron ore etc. The importance of the mineral sector to the economy of Sierra Leone is illustrated by the fact that it used to provide over 70% of the foreign exchange earnings. Over the years, women have found mining activity (artisanal and small-scale mining) as a revenue stream for their livelihood and household sustenance alongside local farming. Based on an estimate given women make almost half (47 per cent) of the entire artisanal miner population in Sierra Leone[1].

However, cultural and historical practices and beliefs had relegated women to the periphery and continued to shape and restrict women's access to land, thereby limiting their main source of income which hinges on artisanal and small-scale mining sector. There are various concerns that have been raised as a result of women's lack of access to and control over resourceful land and other productive resources, gender-based violence, lack of recognition of their roles in almost all spheres, including development programs, public and private

[1] https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&cad=rja&uact=8&ved=2ahUKEwj21qTH5NXvAhVQQUEAHU6EDjQQFjAAegQIAhAD&url=https%3A%2F%2Fcwm.unitar.org%2Fcwmplatformscms%2Fsite%2Fassets%2Ffiles%2F1162%2Fnationalasgmoverviewsierraleone2019_final-1.pdf&usg=AOvVaw3W03DcXo8_QvjlFJI_HhQb

sectors or mining communities. Moreover, women are less likely to have their views and needs considered when it comes to mining-related investment/decisions or sharing the benefits acquired from mining.

Thus, it against this morale sublime that this study was commissioned to unravelled both the generic and specific issues facing women artisanal miners and entrepreneurs that are serving as blockades to their effective participation in mining and entrepreneurship with a focus on three (3) mining districts (Kenema, Kono and Tonkolili) in Sierra Leone. It hoped that, the findings and recommendation of this study will serve as an opportunity for WoME and its partners to engage duty bearers to advocate for the right policy shift that will enable women miners and entrepreneurs to be better than they are presently.

Madam Ether Finda Kandeh
Executive Director
Women on Mining and Extractive (WoME) Sierra Leone

Executive Summary and Key Recommendations

Women on Mining and Extractives (WoME), is an indigenous right-based organization that seeks to promote, project and protect the rights of women and girls particularly those in mining communities. Thus, WoME as part of the "*Strengthening Resilience of Female Artisanal Miners in Kono and Kenema Districts for Improved Livelihoods*" project has commissioned a study on the Barriers to Women's Participation in Entrepreneurship and Artisanal Mining in Sierra Leone with a focus on three (3) mining districts: Kenema, Kono and Tonkolili respectively. The study was made possible through support provided to WoME by the German Ministry of Economic Cooperation and Development (BMZ) and the European Union (EU) with technical support from GIZ.

The study employed a descriptive design to investigate the barriers that limits women participation in entrepreneurship and artisanal mining. Field visits were made to the three study locations of Kenema, Kono and Tonkolili Districts respectively to obtained both qualitative and quantitative data as primary source. Whiles a desk review of several literature relating to mining, women and artisanal mining and human rights were also reviewed as secondary source.

The study revealed that, Sierra Leone like with most sub-Saharan Africa countries is largely patriarchal both in nature as well as in structure, this is visible in almost every sphere of the country's development trajectory. Even though, there have been several legal and institutional reforms geared towards significantly improving gender equality in Sierra Leone (three gender acts), gender issues specifically related to mining and mineral development are yet to fully addressed.

There are still differences in gender roles based on societal perception of the women which are serving as structural impediments at local community levels, wherein men and women have traditional roles (such as women's restricted access to land, inheritance as well as right to own properties) that continue to challenge and frustrate national gender equality interventions. Often and again gender roles are misconstrued with sex roles, thus, gender stereotype, gender discrimination; gender inequality continues to engulfs women participation in artisanal mining and entrepreneurship activities the study alluded.

Women often face gender-based violence, underpay, and gender discrimination at excavation and mine sites and sometime sexually exploited by their financiers "supporters" which prevents them from taking on more lucrative activities. Due to these issues and more, women tend to work alone rather than in teams with men. Also, the ability for women to participate effectively and consistently in the artisanal mining sector is often limited by traditional gender roles (house wives / mothers / care givers) and a lack of available technical skills/training.

Going forward, there is an urgent need for Government and development partners in particular, to ensure that vulnerabilities unique to women are addressed through support systems by both the Ministry of Social Welfare and the Ministry of Gender and Children's Affairs as well as other social service delivery agencies. WoME and other development agencies can facilitate approaches that enhance equal opportunities for mine-related employment for men and women and especially ensure that the unique health and safety concerns of women are addressed. Further still, it is hoped that the Government will clarify and harmonize institutional roles and responsibilities to improve minerals sector governance as well as set up coordination structures to support collaboration among stakeholders, ensure regular communication, and strengthen technical capacity to meet the sector's development needs.

Additionally, WoME and its partners should work towards providing trainings for women miners on the legal regulatory guidelines within the mining sector coupled with skills to identify and leverage on entrepreneurial opportunities that can economically benefit both women miners in the artisanal sector as well as women entrepreneurs thereby improving their livelihood.

By encouraging women miners to work collaboratively by forming themselves into groups and registering as cooperative could give them better opportunities to access loan from local banks and other financial institutions and grow their artisanal diamond / gold mining business responsibly.

Although, women continue to make up a large share of working force but are still being neglected and or unrecognised in the ASM sector. It is hoped that WoME would work with its partners to improve status of women entrepreneurs and artisanal miners with the requisite skills and knowledge that will make them feel more relevant in the mining and business sectors.



Participants at one of the Focus Group Discussion Sessions held in Tankoro Chiefdom, Kono District

Country Context

4.1. Overview

The Mines and Minerals sector has evolved through the establishment of series of legal, regulatory and institutional reforms that seeks to maximizes Sierra Leone's gains from its mineral resource endowments. These reforms include but not limited to: the establishment of the National Minerals Agency (NMA) and the Environment Protection Agency (EPA), the enactment of the Mines and Minerals Act 2009, the Public Financial Management Act 2016, the Extractive Industries Revenue Act 2018 and improvements in transparency and accountability mechanisms for the minerals sector. In furtherance of these reforms, the Core Minerals Policy of 2003 has now been replaced by the Sierra Leone Minerals Policy of 2018.

In Sierra Leone, minerals investments have dominated the formal economy, consistently accounting for more than 60% of exports and foreign exchange earnings since independence in 1961. However, the impact on formal sector employment, technology transfer or other potential spill-over effects of mining to the rest of the economy has been minimal. For example, manufacturing still accounts for less than 5 % of GDP. The 2012/2013 spike in Sierra Leone's GDP growth rate of 21% was directly related to massive investments in two large-scale iron ore mines over a two-year period.[2]

4.2. Legal and Regulatory Framework Governing the Minerals Sector

[2] Sierra Leone Minerals Policy 2018

The governance framework for Sierra Leone's minerals sector has been set out in various policies, laws and regulations that are formulated and implemented by different Government ministries, departments and agencies. Prominent amongst these laws and regulatory frameworks include:

i. Constitution of Sierra Leone 1991
ii. Mines and Minerals Act No. 12 of 2009 (MMA 2009) which is Sierra Leone's principal mining law
iii. National Minerals Agency Act No. 3 of 2012
iv. Environment Protection Act No. 11 of 2008, (Amended 2010)
v. Finance Acts
vi. Sierra Leone National Carrier Agreement Ratification Act 2012
vii. Local Content Agency Act No. 3 of 2016
viii. Public Financial Management Act No 13 of 2016
ix. Extractive Industries Revenue Act 2018
x. Mines and Minerals Regulations 2009
xi. The Sierra Leone Environmental and Social Regulations for the Minerals Sector 2012
xii. The Sierra Leone Environment Protection (Mines and Minerals) Regulations 2012
xiii. Mines and Minerals Operational Regulations 2012
xiv. Income Tax Act 2000 (And amendments)
xv. Diamond Cutting and Polishing Act, 2007
xvi. Customs Tariff Act, 1978 (And Amendments)
xvii. Goods and Services Tax Act, 2009
xviii. The National Protected Area Authority and Conservation Trust Fund Act, 2012
xix. The Sierra Leone Minerals Policy 2018
xx. The Sierra Leone Artisanal Mining Policy 2018
xxi. The Sierra Leone Geodata Management Policy

In addition to these national policies, laws and regulations, Sierra Leone have subscribed to international and regional initiatives such as the UN Guiding Principles for Business and Human Rights, IFC Performance Standards Extractive Industries Transparency Initiative (EITI), the Kimberley Process Certification Scheme, Natural Resource Charter, African Mining Vision and Economic Community of West African States (ECOWAS) Mining Directives. Despite significant improvements in the legislative regime guiding minerals sector development, considerable governance overlaps, loopholes in legislative documents, inconsistencies and conflicting provisions in some cases, remain. Together, these challenges result in implementation and enforcement difficulties. Further, there is often limited public understanding of these legislations.

4.3. Institutional Arrangements

The Ministry of Mines and Minerals Resources (MMMR), on behalf of the Government of Sierra Leone, has the overall responsibility for managing the sector and focuses on policy and

legislative matters and performing oversight functions of the National Minerals Agency (NMA) being the regulatory arm of the MMMR. The mandates of the MMMR and NMA are contained in the MMA Act 2009, the NMA Act 2012, the Mines and Minerals Regulations 2009, the Environmental and Social Regulations of the Minerals Sector 2012 and other legislative instruments.

Meanwhile, several state and non-state institutions with varying levels of responsibility are involved with minerals sector development activities. Some institutions that are engaged in minerals development have duplicative or overlapping functions, insufficiently clear mandates, or methods of operation that require clarification and modernization.

Further still, technical and financial capacity to carry out institutional mandates vary, implying a need for functional reviews, budget certainty, human capacity development and provision of adequate hardware, software and logistics capacity.

4.4. Artisanal and Small-Scale Mining and Women Empowerment

According to the 2018 Artisanal Mining Policy of Sierra Leone, artisanal mining and its supply chain continue to provide livelihood support to an estimated 300,000 people. Currently, diamond, gold and coltan are the minerals primarily mined by artisanal miners. Though there is documented evidence of depleting known alluvial diamond deposits, artisanal gold mining remains viable. Complete financial or overall impacts of artisanal mining on the Sierra Leone economy are not fully tracked or understood.

The environmental degradation of artisanal mining and its accompanying health and safety hazards in rural communities are also not adequately monitored or remedied. Worth noting is that, Artisanal mining is legally reserved for Sierra Leone citizens. Government recognizes artisanal mining as an economic activity that provides livelihoods to the rural poor (especially women). With the new artisanal mining policy already developed it is hoped that the governance, mining, environmental, health and safety, financial, and livelihood aspects relevant to the sector will be addressed.

Until such a time when the abovementioned anomalies will be addressed, it worthy to underscore that substantial mitigation efforts are needed, as minerals operations continue to pose significant health and safety hazards to mine workers and mining communities particularly women and their children. Modern equipment and supplies are not in place and mine safety practices are not adequately known at most mine operations in the country. Inspections are not sufficiently regular and inspectorate capacity not adequate.

Women's empowerment describes the process where women gain the ability to decide and act freely and the control over her resources or, as Kabeer (2001) puts it: “The expansion in people's ability to make strategic life choices in a context where this ability was previously denied to them”. It requires changes in people's mindsets, as well as in legal frameworks and existing structures. According to the common understanding it comprises e.g. equality in education, property rights and families/communities, access to sustainable employment,

representation in governmental institutions, elimination of all forms of violence against women (as well as harmful traditional practices).

However, gender issues specifically related to mining and mineral development in Sierra Leone were ignored in previous mining policies and existing laws and regulations. Differences in gender roles and enduring structural impediments at local community levels where men and women have traditional roles continue to challenge and frustrate national gender equality interventions and therefore require practical intervention. This has greatly affected women's participation in entrepreneurship and artisanal mining thereby stifling their economic growth, development and ability to prevent and respond to human rights abuse(s).

Methodological Framework

5.1. Study Design

The study adopted a descriptive design to investigate the state of affairs with regards the barriers that negate effective gender participation in artisanal mining and entrepreneurship in mining host districts like: Kono, Tonkolili and Kenema. The study design was planned first by making preliminary visits to the Study Area, where some observations and personal interviews were conducted to familiarize with relevant stakeholders. This was led by the consultant in collaboration with WoME field staff. The Field visits were held from the 14th – 20th July, 2021 starting with Kono District, then Tonkolili District and ending with Kenema District.

