

**WOMEN AND ACCESS TO EMPLOYMENT IN THE TANZANIAN
MINING INDUSTRY:
A CASE STUDY OF BARRICK NORTH MARA GOLD MINE
LIMITED**

Abstract

This dissertation appears to be the first piece of Tanzanian research which, using a case study approach, tentatively explores the reasons why so few women (especially young professional women) enter or remain in the traditionally male-dominated and closely-guarded mining industry. Utilising an effective combination of several methodologies (guided overall by the Women’s Law Approach), the writer, a Magistrate, seeks to expose the ‘lived realities’ of women employed at all levels on a working mine. She focuses, in particular, on its few local (as opposed to expatriate) women professionals. Specific emphasis is placed on the extent to which the corporate practices of the male-dominated mining culture breach their gender-specific human rights which are protected by various local, regional and international Human Rights instruments which are binding on the State and corporations operating within its borders. The writer finally proposes improving the human rights of female mining professionals by suggesting that a wide range of administrative, economic, social, educational and other reforms are implemented by various influential stakeholders.

BY

ANNAH MAGUTU

Supervisor: Professor Julie Stewart

**A Dissertation submitted in partial fulfilment of the requirements for a
Masters in Women’s Law, Southern and Eastern African Regional
Centre for Women’s Law,
University of Zimbabwe**

2010

DEDICATION

To my husband Geoffrey Chacha, your support and understanding is beyond measure.
My parents for letting me see this far and to my son Goddard Mwita Chacha for your
tolerance for my absence during study, I owe you a lot.

ACKNOWLEDGEMENTS

My special thanks go to my supervisor, Prof Stewart for guiding me to the completion of this research project.

I wish to thank those who provided me with the information and data at North Mara and else where.

I am also thankful to my employer the Judiciary of Tanzania for giving me permission to undertake the programme.

Last but not least, I am grateful to Norwegian Ministry of Foreign Affairs for funding the project.

DECLARATION

I, ANNAH ANICETY MAGUTU, do hereby declare that this dissertation is my own work and has never been submitted to any other University.

Signature.....

Date.....

List of Tables

Table 1: List of the Respondents interviewed	30
--	----

List of Figures

Figure 1: A Map of Tanzania showing the location of North Mara Gold Mine Limited.....	19
Figure 2: Enrolment in four courses at University of Dar es salaam	36
Figure 3: First year enrolment in Sociology Department	37
Figure 4: First year enrolment in Mining Engineering	37
Figure 5: First year enrolment in Mineral Processes Engineering.....	38
Figure 6: Graduates in Geology Department.....	38
Figure 7: Average of enrolment for ten years at the University of Dar es salaam..	39
Figure 8: Average enrolment for female students in ten years.....	40
Figure 9: Percentage of female to male employees at Barrick North Mara.....	46

LIST OF ABBREVIATIONS

AIDS	Acquired Immunodeficiency Syndrome.
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women.
HIV	Human Immuno-Deficiency Virus
ILO	International Labour Organisation
NGO	Non Governmental Organization
SADC	Southern Africa Development Community
UDHR	Universal Declaration of Human Rights
UDSM	University of Dares salaam
WIMnet	Women In Mining network
WLAC	Women's Legal Aid Centre
TAWOMA	Tanzania Women Miners Association

LIST OF INTERNATIONAL HUMAN RIGHTS INSTRUMENTS

The Universal Declaration of Human Rights (1948)

The African Charter on Human and Peoples Rights (1981)

The African Charter on the Rights and Welfare of the Child (1999)

The Convention on the Elimination of All forms of Discrimination against Women (1979)

The Protocol to the African Charter on Human and Peoples Rights on the Rights of Women in Africa (2003)

The SADC Protocol on Gender and Development (1995)

Safety and Health in Mines Convention, 1995

Underground Work (Women) Convention, 1935

LIST OF NATIONAL LAWS

The Constitution of the United Republic of Tanzania, 1977

Employment and Labour Relation Act, 2004.