5.2. Study Area

The study area was selected by WoME as follows: Kono District and Kenema District in the Eastern Province; and Tonkolili District in the Northern Province of Sierra Leone. The study area was explored in two ways; firstly, it was to ascertain that artisanal mining and entrepreneurship activities are being carried out; and secondly to underscore the prevailing socio-economic indicators for growth and development such as: population size, major economic and livelihood activities; dormant cultural and traditional practices and perceived role of women amongst others that the study revealed.

5.3. Study Population and Sample

5.3.1. Study Population

The population of this study include but not limited to: Women in Artisanal Mining; Women in Business; Women in Agriculture; Indigenous Land Owners; Crop and Cattle Farmers, Field Staff of WoME, Women's CSO Groups; Chiefdoms Mining Committees; Media, Community Leaders (traditional, Political); Ministries Department and Agencies (MGCA, NMA; EPA, MMMR; NRA; and Others) plus other categories deemed relevant by WOME or its donor partner(s).

5.3.2. Sample

A sample of three hundred (300) respondents were targeted through focus group discussion, key informant interviews and survey questionnaires and randomly drawn from the study population as stated above.

5.4. Sampling Procedures

Due to the nature of this research (which looked at three different heterogeneous communities which constituted the study area) the simple random sampling technique was used to select the target respondents for this study. Since the technique is one of the commonest and most-simple sampling methods used in selecting respondents or target populations in most studies. The method was very useful given that it provided equal chance or opportunity to every member of the study population described above to be selected at will and without prejudice.

5.5. Research Instruments

The following research instruments were used in collecting data for this study:

Structured Questionnaire: Questionnaires were the main instrument used in this study to collect primary data. In order to effectively solicit data for this study, questionnaires were developed and used to solicit information from **"duty bearers"**[3] that is community leaders, chiefdoms mining committees, ministries, departments and agencies in all the study locations.

Key Informant Interviews (KIIs): Key informant Interviews (KIIs) were also held through face-to-face interrogations without compromising COVID 19 health and safety protocols with study respondents **"whistle blowers"**[4] to collect data for the study, and this study also used this instrument in order to get quality and reliable data. Before and during the process of administering questionnaires for this study, the researcher conducted some simple

[3] Any democratic state that practices good governance, it is the state and non-state actors that guarantee the enjoyment of fundamental rights and freedoms and herein referred to as duty bearers. This is the role that have been ascribe to community leaders and MDAs in mining host communities.

[4] This term is used to describe individuals and institutions that raise the red flag on the ills of society. This is supposed to be the role of civil society organization (including WOME) and media in mining host communities.

interviews informally with community stakeholders; media practitioners, Women CSOs groups, and staff or field monitors of WOME in the study area.

Focus Group Discussion (FGD)*:* This data collection instrument was used to engage and obtain data from Women in artisanal mining, business and agriculture, indigenous land owners, crop and cattle farmer who are otherwise referred to as "**right bearers".**[5]

Simple Observations: Observations were also made by the researcher in order to qualify and match up responses derived from selected respondents based on careful observation. A simple observation checklist was developed by the researcher related to the research questions and objectives of the study.

5.6. Data Management

Established processes for managing data during the cause of this study were fully adhered to, including storing and organising data, and cleaning data. Further still, keen attention was paid to Data quality; Validity; Completeness, Precision, Integrity, Availability; and timeliness.

5.7. Data Collection Procedures

Structured questionnaires, KIIs, FGD and observations were used to collect data from the respondents in the sample. Primary data were obtained from the responses of selected respondents made from questions on the questionnaires. Primary data was also collected qualitatively from KII, FGD and observations made by the researcher. Secondary data was also collected from adequate literature related to study reviews made on related documents such as books, journals, article publications, etc.

5.8. Methods of Data Analysis

Data collected from the responses of respondents using structured questionnaires, KII, FGD and observation were presented and reduced using mathematical and statistical measures with respect to the research objectives. Analysis of collected data started immediately after the data collection process and data collected were represented on a spreadsheet and coded for simple analysis. Data related to observation were also presented on a spread sheet in order to simply determine the results of the study.

The analysis on the spread sheet was sectioned according to the research questions and objectives and each of the questions in the questionnaire, FGD and KII provided a score or value. Simple statistics was employed and data were presented in frequencies tables, pie charts, and bar charts, to describe the analyzed data. In each of the tables, the frequencies of

[5] This is the term used to describe beneficiaries of a project or an undertaken. Give that this study seeks to investigate barriers limiting women's participation in artisanal mining and business, thus it is important to underscore that the categories of respondents mostly comprised women.

the respondents were calculated into percentages. Comparison of the various sources of data were made so as to arrive at a more logical conclusion. Data collected was analyzed technically using simple descriptive techniques. Descriptive analysis was employed using measures of central tendency to compare variables and results of the study, using a 5% error and 95% significance on qualitative data. Qualitative data (personal interviews and observation) that was collected were watched or balanced technically during the analysis of qualitative data based on their level of accuracy and biasness.

5.9. Desk Review

The researcher uses the conceptual framework model to review several relevant literatures relating to women in artisanal mining, policies, laws as well as national and international regulations that governs the minerals sector particularly artisanal miners with a view to evaluate the causes and or barriers to women's participation in mining and entrepreneurship; as well as to highlight the impact of those barriers based on government policies, international regulations and or publications by other researchers.

Socio-Demographic Profile of Respondents

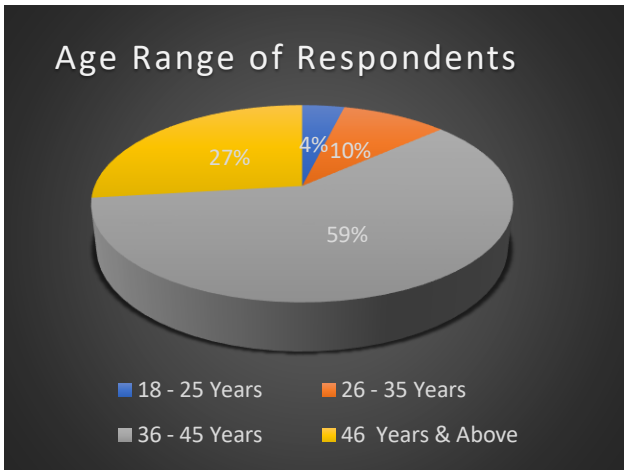


Figure 1: Age Range of Respondents

1. Respondents were required to choose from the list of age range categorization provided in the data collection instrument as follows: 18 – 25 Year; 26 – 35 Years; 36 – 45 years; 46 Years and above. These categories as illustrated in ***figure 1*** revealed that 4% of the respondents from all the study locations were between the age category of 18-25 years, 10% were between the age category of 26-35 years, 59% were between 36-45 years, and 27% were 46 years and above.

2. The study further revealed that 19% of the respondents in the three study locations of Kenema, Kono and Tonkolili Districts were male, whiles 81% were female. This result is indicative of a greater level of women's participation in the study than men which is a positive pointer to the fact that all of the FGD sessions held were exclusively for women artisanal miners and entrepreneurs. This finding has been illustrated in ***figure* 2** respectively, for ease of understanding.

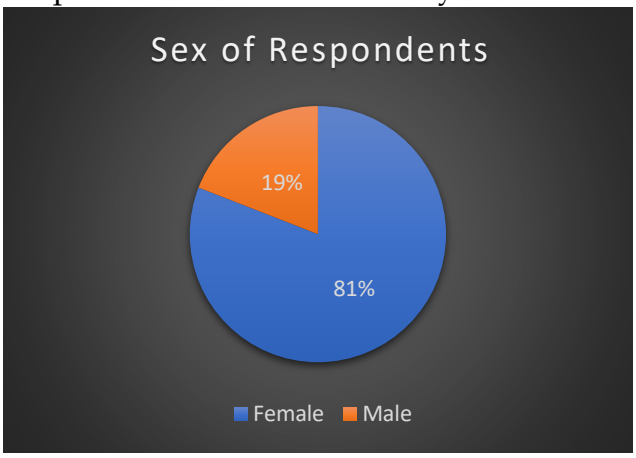


Figure 2: Sex of Respondents

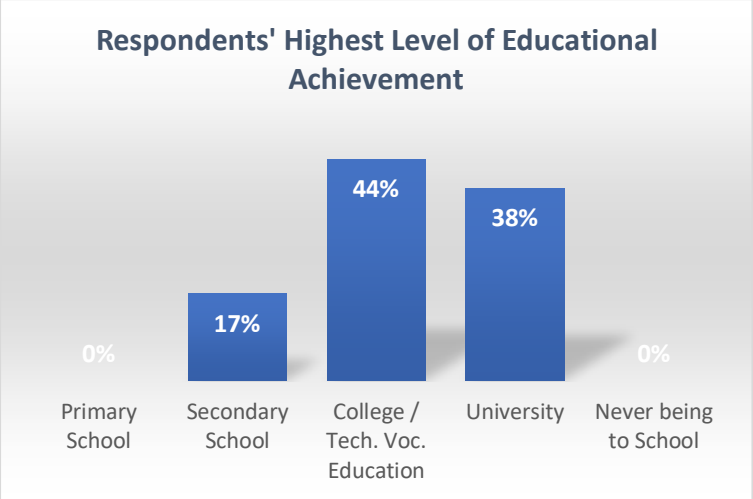


Figure 3: Respondents' Highest Level of Educational Achievement

3. The study also gauged respondents' highest level of educational achievement, the findings revealed that 44% of respondents in all study locations indicated that they have at least obtained a College Certificate or Diploma or have acquired some form of Technical Vocation Education and Training (TVET); 38% of respondents indicated that they have at least acquired a university degree, whiles 17% of respondents indicated that they have at least completed Secondary School Education, None of the respondents selected the options "never being to school" and "completed primary school" as set out in the research instrument administered to the respondents.

Worth noting is that these findings does not capture participants of the various FGD sessions discussions held. Given that the facilitator had to ask the question(s) in Krio and solicit the help of an interpreter who will translate the question(s) into any of the their local languages

(Mende, Kono or Themne), the participant(s) will explain in Krio or any of their local languages which will be interpreted in Krio and recorded by the note taker in English.

4. The study also investigated the marital status of respondents, the list of options provided in the data collection instrument were: single, married, divorce, widow and widower. The results revealed that 2% of the respondents in all the study locations indicated that they are widows, 85% of the respondents indicated that they are married; another 2% indicated that they have divorced, whiles 10% indicated that they are single and 2% also indicated that they are widowers.

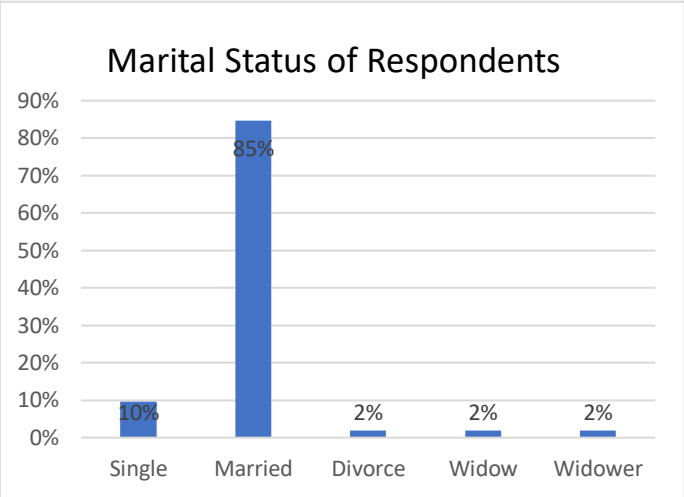


Figure 4: Marital Status of Respondents

5. The study also revealed the status or occupation of the respondents in the three study locations as follows: 65% of respondents indicated their status as either women artisanal miners or entrepreneurs, while 9% of the respondents indicated their status as CMC Members; while 6% of the respondents indicated that they are EPA officials; 2% indicated that they are staff of the Ministry of Gender and Children Affairs; 1% indicated that they are NMA Officials; 3% indicated that they are NRA Officials; 1% of the respondents indicated that they are Political Leaders; 3% of the respondents indicated that they are Religious Leaders, also 2% of the respondents indicated that they are Traditional Leaders; whiles 3% of the respondents indicated other statuses in the study locations or occupation such as teachers; media

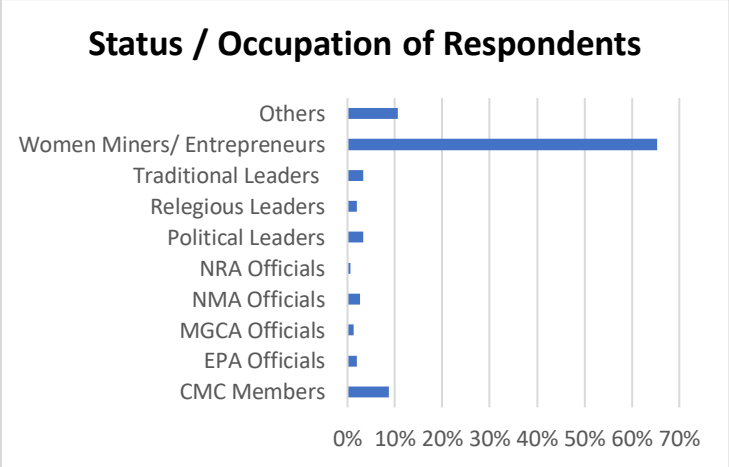
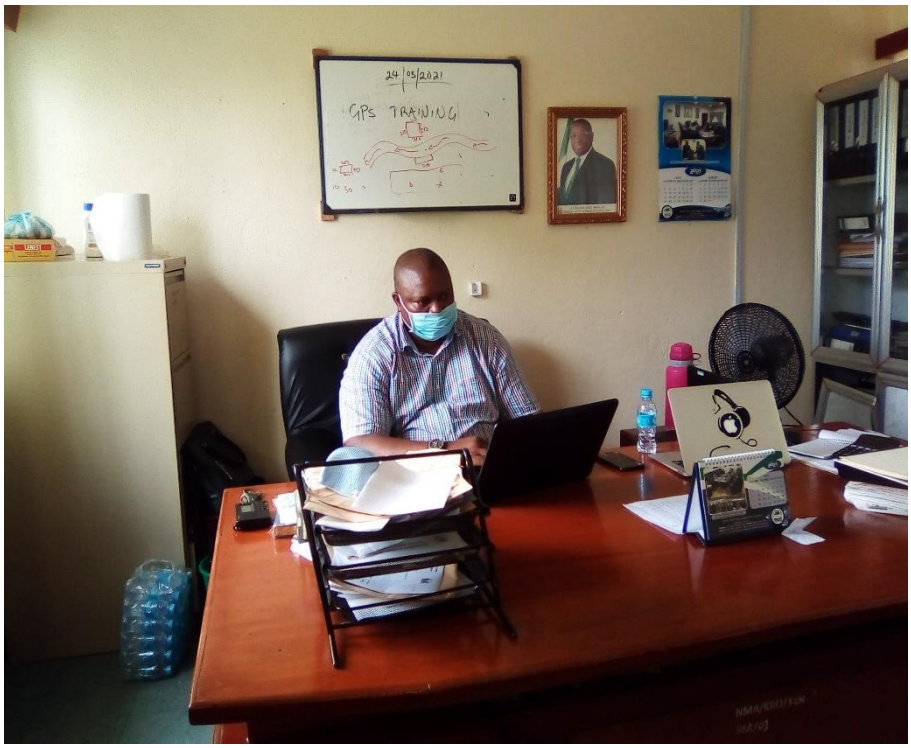


Figure 5: Status / Occupation of Respondents

practitioners (journalists), CSO activists, Social Workers, Mammy Queens, Community Development workers and staff of NGOs.



NMA Regional Manager, Kono
Mr. Kai Lebbie

General Perception of Women Miners and Entrepreneurs

In a patriarchal society like Sierra Leone, often and again gender roles are misconstrued with sex roles, therefore people get to make gender stereotype statements about women based on their sex and not their ability or capacity to get the job done. To this end the study investigated the general perception of women artisanal miners and entrepreneurs by their spouses /husbands at the "micro level" as well as the community people at the "macro level" to ascertain the trends in such practices as well as find out whether such perceptions have motivated or discouraged them in any ways.

6. Respondents were asked whether it is correct to assert that mining activities of any form is not good for women. The options provided in the research instrument were true, false and not sure. The study result revealed that 86% of the respondents indicated that the assertion is true; whiles 10% indicated that it is false and 4% indicated not sure. This is indicative of the fact that most of the respondents surveyed were men who are coincidentally the major stakeholders in the study locations. This is a pointer to the patriarchal nature of our local and national structure or arrangement that seemingly favours men to hold duty bearer positions than women.

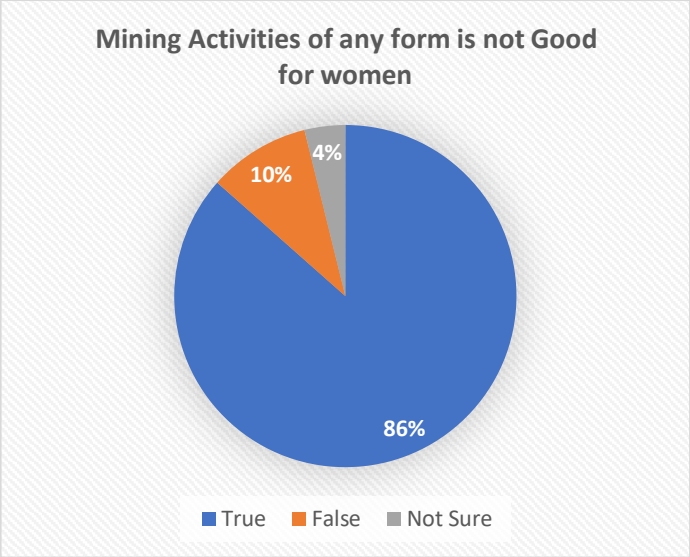


Figure 6: Mining Activities of any form is not good for women

7. However, based on FGDs sessions held with women artisanal miners and entrepreneurs in all the study locations, Women disagree with the gender stereotype view that mining should be undertaken by men only. Women miners perceived mining as a form of business that can be undertaken by both men and women.

   They believe that by engaging in mining activities they will be financially empowered to do things for themselves without overly relying on their spouses or husbands. The women believed that mining can also serve as a source of income to support other economic activities such as farming and trading, the women in Kono recounted. This has been illustrated in ***figure 6*** above.

8. Further still the study also investigated the extent to which these negative perceptions about women miners have affected their self-esteem. Views from the FGDs and KIIs indicated that the negative perception held by the community people including some of their husbands/ spouses about their involvement in artisanal mining activities has been

discouraging some of them. However, some of them have ignored such hurtful views and comments and continue to work harder and prove their critics wrong.

9. The study further investigated the presence of women artisanal miners in the various locations of the study. Respondents were asked to indicate whether they were aware of women that are into artisanal mining. The results revealed that 96% of the respondents indicated that yes they are aware about the presence of women artisanal miners in their locatilities, while 4% indicated that they not aware and 0% indicated that they not sure. This has been illustrated in ***figure 7*** for ease of understanding.

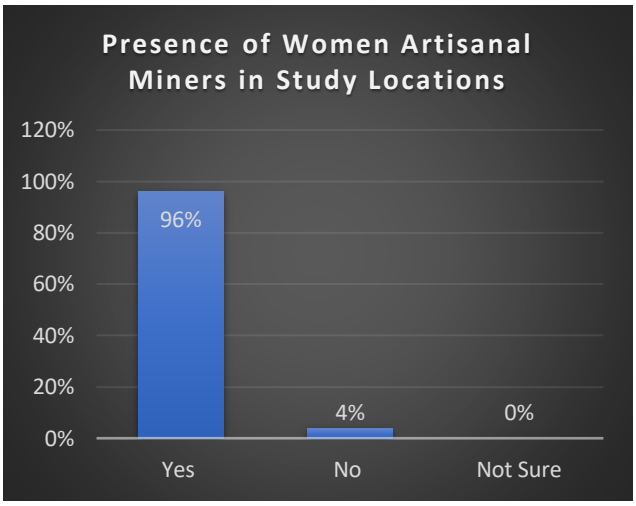


Figure 7: Presence of Women Artisanal Miners in Study Locations

10. Statistics obtained from NMA offices in Kono[6] revealed that between January to June 2021, out of 399 artisanal mining licenses issued, only 69 were obtained by women. Whiles in Kenema[7] the acting NMA Manager (Ing. Sheku L.I. Sheriff) who also doubles as the District Engineer revealed that between January to June, 2021 out of 310 artisanal mining licenses issued, only 48 were obtained by women. This result is suggestive of the fact that even though women are in to artisanal mining yet their participation is becoming relatively low compared to men, that is to say women's presence in mining activities and by extension the mining sites is slowly reducing, except for few who go there to do daily wage jobs such as hauling gravels and petty trading. Some women are also engaged in re-washing of washed-out gravels as a way of generating income to support their homes and take care of their families.

[6] National Minerals Agency - Regional Office in Kono
[7] National Minerals Agency - Regional Office in Kenema

11. In other to evaluate the compliance rate amongst women miners, respondents were asked to ascertain whether or not women miners were registering or obtaining license(s) and or operating legally.

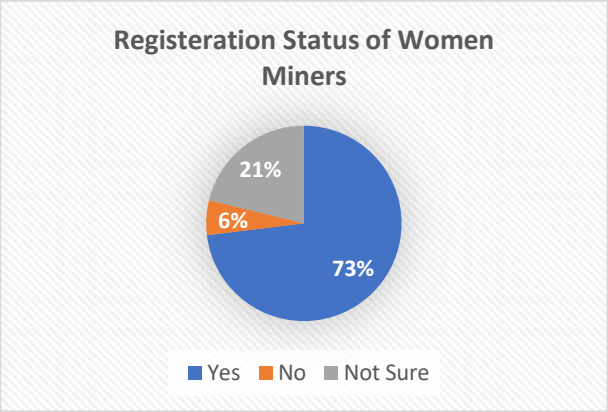


Figure 8: Registration Status of Women Miners

The result has been illustrated in ***figure 8*** below. The study revealed that 73% of the respondents indicated yes, whiles 6% indicated no and 21% indicated that they were not sure.

12. Further still respondents were asked to measure the compliance rate amongst women artisanal miners in view of adhering to rules and regulations governing the mines and minerals sector. The study reveals that 27% of respondents indicated that women compliance rate is high, whiles 40% of the respondents indicated that compliance rate is moderate and 33% indicated that is low. This result has been illustrated in ***Figure 9***.

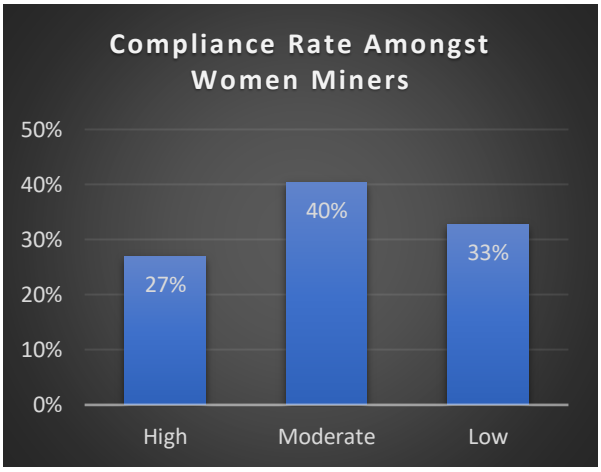


Figure 9: Compliance rate amongst Women Miners

However, FGDs held with women miners revealed that some of their colleagues are no longer obtaining licenses due to low productivity which can be linked to depletion of alluvial diamonds coupled with the high operational cost involve in undertaking mining activities be it for gold or diamond. Whiles other women perceived such shortcomings as mere challenges that cannot be compared to the gains they have made over the years thanks to artisanal gold and diamond mining.

13. Similarly, the study also investigated the presence of women entrepreneurs in the various locations of the study. Respondents were asked to indicate whether they were aware of women that are into entrepreneurship or enterprise development activities. The results revealed that 98% of the respondents indicated that yes they are aware about the presence of women artisanal miners in their locatilities, and 2% indicated that they not aware while non of respondents indicated the "not sure option". This result has been illustrated in ***figure 10*** above for ease of understanding. It was further revealed that some women miners are also into small-scale business activties either as a source of income to support their mining undertakings or as a means to diversify their proceeds from mining.