The Mining Act, 1998

The Law of Marriage Act, 1971

The Sexual Offences Special Provisions Act, R.E 2002

The Holy Bible

LIST OF NATIONAL POLICIES

The National Employment Policy, 2008

The Mineral Policy, 1997

TABLE OF CONTENTS

DEDICATION	II
ACKNOWLEDGEMENTS	III
DECLARATION	IV
LIST OF TABLES	V
LIST OF FIGURES	V
LIST OF ABBREVIATIONS	VI
LIST OF INTERNATIONAL HUMAN RIGHTS INSTRUMENTS	VII
LIST OF NATIONAL LAWS	VII
LIST OF NATIONAL POLICIES	VII
TABLE OF CONTENTS	VIII
CHAPTER ONE: INTRODUCTION.....	11
1.1 BACKGROUND OF THE STUDY	12
1.2 STATEMENT OF THE PROBLEM	15
1.3 AIM OF THE STUDY.....	16
1.4 OBJECTIVES OF THE STUDY	16
1.5 RESEARCH ASSUMPTIONS	16
1.6 RESEARCH QUESTIONS	18
1.7 DEMARCATING THE FIELD OF STUDY.....	19
CHAPTER TWO: LAW AND LITERATURE REVIEW.....	20
2.0 INTRODUCTION	20
2.1 LITERATURE REVIEW.....	20
2.2 LAW AND HUMAN RIGHTS.....	23
<i>The Human Rights Framework in relation to Employment</i>	23
2.3 CONCLUSION	26
CHAPTER THREE: RESEARCH METHODOLOGY AND METHODS	27
3.0 INTRODUCTION	27
3.1 RESEARCH METHODOLOGIES.....	27
3.2 DATA COLLECTION METHODS	29

3.2.1	<i>Interviews</i>	29
3.2.2	<i>Focus group</i>	31
3.2.3	<i>Observation</i>	31
3.2.4	<i>Questionnaires</i>	32
3.2.5	<i>Site visits</i>	33
3.2.6	<i>Desk research</i>	33
3.2.7	<i>Personal experiential data</i>	34
3.3	LIMITATIONS OF THE RESEARCH	34
3.4	CONCLUSION	35
CHAPTER FOUR: WOMEN CAPACITY AND SKILLS.....		36
4.0	INTRODUCTION	36
4.1	EDUCATION	36
4.1.1	<i>North Mara Gold Mines Limited Scholarship</i>	43
4.2	STATISTICS	45
4.3	EMPLOYMENT	47
4.4	THE ROLE OF NGOs IN ASSISTING WOMEN IN MINING	50
4.5	CONCLUSION	51
CHAPTER FIVE: MINE AND WORKING CONDINTIONS		52
5.0	INTRODUCTION	52
5.1	ACCOMMODATION	52
5.2	WORKING CONDITIONS.....	54
5.2.1	<i>Sexual harassment</i>	56
5.2.2	<i>Discrimination</i>	58
5.2.3	<i>Fly-in fly-out arrangements</i>	58
5.3	PERSONNEL MANAGEMENT AT BARRICK.....	59
5.3.1	<i>Uniforms</i>	59
5.3.2	<i>Maternity Leave</i>	60
5.3.3	<i>Double Standard Measure</i>	61
5.4	RELIGIOUS AND CULTURAL BELIEFS	61
5.5	ATTITUDES TOWARD WOMEN MINERS	63
5.6	CONCLUSION	64
CHAPTER SIX: PROBLEMS WOMEN FACE.....		65
6.1	EARLY MARRIAGE	65
6.2	UNSUITABLE WORKING CONDITIONS	67
6.3	NON COMPLIANCE OF POLICY.....	70
6.4	UNEQUAL PAY	72
6.5	GENDER STEREOTYPING	73

CHAPTER SEVEN: CONCLUSION	77
BIBLIOGRAPHY.....	81
APPENDIX: QUESTIONNAIRE.....	84

CHAPTER ONE: INTRODUCTION

The mining industry has been called the last bastion of exclusive male employment with women's participation in the industry limited to work above ground such as administrative staff and nursing injured mine workers (Ranchod, 2001). As compared to other employment sectors women's participation and integration into mining has been slow, and there are very few women who work in technical professional positions. This is the situation of the large-scale mining sector, which is the focus of this study.

Over the past few years with changes in government policy and legislation, this situation has gradually begun to change. Discriminatory laws forbidding women to work underground have been repealed, and it is now legal for women to work without restriction in both surface and underground mining (Ranchod, 2001).