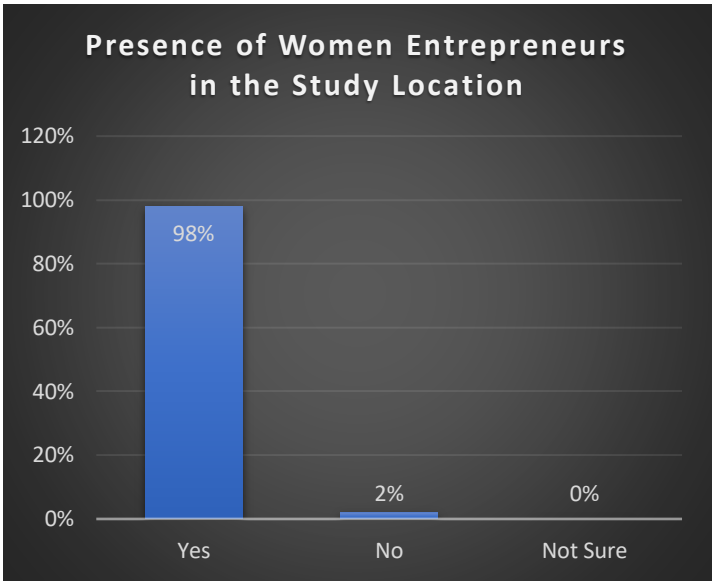


Figure 10: Presence of Women Entrepreneurs in Study Locations

14. In other to evaluate the compliance rate amongst women miners, respondents were asked to ascertain whether or not women entrepreneurs were registering and or operating legally. The result has been illustrated in ***figure 11*** below. The study revealed that 94% of the respondents indicated yes, whiles 4% indicated no and 2% indicated that they were not sure.

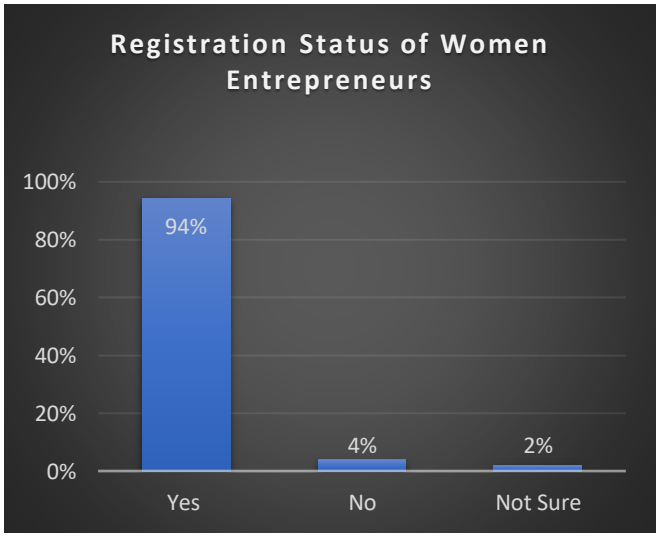


Figure 11: Registration Status of Women Entrepreneurs

15. Further still respondents were asked to measure the compliance rate amongst women entrepreneurs in view of adhering to rules and regulations governing the trade sector. The study reveals that 31% of respondents indicated that compliance rate is high amongst women entrepreneurs, whiles 50% of the respondents indicated that compliance rate is moderate and 19% indicated that it is low. This result has been illustrated in ***Figure 12*** for ease of understanding.

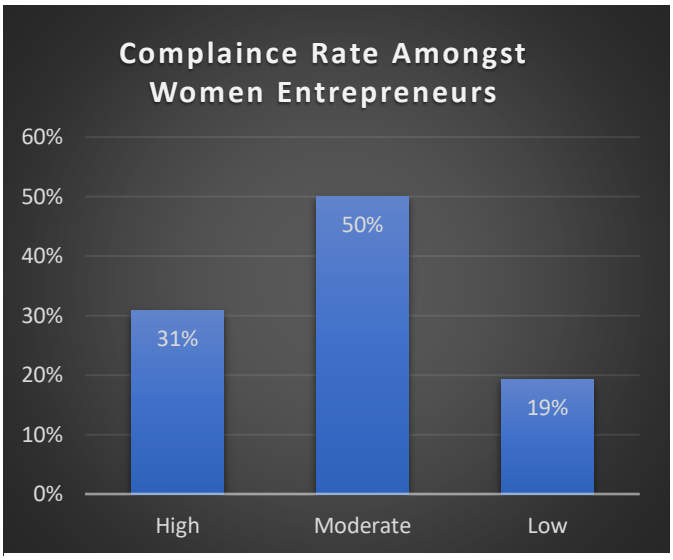
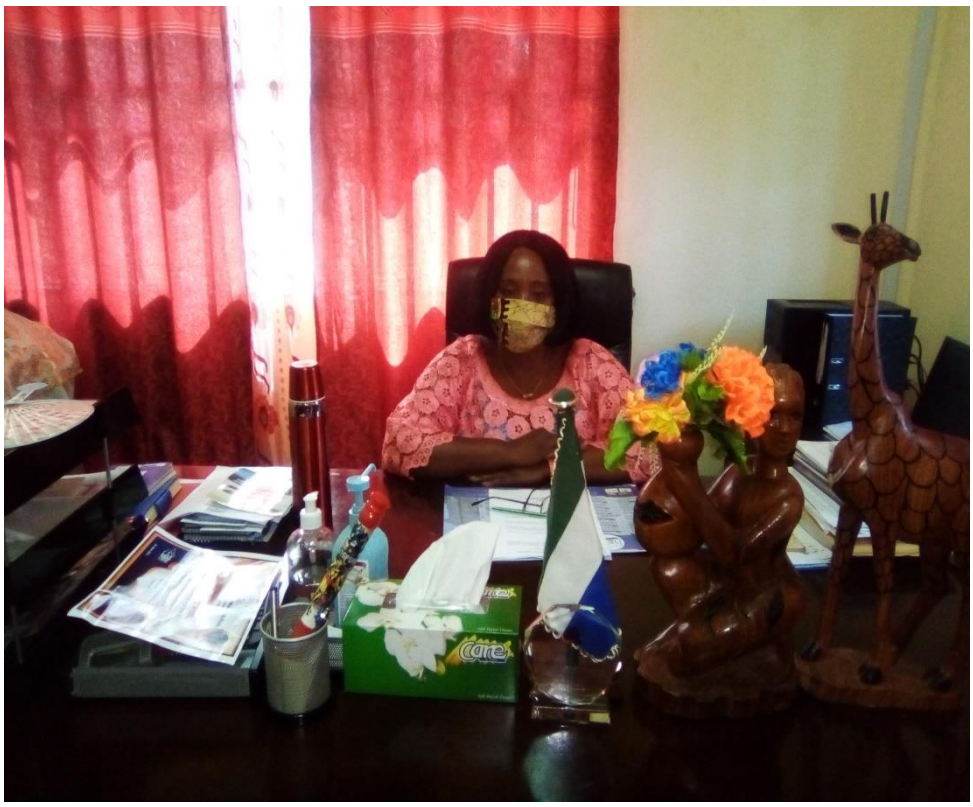


Figure 12: Compliance rate Amongst Women Entrepreneurs



Tonkolili District Council Chairperson. Madam Yabom sesay

Common Factors that Affects Women's Livelihood

Being that there is a correlation between women's participation in artisanal mining and entrepreneurship to the attainment of their livelihoods. The study investigated whether women miners in the various study locations had unhindered access to land for mining, to ascertain whether there are delays in obtaining miming license as well as examining the chances for them to have it. Other factors such as availability of start-up capital, delays in business registration that are directly linked to women entrepreneurs were also investigated.

16. To ascertain women's unhindered access to land for mining as well as their chances to have it, respondents were asked two questions. Firstly, (do women have unhindered access to land for mining). The results revealed that 71% of respondents in all the study locations indicated no; while 17% indicated yes and 12% indicated that they are not sure. This findings has been illustrated in ***figure 13*** below for easy of understanding.

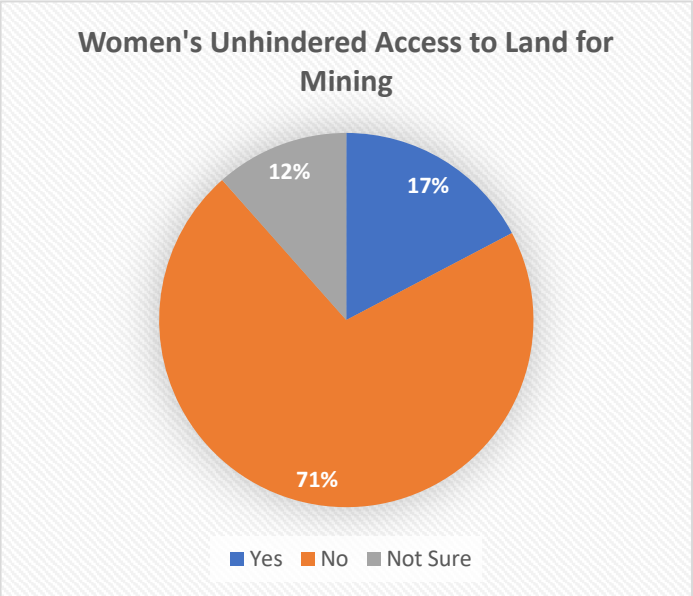


Figure 13: Women's Unhindered Access to Land for Miming

Meanwhile, when the same question was posed to participants of the FGD sessions held this was what they had to say.

> *"Traditional practices and beliefs continue to discriminate against us women both in terms of having unhindered access to land for mining as well as being allowed to mine in productive spots even when we have mining licenses and the spot may be within our license area. There are instances wherein the men will declare such productive spots a "Poro" Bush[8] thereby preventing us from having access to it".*

17. Given that there is limited access to land for women miners, thus some of them had to resort to working as labourers "Kosovo or Kosombo" in mining sites for a daily wage of

[8] "Poro Bush" is place within a community that is demarcated for members of the all-male secret society in Sierra Leone

Le: 40,000 ($ 3.5) or less. The nature of job may include hauling of and washing of gravels. Whiles other women will preoccupy themselves with re-washing of washed-out gravels just to earn a living.

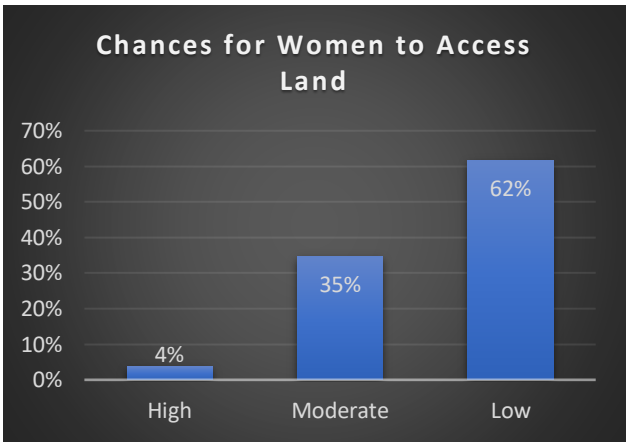


Figure 14: Chances for Women to access Land

18. Respondents were asked to measure the probability of having access to land compared to their male counterparts. The study revealed that 62% of the respondents from all the study locations indicated that the chances are very low; whiles 35% indicated that the chances are moderate and that only 4% indicated that chances are high. This has been illustrated in ***figure 14*** for ease of understanding.

> *"Mining is a capital intensive venture thus the lack of finance coupled with little or no access to loan or borrowing opportunities has been a major challenge affecting most women miners particularly the single / divorced mothers and widows who are mostly unable to obtain license and when they manage to do so, renewing it on time becomes a challenge. There are instances wherein land lease to some women miners are either under-utilize or unutilized, thus making local authorities hesitant to lease land to others…"* recounted a CMC member in Kono District.

19. Results from both KIIs and FGD sessions held revealed that lack of financial Support to undertake mining has placed women miners at the mercy of "*Supporters*"[9] to buy or repair mining inputs to support their workers in their various mining sites.

20. Supporters mostly exploit their pre-finance status by demanding a high percentage of the share of the profits or sales of any diamond or substantial quantity of gold sold either to them (which is most often the case) or to their colleagues. Example of such instance is wherein a supporter may demand for 70% share and cajole the woman miner

[9] Supporter is the term used to describe local financiers that pre-finances mining activities in mineral-rich communities in Sierra Leone. They recover their expenditures after the sale of a diamond and substantial quantity of gold

to accept 30%. There are also instances wherein women miners receive less than 30% if they don't have mining license. Sadly, the relationship that exist between diggers or women miners and supporters is informal without any written agreement. Both the MMR Act 2009 and Artisanal Mining Policy 2018 are silent on these illegal acts by these so-called financiers or supporters thereby making women miners vulnerable.

21. Most women Miners are unable to attract quality workforce, workers who are mostly men can be reluctant to work for women even when they are being paid[10]. There were instances cited by the women of Gbense and Tankoro Chiefdoms that workers will sometimes receive payment and refuse to work for the women miners, save for the intervention of local authorities.

22. Some of the women miners who are mostly widows and depend on mining (Gold and alluvial Diamonds) as means of livelihood, complained of bullying. Some of them also expressed dissatisfaction over the lack of compliant redress mechanism. This is largely due to lack of formalization (women's inability to obtain or renew mining licenses) as well as traditional and cultural practices mostly mitigate against them. Yet, amidst all these odds some women have been able to endure and come out successful.

[10] Daily wage being paid to workers is Le: 40,000 the equivalent of $ 3.5

Challenges faced by Women Artisanal Miners and Entrepreneurs

"Women are making strides in both sector but they face serious challenges such as lack of finance as well as having to deal with the perception and stereotypes from their male counterparts. Some women miners in Nimikoro Chiefdom are into Gold Mining as their only means of livelihood. Mining is a livelihood activity that most rural women engaged in particularly single parents (no spouse or husband to support them in the upbringing of their children). Married women are also facing challenges given that some of their husbands are old and weak (inactive) in mining activities. So, the burden now rests on them as wives to take care of their children and in some cases even their husbands. This is one of the consequences of polygamous marriages which has posed serious threat to women's livelihood" (Kono District Council Chairperson)

23. Respondents were asked whether women miners and women entrepreneurs have access to loan or lending opportunities in the three study locations. The results of the study revealed that access to loan has indeed been a challenge for both women miners and entrepreneurs. 48% and 67% of respondents indicated no for both women miners and entrepreneurs respectively, whiles 27% of respondents indicated yes for Women miners and 29% for women entrepreneurs, and 25% of the respondents also indicated not sure for women miners and 4% also indicated same for women entrepreneurs. These results have been illustrated in ***figure 15*** and ***figure 16*** respectively for easy of understanding.

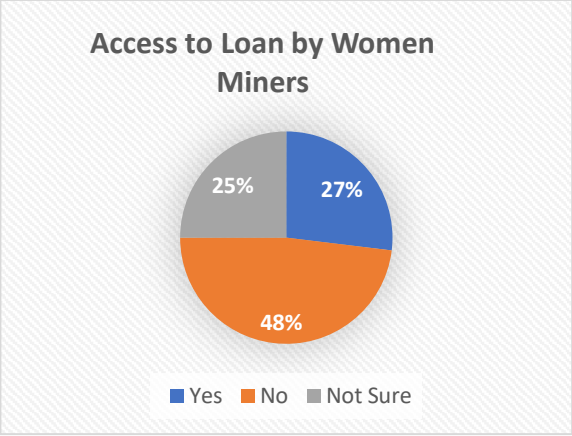


Figure 15: Access to loan by Women Miners

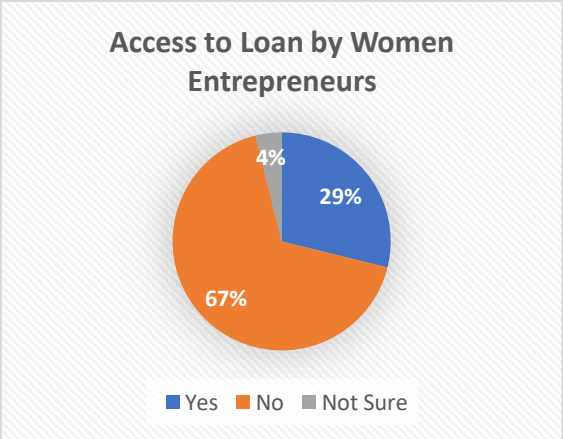


Figure 16: Access to loan by Women Entrepreneurs

Worth noting also is that some women miners have been able to utilize profits from mining activities to set up successful business enterprises. One glaring example is the owner of "Mama Messie Guest House" situated at Dabundeh Street in Kono, who recounted during one of the FGD sessions how she used proceeds from mining to establish her guest house business and later used the particulars of the Guest House as a collateral to obtain loan from Union Trust Bank.

24. Further still, to ascertain the extent to which access to finance has affected both women miners and entrepreneurs, respondents were asked to grade their views by indicating agree, strongly agree, somewhat agree, disagree or strongly disagree. The results of the study revealed that access to finance has been a major problem for both women miners and entrepreneurs. This is indicative of the fact that 90% and 87% of respondents in all the study locations indicated that they strongly agree that it is a problem affecting both women entrepreneurs as well as women miners; whiles 12% of respondents indicated that they agree to it as a problem for Women miners and 10% for women entrepreneurs. It is only 2% of respondents that indicated that they disagree for women miners. These results have been illustrated in ***figure 17*** and ***figure 18*** respectively for easy of understanding.

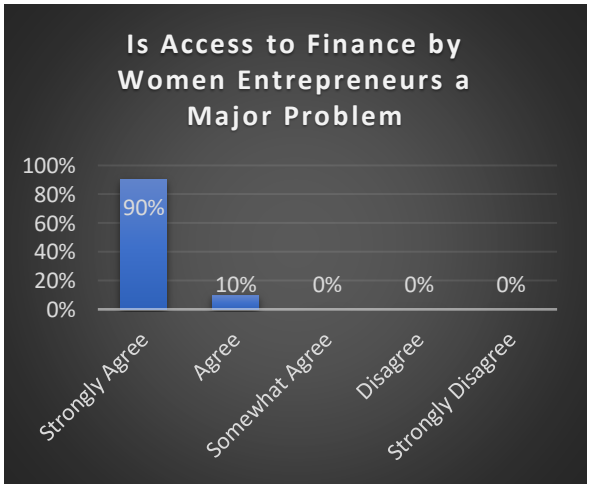


Figure 17: Is Access to finance by Women Entrepreneurs a Major Problem

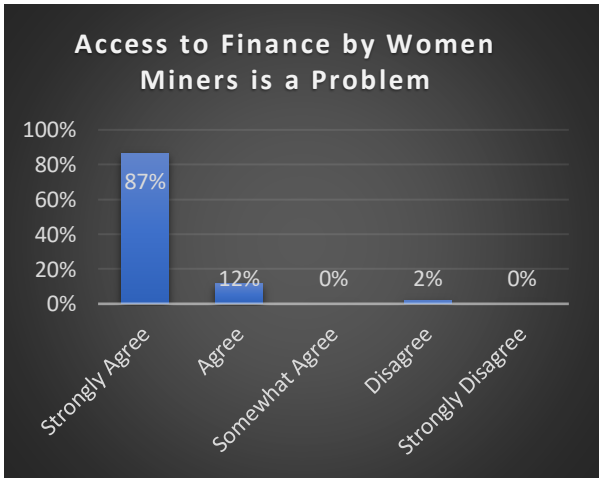


Figure 18: Is Access to finance by Women Miners a Major Problem

25. Results from FGDs and KIIs revealed that women miners and entrepreneurs have either witnessed an act of bullying being perpetrated or have become victims themselves. There are instances of women working on daily wages at the mining sites to go for days without

pay(renumeration) from their boss who are mostly men. Even when they are paid such pay is not commensurate to the work done.

26. Complaints of Husband / spouses refusal to support children up keep (just because their wives are into artisanal mining or business ventures) were also brought up. They further lamented that, when their mining or business enterprises are not successful, their husbands or spouses are quick to blame them for such predicaments thereby excluding themselves (husbands / spouses) as major contributors.

27. It was also revealed that some male supporters are in the habit of making advances at women miners to sexually exploit them in exchange for financial assistances they seek from them. This act of human right abuse can put desperate women miners in a vulnerable state to either agree and received the financial assistance they so direly need or disagree and go without it.

28. Women also reported that they sometimes face verbal and physical abuse from their husbands as well as their workers (who are mostly male). In view of the later, the women revealed that when rogue workers (mostly men) have spotted a diamond they would employ verbal abuse as a tactic to distract them and this can lead to violent confrontation between women miners or their immediate relatives (who may be supervising the washing of gravels) and their workers.

29. In addition to women being bullied in terms of having access to land as well as to mine in productive spots. They also revealed that diamonds being offered for sale by them often get to be devalued by buyers (who are mostly male). Any attempt to ignore these bad deals they (buyers) would circulate details of the diamond to their colleague buyers so that they will do same.

30. Women miners are prone to diseases such as Flu, Common Cold, Malaria, Diarrhea as well as road accidents that have caused countless injuries and deaths both in mining sites as well as on the roads leading to and from the mining sites. Given that their mining sites are far remove from major towns and cities, thus women miners would

have to travel through rough and rugged terrains just to monitor operations in their mining plots. They sometime spend long hours with their children and dependents which exposes them to harsh weather conditions that caused the aforementioned illnesses. Worth noting is that, consequent of the scale of mining being practiced, coupled with lack of technical training or knowledge have also increased women miners' vulnerability to injuries and illnesses.

31. Frequent raids by mines warden and other law enforcement agencies have also caused injuries and sometimes deaths due to the fear of being caught and arrested for mining without a license or failing to renew it on time. This was recounted by women miners in Mathonkara and Masanga Villages all of which are in the Tonkolili District. The former incident led to the death of a male artisanal miner by gunshot wound allegedly by a state security personnel. The matter is still being investigated by the Sierra Leone Police while the deceased miner has been buried.

32. High production cost due to amount of money being spent on logistics and supplies such as mining inputs, transportation, feeding and payment of workers, can be difficult to recover at the end of sales, especially with the increase in rogue workers that often steal diamonds or quantity of gold thereby causing huge financial losses to women miners. This trend of event has forced women miners to learn the art of washing gravels and are now doing the washing themselves.

33. In addition to the results of both the KIIs and FGD summarized above, respondents were also asked to ascertain the trends at which women miners and entrepreneurs are being bullied. Respondents were to select any of the options ranging from once, twice, thrice, never and I can't tell. The study results revealed that 58% and 48% of respondents in all the study locations indicated that they have at least once seen or heard of women miners and entrepreneurs being bullied; whiles 17% indicated twice for women miners and 15% also did the same for women entrepreneurs; 6% of respondents indicated thrice for women miners and 8% did the same women entrepreneurs. It is only 12% and 21% of respondents that indicated that they have never seen or heard of instances wherein women miners and women entrepreneurs are being bullied. Whiles 8% of respondents

indicated that they can't tell of any instances of women miners and entrepreneurs being bullied. These results have been illustrated in ***figure 19*** and ***figure 20*** respectively for easy of understanding.

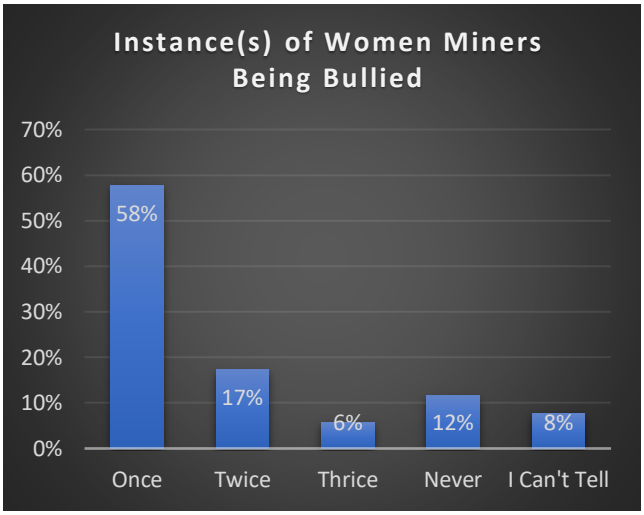


Figure 19: Instances of Women Miners Being Bullied

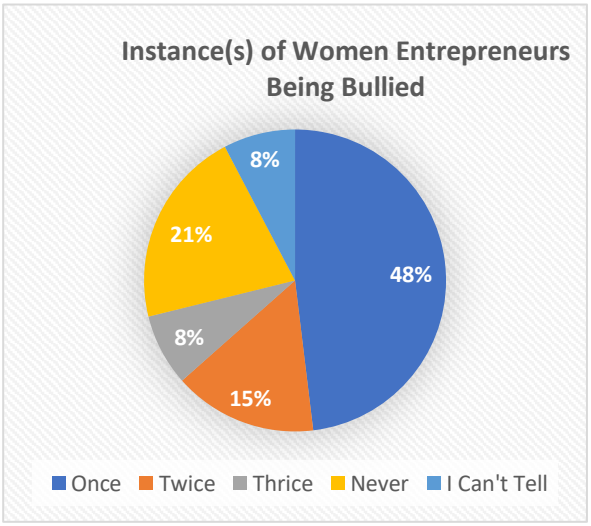


Figure 20: Instances of Women Entrepreneurs Being Bullied

34. In view of exploring the challenges women miners are faced with regarding the processes and procedures for obtaining artisanal mining license as well as that of business registration, respondents were asked to indicate yes if there are challenges either with business registration or obtaining mining license and no if there are none as well as not sure if they have any doubts. The result has been illustrated in ***Figure 21*** and ***Figure 22*** respectively for ease of understanding.