The history and the current status of gendered roles played by men and women in the mining industry have mostly remained traditional. Men have entered the public sphere while women have remained in the domestic sphere. On the mines, women are also providing sexual services to male mineworkers. There are a lot of women coming from various places in Tanzania to North Mara to provide sexual services around the mine.

There are also significant cultural impediments to women's participation that are linked to structural issues in many ways. These cultural issues can manifest themselves in terms of a lack of mentor relationships and support networks, the gender-segregated nature of decision-making and task allocation, disadvantage, discrimination or harassment.

To move from traditional and relatively static gender roles, into a space where women and men can be seen as people of equal worth and dignity, equal workers and earners, is a big step. This requires a significant shift in gender roles, relations and responsibilities from both women and men.

1.1 Background of the study

Gender related legislation in the labour market has generally developed from regulations that focus on safeguarding women's family responsibilities and ensuring their physical security, to a more neutral provision that promotes equal opportunities between men and women in the workplace. Legislation specifically designed to protect female workers, first appeared in the early 1840s when Great Britain prohibited women from working in the mines and restricted their night work. Within the next five decades after the first legislation, other European countries followed with legislation to restrict women from underground work, night shifts, and long working days (Rodgers, 1999).

Within this occupation, bans and working hour restrictions for women were supplemented by mandatory maternity leave. Both types of legislation are still wide spread and they are included among the conventions of the International Labour Organization (Rodgers, 1999).

In order to understand clearly why Britain prohibited women from working in the mine, it is necessary to retrace the history of its economy. Great Britain was the first country to industrialize. Industrialization involved movement of labour and resources away from primary production such as agriculture, fishing and forest towards manufacturing and commerce. The transformation took place after 1750, first in the cotton industry and latter in the iron and steel industries. The textile mill was the early symbol of industrialization and large numbers of women and children worked in mills at highly differentiated, low skilled and repetitive jobs. The employment of women and children resulted in an increase of output and substantial profits to the manufacturer. By the mid-nineteenth century, iron and steel production and the manufacture of machinery and heavy equipment become more important than textile production (Tilly and Scott, 1978).

By the twentieth century change in the economy of Great Britain resulted in a change of occupation opportunities for women. The growth of heavy industries such as mining, metallurgy and engineering became important. Entrepreneurs invested their capital less in textiles and more and more in the production of machines. Heavy industries offered

employment for men at relatively high wages. The increases in the scale and manufacture of new kinds of products pushed the women out of the manufacturing sector (Tilly and Scott, 1978).

However, this development provided new types of jobs for women. As the scale and organization of the economy grew, bureaucratic and administrative organization expanded. Clerks, typists and secretaries were needed in increasing numbers to staff companies' offices and to fill the government positions. These services, administrative and professional jobs needed a cheap and plentiful labour supply. The high wages in industrial employment drew male workers as did jobs such as supervisors and administrators. Confronted by the shortage of men and a large demand for white collar workers, women began to be recruited (Tilly and Scott, 1978).

Changes in women's occupations in the twentieth century led to a greatly increased proportion of women in the tertiary sector. Despite this, women's white collar work was low paid nor did it demand high level skills. Women's wages in commerce were a third to a half of those of men. These women rarely held supervisory or administrative positions. Most women remained in low paying jobs for the duration of their employment, and opportunities for promotion were few. Regardless of the fear expressed by male workers, women were never integrated into the male labour force. The older sector of female employment declined and new "female" jobs emerged. Women entered occupations such as clerking, sales and primary education. They replaced male employees in these fields. Rapidly, a new kind of "feminized" employment emerged in the tertiary sector in particular. Though new jobs were available for women, these jobs tended to be segregated. In the nineteenth century, certain occupations were only for females others only for males (Tilly and Scott, 1978).

By the mid 1900s a number of industrialized countries revoked their occupation bans and working restrictions for women as opposition to the discriminatory measures grew. The protective policies which hampered women from competing against men for high paying occupations drove them towards the low paying jobs. As a result, legislative efforts

shifted from the protection of women to the promotion of workplace equality between men and women (Rodgers, 1999). Such measures include equal pay and equal opportunity in employment. These measures are still controversial in term of their effectiveness in raising women's relative earnings and reducing occupational segregation (Rodgers, 1999).