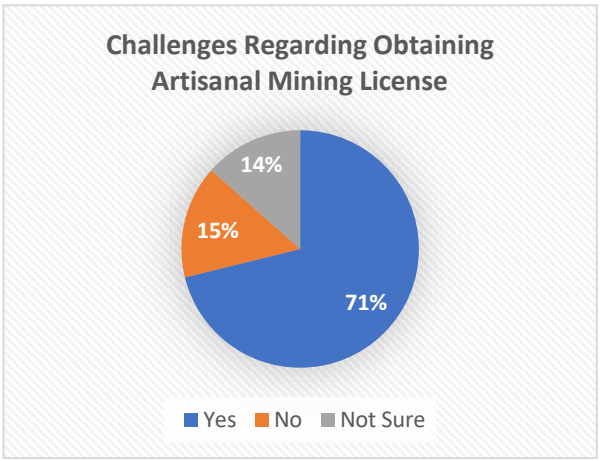


Figure 21: Challenges Regarding Obtaining Artisanal Mining License

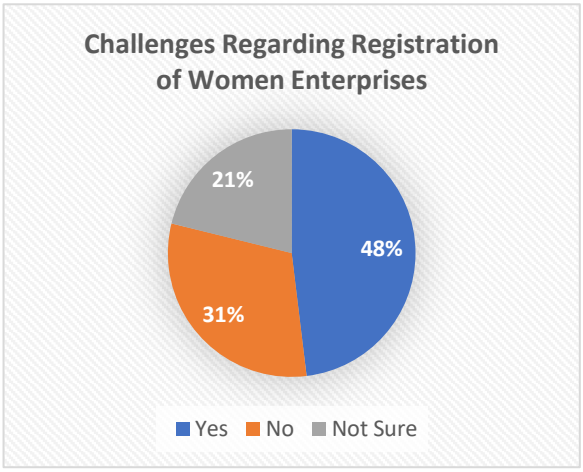


Figure 22: Challenges Regarding Registration of Women Entrepreneurs

Respondents from the study locations indicated that there are challenges with both business registration for women entrepreneurs as well as obtaining an artisanal mining license. This is indicative of the fact 71% of respondents indicated that yes there are challenges with regards obtaining artisanal mining license, whiles 48% indicated the same for business registration. However, 15% indicated that there are no challenges with regards obtaining artisanal mining and 31% also did same for business registration by women entrepreneurs. It also worthy to note that 14% and 21% indicated that they are not sure whether or not there are challenges with both processes.

Thus, the researcher engaged women miners and entrepreneurs during the FGD sessions held in the various locations to talk on this issue. It was revealed that women miners face difficulties in acquiring mining license – some women miners are of the view that it is very expensive[11] and that they sometimes encounter delays in obtaining it if they only pay the natural cost of Le: 2,600,000 ($230) which covers both the artisanal license fees and surface rent for a mining plot per annum.

However, the FGD sessions also revealed that women entrepreneurs' challenge with the registration process has to do with lack of resources, mainly information and finance. Given that some of them are illiterate there is a tendency for them to go through "middle-men" to assist them with the registration process who in turn serve as obstacles to the process as a tactic to extort more money from them.

[11] Natural Cost for Artisanal Mining License and Surface Rent is Le: 2,600,000 the equivalent of $ 250 per annum

Women's Contribution to Economic Growth and Household Income

Amidst all the challenges and gloomy revelations made in the previous section of this study report, one is left to wonder whether there are prospects for women miners and entrepreneurs. To that end, an investigation of the economic gains made by women artisanal miners and entrepreneurs was done to ascertain the relationship between economic gains and its impact of local economic growth at the macro level and household income at the micro level.

35. In order to ascertain the measure of economic gains made by Women Miners and Entrepreneurs, respondents were asked to indicate whether or not women miners and entrepreneurs are making any economic gains in the first instance. As well as to evaluate the trends in such economic gain using indicators like: high, low or moderate.

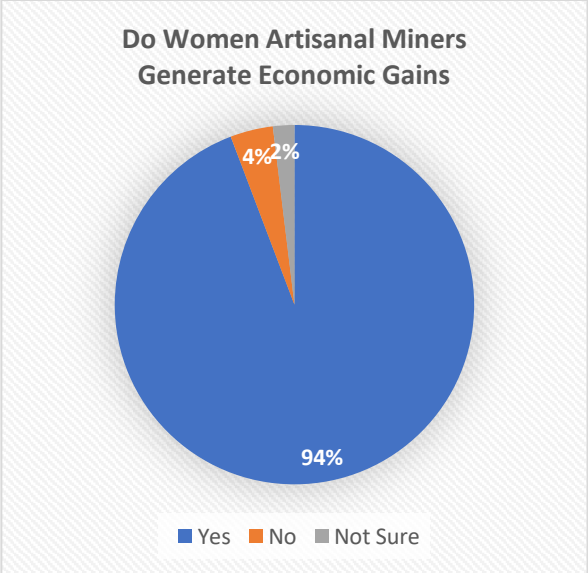


Figure 23: Do Women Artisanal Miners Generate Economic Gains

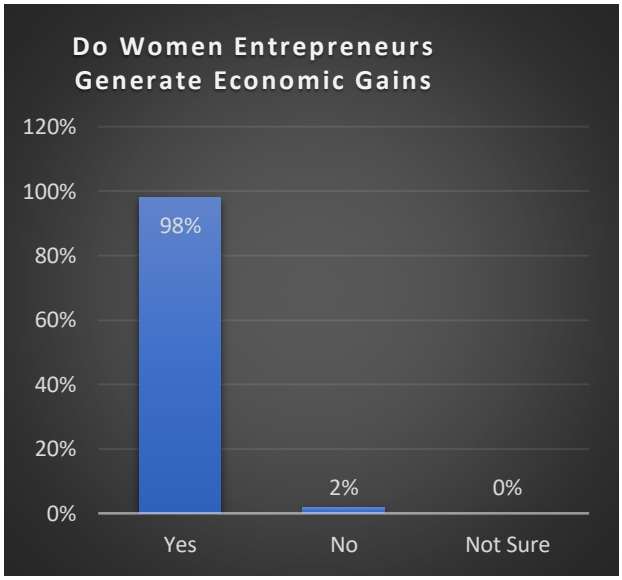


Figure 23: Do Women Entrepreneurs Generate Economic Gains

Firstly, respondents were asked to ascertain whether or not women miners and entrepreneurs were generating any economic gains from artisanal mining activities or their business enterprises. The results of the study revealed that 94% and 98% of respondents in all the study locations indicated yes, meaning both women miners and entrepreneurs are generating economic gains; whiles 4% of respondents indicated that no women miners are not generating any economic gains, 2% of respondents also indicated

the same for women entrepreneurs. These results have been illustrated in **figure 23** and **figure 24** above for ease of understanding.

36. Secondly, respondents were also asked to measure the economic gains made by both women miners and entrepreneurs using indicators like high, moderate or low. The results of the study revealed that 31% of respondents indicated that women miners are

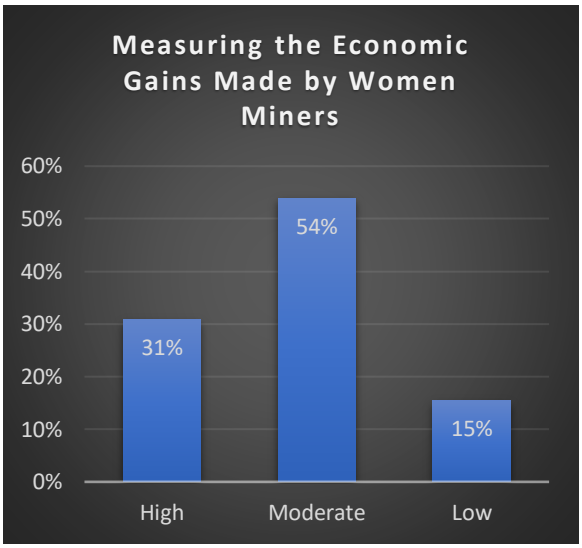


Figure 25: Measuring Economic Gains Made by Women Miners

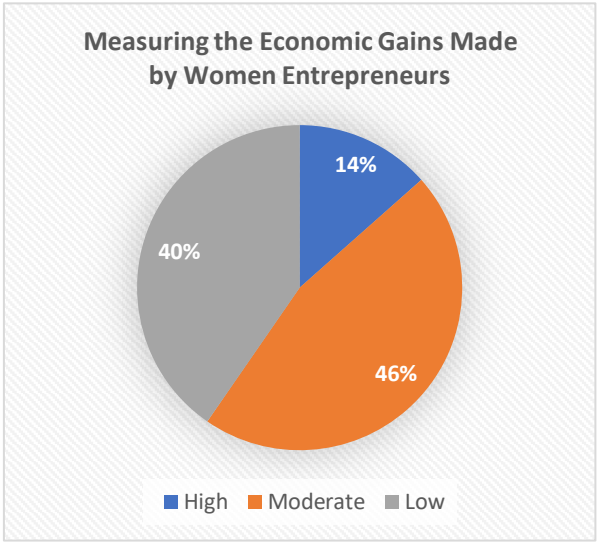


Figure 25: Measuring Economic Gains Made by Women Entrepreneurs

generating high economic gains; while 14% also indicated the same for women entrepreneurs. Meanwhile 46% of the respondents indicated that women entrepreneurs generate moderate economic gains, whereas 54% was indicated same for women miners. Whiles 15% of the respondents indicated low economic gains for women miners and 40% indicated same for women entrepreneurs. These results have been illustrated in ***figure 25*** and ***figure 26*** respectively for easy of understanding.

KIIs and FGD sessions held revealed that most women miners and entrepreneurs are significantly contributing to the economy by way of them registering their business enterprises, obtaining mining licenses and paying taxes coupled with their contribution to household income by providing food for their families and supporting the upkeep of their children. This has boosted their self-esteem, as some of them are treated with respect by their husbands / spouses.

Chief Administrator of Kenema City Council recounted this

"Women are key in financing most deprived homes. Thus, when capacitated women can contribute more, they are good at managing resources (good economist) Men who are not financially buoyant may feel threatened by their wives / spouse's involvement in mining and or business activities"

Recommendations and Conclusions

Government of Sierra Leone (GOSL)

37. There is an urgent need for Government to ensure that vulnerabilities unique to women are addressed through support systems at the Ministry of Gender and Children Affairs, Ministry of Social Welfare as well as other social service delivery agencies. Government can facilitate approaches that could enhance equal opportunities for mine-related employment for men and women and especially ensure that the unique health and safety concerns of women are addressed.

38. The Government should clarify and harmonize institutional roles and responsibilities to improve minerals sector governance. Government should also set up coordination structures to support collaboration among stakeholders, ensure regular communication, and strengthen technical capacity to meet the sector's development needs.

39. The Ministry of Labour Employment and Social Security should ensure that healthcare and other social or administrative entitlements for mine employees that discriminate against women should not be tolerated. There is also the need for the Government to work with traditional leaders to identify and address customary and cultural barriers that undermine equal opportunities for men and women to fairly compete and benefit from mineral production and trading.

40. Gender equality efforts should be conducted, i.e., through gender mainstreaming activities by Government and mineral rights holders as well as at institutions of higher education where boys and girls will be encouraged to study for mining-related degrees. Specifically, Government should create incentives to encourage young women to study mineral development related courses at college and university levels

Women on Mining and Extractive (WoME) and Donors Partners

41. Collaborate with GoSL through the relevant MDAs, and development partners to develop and roll-out business skills and start-ups for women miners and entrepreneurs as source of income towards their mining ventures which can also serve as an alternative to mining.