South Africa has removed the ban of prohibiting women from working underground. Apart from that, it has enacted various forms of legislations such as an Employment Equity Act to promote and ensure equity in the workplace. In order to increase the percentage of women working in the mining industry and also to address the imbalances of the past, the government of South Africa came up with a policy enshrined in the Broad Based Social Economic Empowerment Charter for the South African Mining Industry (Bendeman et al, 2008). However, the mining and minerals industry is still the most highly sex-segregated industry. In a country where the economically active workforce comprises 45 per cent women, the mining and minerals industry falls well behind the South African average of just 7.3 per cent women and the majority of these are concentrated in the clerical and administrative occupations (Bendeman et al, 2008). Although more women have entered a wider variety of jobs in the mining industry since the acceptance of the Charter, the number of women working in non-clerical or non-support services in the industry has remained small. The percentage of women working underground is only 2 per cent and the remaining 98 per cent are men (Bendeman et al, 2008). However, the firm Anglo Gold Ashanti recognises that women have an equal right to participate in mining as a career. It has put plans in place for a range of programmes to address the recruitment and advancement of women at both a corporate and an operational level. Despite this the number of women in mining within administrative, core technical discipline and advisory positions in Anglo Ashanti is relatively low (Anglo Gold Ashanti, 2007).

When governments enact labour laws that protect women, and promote workplace equality between men and women, the measures may have consequences specific to women's labour market outcomes. Protective legislation can entail negative effects that

are particularly severe in developing countries such as crowding even more women into the informal sector and encouraging firms to engage in outright discriminatory hiring practices, including the requirement of pregnancy tests (Rodgers, 1999). Although not explicitly designed to target women's wellbeing or equality in the labour market, policies also have labour market outcomes that differ for men and women. For example, the minimum wage and public sector retrenchment may have no gender content in their stated aim, yet, in practice, they can affect male and female workers differently. The minimum wage and public sector downsizing are quite prevalent among developing countries and a growing body of evidence indicates that they have negative effects on women's relative wages and employment (Rodgers, 1999).

1.2 Statement of the Problem

Mining is one of the most important economic activities in Tanzania. In 1998 Tanzania's mining industry contributed to a total of US\$ 22.6 million in exporting earnings. The large scale mining operation employs over 100,000 people and 500,000 in the small scale sector (UNIFEM, 1999). Despite the sector being important and also contributing to the exporting earnings, there are still very few women who are employed in the mining sector above ground. They are employed in so-called 'appropriate jobs for women', such as sweepers, cleaners or attendants in the offices.

In higher learning institutions women tend to choose courses which are so-called 'appropriate' for women. This leads to a lack of women professionals in geology, mining and mineral processing engineering. This means that mineral and mining related courses have become male dominated.

The overall working and living conditions are gender-problematic. The safety of women living in mining camps is at risk and women who work night shifts face problems of sexual harassment.

1.3 Aim of the study

The overall aim of this study is to unearth employment barriers that continue to hamper female professionals' participation in the mining industry.

1.4 Objectives of the study

The main objectives of the research are as follows:

1. To find out whether Barrick North Mara project provides an equal employment opportunity environment for males and females.
2. To find out whether there are women who are employed by the Barrick North Mara project and what jobs they are doing.
3. To find out who controls Barrick North Mara project and whether the environment is gender sensitive.
4. To find out whether socialization is a constraint to the professional employment of women in the mining industry.
5. To find out whether the overall working and living conditions are gender problematic.

1.5 Research Assumptions

The following assumptions were formulated at the onset of the research. These were based on what I perceived could be areas of investigation and I used them as guidelines when framing the questions I asked respondents when I carried out the research:

1. The law and policies relating to mining in Tanzania are gender neutral but women are still marginalized in accessing employment in mining.

2. Barrick North Mara project does not provide equal employment opportunities for both women and men.
3. There are a few women at Barrick North Mara project who are employed above ground and who work in so-called 'appropriate' jobs for women such as sweepers, cleaners or attendants in the offices.
4. Women are generally not employed in work directly related to mining such as mining engineering and metallurgy.
5. The socialization of women is a constraint to their professional employment in mining.
 - (a) Women lack appropriate education qualifications such as mineral sciences or mining engineering qualifications, hence, mining-related professions remain male-dominated.
 - (b) There is a cultural belief that the presence of women on mines will lead to their collapse.
 - (c) In higher learning institutions women choose the so called 'appropriate' courses for women and avoid courses such as geology, mining engineering, metallurgy which are the stronghold of the mining industry.
6. Barrick North Mara Project is a male-dominated and gender-insensitive environment.
7. The overall working and living conditions on the Barrick North Mara Project are gender problematic.
 - (a) Women living in the camps fear for their personal safety.
 - (b) Women who work on night shifts may face problem of sexual harassment.

1.6 Research Questions

Based on the above stated assumptions, this study sought to address the following questions:

1. What law and policies have been put in place to assist women in accessing careers in mining?
2. Does Barrick North Mara project provide equal employment opportunities for both women and men?
3. Are women employed by Barrick North Mara project? If so, what are their positions?
4. Is the Barrick North Mara project a male dominated and gender insensitive environment?
5. Is the socialization of women a constraint to their professional employment in mining?
 - (a) Do women have appropriate qualifications such as those in mineral science or mining engineering?
 - (b) Is there a cultural belief that the presence of women in the mines leads to their collapse?
 - (c) Which subjects do women choose at institutions of higher learning, and what are the consequences of these choices?
6. Are overall working and living conditions gender problematic?
 - (a) What are the effects on women who live in the mining camps?
 - (b) What problems do women face in night shifts?

1.7 Demarcating the Field of Study

Barrick North Mara Gold Mine is located to the north-east of Tanzania, Tarime district in Mara region (Figure 1). It is 100 kilometres south-east of Lake Victoria, and 20 kilometres south of the Kenyan border. The site is approximately at an altitude of 1300m above sea level and one degree below the equator. The North Mara Mine was established by East African Gold Mines where exploration started in 1993 and production commenced in 2002. The project was purchased by Placer Dome Company in July 2003 and later, by Barrick Gold Corporation in January 2006 who is the current owner of the mine. The North Mara Gold Mine consists of three open pits namely Gokona, Nyabirama and Nyabigena. All of them are active.



Figure 1: A Map of Tanzania showing the location of North Mara Gold Mines Limited

(Source: North Mara Gold Mines Limited)

CHAPTER TWO: LAW AND LITERATURE REVIEW

2.0 Introduction

This chapter looks at the literature review relating to the topic. I reviewed available research reports on women and access to employment in the mining industry. It was revealed that few scholars have written on the subject. However, with relatives who work in mining industry, I was able to get an experiential data in this area. As a consequence, I was eager to embark on this research.

2.1 Literature Review

Through literature examining on women in the mining industry, I observed that most studies conducted have been in Australia which is a western country. However, in Africa there is still very little literature that has been written on women in large scale mining sector.

Ranchod (2001) has this to say:

In South Africa mining industry has been called the last bastion of exclusive male employment with women participation in the industry limited to work as above ground staff. While some progress has been made, women working underground are very much a novelty in the country. The historical gendered roles played by men and women have remained by and in large quite by tradition. While women have entered the mine's workplaces, women have remained largely in the domestic sphere. Men have been the breadwinners, while women have been responsible for maintaining the family. On the mines, women have also provided sexual services to male mineworkers. Moving from such traditional and relatively static gender roles into a space where women and men can be seen as people of equal worth and dignity, equal workers and earners is a big step away from the concept of a male bread winner and a female household.

The author could not tell how women will move from traditional static gender roles to a space where women and men can be seen as equal worker and earners in mine workplaces.

WIMnet (2009) in their research found that there is a problem of low rates of women's participation in mining industries. Respondents identified a range of issues that adversely affected the equitable participation of females in mining. Those issues were namely:

The tendency for some senior male managers to promote people more like 'themselves,' females subjected to overt sexual harassment and sexist verbal put-downs at work; the perception by some that females are more likely to have children and therefore it was a risk to invest in professional development for them; the perception by some that women overall are less competent in senior roles; Some males resenting the idea of reporting to a female manager, the prevalence of a drinking culture and its adverse affect on networking opportunities for females. Females underselling themselves in their careers, females feeling isolated in their workplaces due to low numbers and females feeling that there is no career path for them due to low number of female role models in senior positions.

The research identified the barriers which affect women to equal participation in mining and come up with the solution. However, there is still difference to what is written on paper and what is happening on the ground.