42. WoME to facilitate efforts intended to diversification financial resources of rural women (miners, entrepreneurs, farmers, widows and single mother) to undertake medium and large-scale agricultural activities, which some rural women are into already and are willing to continue if they could get the required support.

43. Conduct outreach to mining host communities on financial inclusion and human right and business principles to enhance the capacity of both the women and community stakeholders.

44. To engage financial institutions and micro finance institutions (MFIs) for the creation of an enabling environment for women miners and entrepreneurs to have access to loans at a reduce interest rate with flexible payment terms.

45. Advocate for enforcement of laws that protect women against abuse especially women Miners and entrepreneurs so that they can enjoy their fundamental human rights as well as safeguard them from unfair treatment. A starting point could be to lobby for concessions to women miners in terms of obtaining mining license as an incentive to encourage more women in the mining activities.

CSO and Media

46. Advocate for a comprehensive empowerment package that could include business skills development with start-up capital; as well as create a platform for the provision of regular updates on the extractive sector.

47. Call for women to benefit from community development projects such as chiefdom development fund, so that they too can engage in meaningful socio-economic activities that are geared towards improving the standard of living and quality of life of rural women (women miners and Entrepreneurs).

Women Miners and Entrepreneurs

48. Both artisanal miners and women entrepreneurs should be mindful of wasteful spending largely due to fake or false hopes being traded by male workers to exploit women miners to invest more resources.

49. Call for fellow miners and entrepreneurs to act with integrity and demonstrate honesty in all their dealings with colleagues as well as business partners (maintain professional relationship)

50. Women miners should be urged to comply with guidelines set-out by the both the central and local governments as well as chiefdom authorities such as respect for the right of children, mining illegally or risk prone areas such as in pits and rivers.

51. Women should form cooperatives to overcome the bottlenecks with regards access to finance from financial institutions. Given that together as a group they will be able to meet most of the requirement for certain loans.

References

1. (EPA), E. P. (2019). *The Artisanal and Small Scale Gold Mining Overview of Sierra Leone.* Freetown.
2. G0SL. (2018). *Artisanal Mining Policy for Sierra Leone.* Freetown: Sierra Leone Gazzette.
3. GIZ. (2019). *Gender Safeguards for Kimberley Process.*
4. GoSL. (2010). *Mines and Minerals Act 2009.* Freetown: Sierra Leone Gazzette.
5. Hidron, C., & Koepke, R. (2014). *Addressing Forced Labor in Artisanal and Small Scale Mining (ASM).* Envigado: Alliance for Responsible Mining (ARM).
6. Mebratu-Tsegaye, T., Toledano, P., & Thomashausen, S. (2020). *A Review of Sierra Leone's Mines and Minerals Act.* New York: Columbia Center on Sustainable Investment.
7. Pessima, A., Masallay, J. L., Koroma, P. O., & Simbo, D. J. (2009). *Education and Women's Employement: A Study of their Status and Inputs in the Informal Sector of Sierra Leone.* Education Research Network for West and Central Africa.
8. Weldegiorgis, F., Lawson, L., & Verbrugge, H. (2018). *Women in Artisanal and Small-Scale Mining: Challenges and Opportunities for Greater Participation.* Winnipeg: The International Institute for Sustainable Development for the Intergovernmental Forum for Mining, Minerals and Sustainable Development (IGF).

Appendices

Focus Group Discussion Checklist

FOCUS GROUP DISCUSSION – FACILITATION GUIDE

Facilitator:	
Note Taker:	
District:	
Chiefdoms:	
Date:	

Good Morning / Afternoon / Evening Sir/ Madam

Women on Mining and Extractive – Sierra Leone with funding from her donor partners has commissioned a study titled: "**Barriers to Women's Participation in Entrepreneurship and Artisanal Mining in Sierra Leone".** The study will cover three (3) mining districts namely: Kenema, Kono, Tonkolili from July - August, 2021.

We are _____ and _____ we have been contracted to work as an Facilitator / Note Taker for this Focus Group Discussion session in your community regard the abovementioned study.

One of us will ask you some questions relating to the Barriers affecting Women's Participation in Entrepreneurship and Artisanal Mining in your town / District, whiles the other will take note. Some of the answers to the questions may be personal, but we want you to know that all your answers will be kept completely confidential.

However, your honest answers to these questions will help us better understand the barriers that are affecting women's participation in enterprise development / entrepreneurship and artisanal mining in mining host communities in Sierra Leone.

On this note, do you all in this room agree to participate?

Yes, everyone agrees to participate [……]

No, not everyone agrees to participate […..]

Code	Name of Participant	Sex	Occupation	Estimated age
R1				
R2				
R3				
R4				

R5				
R6				
R7				
R8				
R9				
R10				

Part A:

1. Is it correct to say, mining activities of any form is not good for women? Does this in any way discourage the present crop of women artisanal miners?

2. What are the challenges faced by women artisanal miners in your community? Is there any compliant and redress mechanism to respond to concerns raise by women miners?

3. What kind of entrepreneurship or enterprise development activities do women mostly involved in?

Part B:

4. What can you say about women's access to land for either mining or some economic activities (farming, cattle rearing etc.)?

5. What challenges do women entrepreneurs (business women, crop and cattle farmers) face in your community?

6. How often do women get access to loan or lending opportunities in your community? Are you satisfied with these trends?

Part C:

7. Has mining or other economic activities posed any threats to the survival and development of indigenous land owners? What have you done to reduce those threats?

8. Do you feel that women are being bullied in your community? Can you share with us any case study or instance(s) you now about?

Part D:

9. What suggestion / recommendation do you have for women in artisanal mining so that they can succeed?

10. What advice(s) can you share with Women Entrepreneurs so that their businesses can continue to do well?

Key Informant Interview Schedule

KEY INFORMANT INTERVIEW

Women on Mining and Extractive – Sierra Leone with funding from her donor partners has commissioned a study titled: "**Barriers to Women's Participation in Entrepreneurship and Artisanal Mining in Sierra Leone".** The study will cover three (3) mining districts namely: Kenema, Kono, Tonkolili from July - August, 2021.

Introduction:

Good Morning / Afternoon / Evening Sir/ Madam

I am _____; I have been contracted to work as an Enumerator / Data Collector for the abovementioned study.

I'm going to ask you some questions relating to the Barriers affecting Women's Participation in Entrepreneurship and Artisanal Mining in your town / District. Some of the answers to the questions may be personal, but I want you to know that all your answers will be kept completely confidential.

There is no compulsion on answering every question and you may choose not to respond to any question. Further, you may also terminate this survey at any time if you are uncomfortable answering the questions. There is no penalty for refusing to take part in this survey nor is there any incentive for participation.

However, your honest answers to these questions will help us better understand the barriers that are affecting women's participation in enterprise development / entrepreneurship and artisanal mining in mining host communities in Sierra Leone. This interview will not last for over 30 minutes.

Respondent's Consent

On that note, are you willing to participate?

☐ **Yes, I agree to participate** ☐ **No, I disagree to participate**

Name of Key Informant:	
Status in the Community:	
District:	
Chiefdom:	
Date:	
Name of Interviewer	

Causes

1. What is your general perception of women miners and entrepreneurs in your community?

2. What do you consider as common factors that affects women's livelihood in your community?

3. When did you start to notice these trends in your community?

4. Based on your own point of view, can you say things are improving or getting worse for women miners / entrepreneurs?

Effects

5. Have women's self-esteem being affected by the community's perception about them?

6. How does women miners and entrepreneurs relate with other members in your community?

7. What has been the contribution of Women Miners and Entrepreneurs to household income?

8. How are women miners and entrepreneurs perceived by their husbands /spouses?

Solutions

9. What advice can you give to women miners and entrepreneurs in your community?

10. What suggestion can you give to the Government or MDAs regarding the activities of women miners and entrepreneurs in your community?

Survey Questionnaire Template

SURVEY QUESTIONNAIRE

Women on Mining and Extractive – Sierra Leone with funding from her donor partners has commissioned a study titled: "**Barriers to Women's Participation in Entrepreneurship and Artisanal Mining in Sierra Leone".** The study will cover three (3) mining districts namely: Kenema, Kono, Tonkolili from July - August, 2021.

Respondent's Consent:

Good Morning / Afternoon / Evening Sir/ Madam

I am _____; I have been contracted to work as an Enumerator / Data Collector for the abovementioned study.

I'm going to ask you some questions relating to the Barriers affecting Women's Participation in Entrepreneurship and Artisanal Mining in your town / District. Some of the answers to the questions may be personal, but I want you to know that all your answers will be kept completely confidential.

There is no compulsion on answering every question and you may choose not to respond to any question. Further, you may also terminate this survey at any time if you are uncomfortable answering the questions. There is no penalty for refusing to take part in this survey nor is there any incentive for participation.

However, your honest answers to these questions will help us better understand the barriers that are affecting women's participation in enterprise development / entrepreneurship and artisanal mining in mining host communities in Sierra Leone.

I would greatly appreciate your help in responding to this survey Questionnaire.

The survey will take about 15-30 minutes, would you be willing to participate?

Yes: ☐ **No: ☐**

If yes, you are heartily welcome to respond to the following questions;

SECTION A: SOCIO-DEMOGRAPHIC PROFILE OF RESPONDENTS		
1.	**Age Range of Respondents**	a. 18 – 25 years b. 26 – 35 years c. 36 – 45 years d. 46 years and above
2.	**Sex of Respondents**	a. Female b. Male

3.	**Highest Academic Achievement of Respondents**	a. Primary School b. Secondary School c. College / Tech. Voc. Education d. University e. Never being to school
4.	**Marital Status of Respondents**	a. Single b. Married c. Divorce d. Widow e. Widower
5.	**Status / Occupation of Respondents**	a. Traditional leader b. Relegious Leader c. Political Leader d. Member of CMC e. MGCA Official f. MMMR Official g. NMA Official h. EPA Official i. NRA Official j. Others please specify ___
SECTION B: WOMEN AND ARTISANAL MINING		
6.	**Is it correct to say, mining activities of any form is not good for women?**	a. True b. False c. Not Sure
7.	**Are you aware of any Woman /women that (is/are) into Artisanal Mining Activities in this locality?**	a. Yes b. No c. Not sure
9.	**Are those you know legally registered / recognized (with / by) the appropriate authorities?**	a. Yes b. No c. Not sure
10.	**How would you assess compliance rate amongst women artisanal miners with regards registration and other regulations?**	a. Low b. Moderate c. High
11.	**Are there any economic gains women derived from artisanal mining activities?**	a. Yes b. No c. Not sure

12.	**If yes, can you measure the gains made by women artisanal miners?**	a. Low b. Moderate c. High
C. ISSUES THAT SURROUNDS WOMEN'S PARTICIPATION IN ARTISANAL MINING		
13.	**Has the registration of women artisanal miners become a challenge in your locality?**	a. Yes b. No c. Not sure
14.	**If yes, do you know of any instance(s) wherein a woman artisanal miner has been bullied because of her gender?**	a. Once b. Twice c. Thrice d. Never e. I Can't Tell
15.	**Would you agree or disagree that access to finance has been a problem affecting women artisanal miners?**	a. Strongly Agree b. Agree c. Somewhat Agree d. Disagree e. Strongly Disagree
16.	**Do women artisanal miners have access to loan or lending opportunities in your locality?**	a. Yes b. No c. Not sure
17.	**Are women given unhindered access to land for mining purposes?**	a. Yes b. No c. Not sure
18.	**If yes, what are the chances for a woman to have access to land for mining?**	a. Low b. Moderate c. High
SECTION C: WOMEN AND ENTREPRENEURSHIP / ENTERPRISE DEVELOPMENT		
19.	**Are you aware of any woman /women that (is /are) into Entrepreneurship or Enterprise development activities in your locality?**	a. Yes b. No c. Not sure
20.	**If yes, are those you know legally registered with and or recognized by the appropriate authorities?**	a. Yes b. No c. Not sure
21.	**How would you assess compliance rate amongst women**	a. Low b. Moderate

	Entrepreneurs with regards registration and other regulations?	c. High
22.	**Are there any economic gains women derived from entrepreneurship activities?**	a. Yes b. No c. Not sure
23.	**If yes, can you measure the gains made by women Entrepreneurs?**	a. Low b. Moderate c. High
SECTION D: ISSUES THAT SURROUNDS WOMEN ENTREPRENEURS		
24.	**Has the registration of enterprise owned by women become a challenge in your locality?**	a. Yes b. No c. Not sure
25.	**Do you know of any instance(s) wherein a woman entrepreneur has been bullied because of her gender?**	a. Once b. Twice c. Thrice d. Never e. I Can't Tell
26.	**Would you agree or disagree that access to finance has been a problem affecting women entrepreneurs?**	a. Strongly Agree b. Agree c. Somewhat Agree d. Disagree e. Strongly Disagree
27.	**Do women entrepreneur have access to loan or lending opportunities in your locality?**	d. Yes e. No f. Not sure

List of Participants for FGD

List of Participants for Focus Group Discussions (FGDs) Held in all Study Locations			
Kenema District (Nongowa Chiefdom)			
Sr. No.	**Name of Respondent**	**Status in Community**	**Chiefdom / Town /Section / Village**
1.	Md. Hawa M. Vangahun	Diamond Miner	Hangha Town
2.	Md. Jeneba Foday	Diamond Miner	Hangha Town
3.	Mrs. Fatmata Koneh	Diamond Miner	Hangha Town
4.	Md. Mujama Ganyawai	Diamond Miner	Hangha Town
5.	Md. Haja Brima	Diamond Miner	Hangha Town
6.	Md. Safiatu Josey	Diamond Miner	Hangha Town
7.	Md. Betty Momoh	Diamond Miner	Hangha Town
8.	Sattu Foday	Diamond Miner	Panderu Village
9.	Mamie Richard	Diamond Miner	Panderu Village
10.	Ramatu Kargbo	Diamond Miner	Panderu Village
11.	Md. Nya-Marie Kamara	Diamond Miner	Panderu Village
12.	Adama Gbla	Diamond Miner	Panderu Village
13.	Md. Isatu Wundu	Diamond Miner	Panderu Village
14.	Md. Hawa Bockarie	Diamond Miner	Panderu Village
15.	Md. Katumu Mansaray	Diamond Miner	Panderu Village
16.	Hawa Bangalie	Diamond Miner	Panderu Village
17.	Md. Janet Gamanga	Diamond Miner	Panderu Village
18.	Mamie Abu	Diamond Miner	Panderu Village
19.	Massah Abu	Diamond Miner	Panderu Village
Kono District (Tankoro Chiefdom and Gbense Cheifdom)			
Sr. No.	**Name of Respondent**	**Status in Community**	**Chiefdom / Town /Section / Village**
20.	Md. Kumba Tamba	Diamond Miner	Tankoro Chiefdom
21.	Md. Sia Sa'Quee	Diamond Miner	Tankoro Chiefdom
22.	Md. Mamie Fatmata Yanjah	Diamond Miner	Tankoro Chiefdom
23.	Md. Natorma Ngebga	Diamond Miner	Tankoro Chiefdom
24.	Kaday Yongor	Diamond Miner	Tankoro Chiefdom
25.	Fatmata Sankoh	Diamond Miner	Tankoro Chiefdom
26.	Md. Adama Sa'Quee	Diamond Miner	Tankoro Chiefdom
27.	Agness Missa	Diamond Miner	Tankoro Chiefdom
28.	Md. Rosaline Sia Nabian	Diamond Miner	Tankoro Chiefdom
29.	Bondu Allieu	Diamond Miner	Tankoro Chiefdom
30.	Md. Aminata Kellie	Diamond Miner	Tankoro Chiefdom
31.	Md. Kumba C. Gando	Diamond Miner	Tankoro Chiefdom
32.	Md. Susan Foyoh	Diamond Miner	Tankoro Chiefdom
33.	Md. Jeneba William	Diamond Miner	Tankoro Chiefdom
34.	Md. Kumba Kamanda	Diamond Miner	Tankoro Chiefdom
35.	Juliet Nyuma	Diamond Miner	Tankoro Chiefdom
36.	Salomi Pessima	Diamond Miner	Tankoro Chiefdom
37.	Md. Finda A. Simah	Diamond Miner	Gbense Chiefdom
38.	Md. Yei Mbayoh	Diamond Miner	Gbense Chiefdom
39.	Md. Doris K. Bockarie	Diamond Miner	Gbense Chiefdom
40.	Md. Sia Mbayoh	Entrepreneur /Miner	Gbense Chiefdom
41.	Hawa Demba	Entrepreneur /Miner	Gbense Chiefdom
42.	Md. Fatmata Kaimachiande	Entrepreneur /Miner	Gbense Chiefdom
43.	Sia Kanu	Diamond Miner	Gbense Chiefdom
44.	Md. Kumba Fillie	Diamond Miner	Gbense Chiefdom

45.	Sao Barrie	Entrepreneur /Miner	Gbense Chiefdom
46.	Fatama Basily	Entrepreneur /Miner	Gbense Chiefdom
Tonkolili District (Kholifa Rowalla Chiefdom)			
Sr. No.	**Name of Respondent**	**Status in Community**	**Chiefdom / Town /Section / Village**
47.	Hawa Bangura	Miner / Farmer	Mathonkara Village
48.	Isatu Koroma	Gold Miner	Mathonkara Village
49.	Iye Kamara	Farmer	Mathonkara Village
50.	Sento Koroma	Miner / Teacher	Mathonkara Village
51.	Mamusu Kargbo	Gold Miner	Mathonkara Village
52.	Aminata F. Kragbo	Miner / Entrepreneur	Mathonkara Village
53.	Kadiatu Mansaray	Miner / Entrepreneur	Mathonkara Village
54.	Zainab Kalokoh	Miner / Entrepreneur	Mathonkara Village
55.	Aminata Kamara	Miner / Entrepreneur	Mathonkara Village
56.	Aminata P. Kargbo	Gold Miner	Mathonkara Village
57.	Fatmata Koroma	Gold Miner	Mathonkara Village
58.	Mamusu Turay	Entrepreneur	Mathonkara Village
59.	Iye Kamara	Entrepreneur	Mathonkara Village
60.	Sarah Turay	Entrepreneur	Mathonkara Village
61.	Kadie Tholley	Entrepreneur	Mathonkara Village
62.	Dora Turay	Gold Miner	Mathonkara Village
63.	Kadiatu Yoni	Entrepreneur / Farmer	Mathonkara Village
64.	Md. Ramatu Larkoh	Gold Miner	Masokoray Village
65.	Md. Fatu Kanu	Gold Miner	Masokoray Village
66.	Ramatu Mansaray	Gold Miner	Masokoray Village
67.	Mariatu Kamara	Gold Miner	Masokoray Village
68.	Adamsay Tholley	Gold Miner	Masokoray Village
69.	Nasratu Kamara	Gold Miner	Masokoray Village
70.	Baby Kabia	Gold Miner	Masokoray Village
71.	Alice Kamara	Miner/ Entrepreneur	Masokoray Village
72.	Aminata Sesay	Miner/ Entrepreneur	Masokoray Village
73.	Alice Musa	Gold Miner	Masokoray Village
74.	Fatmata Thoronka	Gold Miner	Masokoray Village
75.	Isatu Conteh	Gold Miner	Masokoray Village
76.	Fatmata Koroma	Gold Miner	Masokoray Village
77.	Kadiatu Barrie	Miner / Entrepreneur	Masokoray Village
78.	Marie Koroma	Entrepreneur / Farmer	Masokoray Village
79.	Famata Koroma	Gold Miner	Masokoray Village
80.	Fatmata Turay	Miner / Entrepreneur	Masokoray Village
81.	Ejatu Tholley	Miner / Entrepreneur	Masanga Village
82.	Famata Kamara	Miner / Entrepreneur	Masanga Village
83.	Fatmata Conteh	Miner / Entrepreneur	Masanga Village
84.	Fatu Conteh	Miner / Entrepreneur	Masanga Village
85.	Fatmata Koroma	Miner / Entrepreneur	Masanga Village
86.	Marie sesay	Miner / Farmer	Masanga Village
87.	Theresa Mummy Conteh	Miner / Farmer	Masanga Village
88.	Fatmata B. Koroma	Miner / Farmer	Masanga Village
89.	Gbassay Kanu	Miner / Farmer	Masanga Village
90.	Sento I. Kargbo	Miner / Farmer	Masanga Village
91.	Kadiatu Gbla	Miner / Farmer	Masanga Village
92.	Fatmata Bangura	Miner / Entrepreneur	Masanga Village
93.	Sarah Turay	Miner / Entrepreneur	Masanga Village
94.	Md. Mabinty Mansaray	Miner / Entrepreneur	Masanga Village
95.	Md. Saffiatu Turay	Miner / Entrepreneur	Masanga Village

96.	Md. Fatmata Conteh	Miner / Entrepreneur	Masanga Village
97.	Md. Ya Humu Kamara	Entrepreneur	Masanga Village
98.	Doris Koroma	Miner / Entrepreneur	Masanga Village

List of Interviewees for KIIs

List of Notable Respondents for Key Informant Interviews (KIIs)			
Sr. No.	**Name of Respondent**	**Status in Community**	**Location of Respondents**
1.	His Worship Komba Mathew Sam	Mayor, New Koidu City Council	Kono
2.	Madam Yabom Sesay	Chairperson, Tonkolili District Council	Tonkolili
3.	Mr. Solomon Sahr Gbondo	Chairman, Kono District Council	
4.	Mr. Gandu	Chief administrator, Kenema City Council	Kenema
	Mr. Ibrahim Allen Sowa	Tonkolili District, Development Planning Officer	Tonkolili
5.	Chief Amara Sheku Musa	Senior Section Chief, Nongowa Chiefdom	Kenema
6.	Chief Sampha Koroma	Chief, Masokoray Village	Tonkolili District
7.	Mr. Kai Lebbie	Regional Manager, NMA	Kono
8.	Mr. Alusine Bangura	Public Servant	Kono
9.	Mr. Bockarie Steven Sannoh	Social Worker	Kono
10.	Mr. John Aloysius Dugba	CSO Activist	Kenema
11.	Ms. Gladys Finda Gbonda	WOME Field Officer	Kono
12.	Mr. Mohamed Y. Fofanah	Station Manager, Voice of Kono	Kono
13.	Mr. Alimamy Kamara	CSO Activist	Tonkolili District
14.	Mr. Problyn John Alpha	Station Manager, Radio New Song	Kono
15.	Mr. Kamal M. Barrie	Dept. Production Manager, SLBC	Kenema
16.	Madam Finda Aminata Sannoh	Mammy Queen, Gbense Chiefdom	Kono
17.	Ing. Sheku L.I. Sheriff	Regional Engineer / Ag. Regional Manager, NMA	Kenema & Kailahun
18.	Mr. Joseph Sahr Ansumana	District and Programme Manager, NMJD	Kono
19.	Mr. Abdul Bah	Regional Manager, EPA	Kenema
20.	Mr. Samuel Kamara	Youth Leader, Magburaka	Tonkolili
21.	Alimamy B. Turay	Staff of ASJD	Kono

Respondent's Selection plan

Study Area	Category of Respondents	No. of Respondents
Kenema	- Women in Artisanal Mining;	25
	- Women in Business;	25
	- Women in Agriculture;	10
	- Indigenous Land Owners;	08

	- Crop and Cattle Farmers, - Field Staff of WoME, - Women's CSO Groups; - Chiefdoms Mining Committees; - Media, - Community Leaders (Religious, traditional, Political); - Ministries Department and Agencies (MGCA, NMA; EPA, MMMR; NRA;	06 02 03 04 02 05 10
Kono	- Women in Artisanal Mining; - Women in Business; - Women in Agriculture; - Indigenous Land Owners; - Crop and Cattle Farmers, - Field Staff of WOME, - Women's CSO Groups; - Chiefdoms Mining Committees; - Media, - Community Leaders (Religious, traditional, Political); - Ministries Department and Agencies (MGCA, NMA; EPA, MMMR; NRA;	25 25 10 08 06 02 03 04 02 05 10
Tonkolili	- Women in Artisanal Mining; - Women in Business; - Women in Agriculture; - Indigenous Land Owners; - Crop and Cattle Farmers, - Field Staff of WOME, - Women's CSO Groups; - Chiefdoms Mining Committees; - Media,	25 25 10 08 06 02 03 04 02

	- Community Leaders (Religious, traditional, Political); - Ministries Department and Agencies (MGCA, NMA; EPA, MMMR; NRA;	05 10
TOTAL		300

Source: Researcher's Construct, 2021