Pattenden (1998) in her report on Women in Mining found that the minerals industry is the most highly sex-segregated industry in Australia. In a country where the active workforce comprises 43 per cent women, the minerals industry falls well behind the Australian average with just 11 per cent women, with the majority of these clustered in the clerical and administrative ranks. This figure can be further reduced to less than 2 per cent female participation when only mine sites within Australia are being examined. The number of women participating in the targeted occupations of geology, mine engineering, and metallurgy has increased significantly in recent years. However, these gains have not been reflected in the employment figures for the industry. This suggests that either a significant percentage of female graduates in these courses, for reasons unknown, choose to join another industry upon graduation, or that the attrition rate for women in the industry is such that the flow of women out of the industry is greater than the flow in.

The Minerals Council of Australia (2007) in their report in unearthing new resources attracting and retaining women in the Australian minerals industry found that, in the more

technical professions there is the most acute skill shortage. Hence they has been a concerted effort made to encourage more young women to enrol in University programs, such as mining engineering and minerals processing, that are likely to lead to a career in the minerals industry. These initiatives have included outreach programs into the secondary school system, advertising campaigns and scholarship schemes targeted specifically at female students. These initiatives are yet to be systematically evaluated, but their impact to date appears to be fairly limited. Given the apparently slow rate of progress being made in attracting more women into the mining professions, there is clearly a strong case for conducting research into student perceptions of the industry and the factors that impact on student choices about programs of study.

Ranchod (2001), Pattenden (1998), WIMnet (2009) and Minerals Council of Australia (2007) found that the low rate participation of women in employment in the mining industry is one of the problems which face the mining industry. In their reports they went further to state that, although there is small number of women in the mining industry, the majority of them are still employed in positions which are not related into mining posts, such as clerks and administrative positions. Hence, there is a very small number of women who are working in posts which are directly related to mining such as geology, mining engineering and metallurgy. In order to curb the problem they came up with several strategies such as advertising campaigns and scholarship schemes specifically aimed at female students but still the situation on the ground is unchanging.

This indicates that there is big difference between what is happening on the ground and what we see on papers as the solution to the problem. In conclusion the problem has no proper solution. There is a gap between the literature and practicality. This gap forms the starting point of this research, which goes further in finding ways of creating a friendly and good working environment for both women and men.

2.2 LAW AND HUMAN RIGHTS

The Human Rights Framework in relation to Employment

Human rights standards and principles provide the context within which the protection of women's rights can be measured and demanded. The government of Tanzania is a signatory to a number of human rights instruments which specifically call for the treatment of women's rights as human rights, such as the Convention on the Elimination of All Forms of Discrimination against Women, the Protocol to the African Charter on Human and Peoples Rights on the Rights Of Women in Africa and the SADC protocol on Gender and Development.

Article 11 of the CEDAW states that state parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on basis of the equality of women and men the same rights to the same employment opportunities. These measures include the application of the same criteria for the selection in matters of employment, the right to free choice of professions and employment, the right to promotion and job security and all benefits, the right to equal remuneration including benefit and equal treatment in respect of work, the right to protection of health and safety in working conditions including the safeguarding of the function of reproduction.

Also in order to prevent discrimination against women on the ground of marriage or maternity and to ensure effective right to work, states shall take appropriate measures to prohibit dismissal on the ground of pregnancy or maternity leave, to introduce maternity leave with pay and to provide special protection for women during pregnancy in those types of work that have proved to be harmful to them. These rights have been echoed in article 23 of the UDHR, article 13 of the Women's protocol and article 19 of the SADC Protocol on Gender and Development. However, the SADC Protocol on Gender and Development has gone a step further by providing a time limit for women and men to have equal access to wage employment in all sectors of the economy.

The above article clearly emphasises gender equality in employment in all sectors.

Article 13(1) of the Tanzanian Constitution, guarantees equality of all persons before the law. Article 13(4) prohibits any form of discrimination. Article 13 (5) prohibits discrimination against any person on the basis of sex, while article 22 gives every citizen an entitlement to equal opportunity and conditions of office under state authority. Lastly, Article 23(1) which states that every person without of any discrimination of any kind is entitled to remuneration commensurate with his work, and all people working according to their ability shall be remunerated according to the measures and qualification for the work. These articles show that the Constitution of the United Republic of Tanzania which is the country's supreme law sets a sound basis for the protection of all citizens against discrimination and provides equality in all matters, including employment.

Section 7(1) of the Employment and Labour Relations Act provides for the employer to ensure and promote equal opportunity in employment. S 7(4) Prohibits discrimination against the employee in any employment policy or practices and issues of prohibition of harassment against the employee has been taken care of in section 7(5). Lastly section 7(6) urges the employer to take affirmative measures consistent with the promotion of equality in the work place. Indeed the Employment and Labour Relations Act, by itself seeks to create an equitable workplace for both female and male.

In the whole Mineral Act there is no single provision which addresses women. Also there is no provision in the Act specifically which bans or excludes women from being employed in the mining industry, be it underground or open pit. Nevertheless, most of the Act's provisions, especially those that deal with the mining license as to who qualifies to get the license are couched in masculine language¹. However, to my knowledge these gender neutral terms in legislative drafting are common in major commonwealth countries including Australia, South Africa and Tanzania. Activists such as WLAC on the fourth, fifth and sixth periodic report on the implementation of the Convention of the

¹ s 24(3), s 28, s 30.s 32, s 34(1).s 50(1).s 53(1) and s 54(6) of the Mining Act

Elimination of All Forms of Discrimination against Women(CEDAW) ask for the review of all gender neutral provision and policies and ask the state to put in place measures that will accelerate the realization of women's equality. In my experience as a magistrate, gender neutral laws on the face of it, show that laws are applied equally to men and women. However, the provisions of gender neutral law are impliedly discriminating against women. Hence the Mining Act by using 'he' which is masculine language, indirectly discriminates against women.

Mineral policy in Para 3.3.12.4 recognizes that women face an economic and social cultural barrier which restricts their effective involvement in mining. The policy has recognized the problem concerning women and it has gone further to strategise in order to address it, through encouraging and facilitating employment and involvement of women in mining development activities such as processing and in the provision of economic services in mining communities. Also by conducting awareness programs to promote the acceptability of women's participation in mining and alleviating cultural barriers to the involvement of women in mining activities. This shows that the policy makers were gender sensitive during drafting of this policy. Hence, there is some hope under this policy that both women and men will eventually enjoy the sector of mining equally.

Para 3.24 of the National Employment Policy recognises the importance of mainstreaming gender in employment. It acknowledges that positive action has been taken by the government and other stakeholders towards addressing existing gender inequalities and disparities. However, these problems still present serious challenges which prevent society from realizing its full potential in all aspects of social, economic and political development. Furthermore, sexual harassment and violence against women still persist in some places of work. Likewise, due to their multiple roles as producers, reproducers and providers of family care, women are severely limited in preparing for and accessing formal employment opportunities and self employment, particularly in the private sector.

In order to promote gender equity in the world of work, the government and private sector, workers' organisations, and civil societies in collaboration with other stakeholders shall ensure provision of fair and equal treatment for both men and women in accessing employment opportunities. It should be guided by gender policies, action plans and employment laws. Moreover, affirmative actions have to be undertaken to facilitate easy access to productive employment opportunities among women. Therefore, by mainstreaming gender in employment, they give both sexes enjoyment of equal opportunities in the world of work.

Whilst the law clearly provides a framework for women to participate fully in the mining industry, the purpose of this study as is analyse entirely in findings was to unearth the barriers for women in accessing employment in the mining industry. Literature reviewed has shown that the industry's commitment exists merely on paper. When it comes to practice, women are highly discriminated against in the mining industry.

2.3 Conclusion

In the light of the literature reviewed, international instruments and national laws, I am of the opinion that it is important for this research to be conducted. It is evident that there are few women employed in the mining industry and yet the industry's laws and regulations are seemingly gender neutral. The study seeks to identify the barriers women experience in accessing employment in the mining sector and to come up with strategies which will change that situation.

CHAPTER THREE: RESEARCH METHODOLOGY AND METHODS

3.0 Introduction

This chapter presents the research methodology applied to this study. It further describes the methods applied during data gathering and the limitations of the study.

3.1 RESEARCH METHODOLOGIES

The main methodology in this research is the Women's Law Approach. Women's law is a legal discipline which explores the reality of women's lives and from that perspective 'interrogates' and investigates the law. (Bentzon et al, 1998). This approach was used because the actual lived realities of women in mining industry were taken as the starting point. I interviewed women and men who are working in the Barrick North Mara project as they understand their problems better. The University of Dar es salaam was visited during the research to get their views as to why there are so few women in the mining profession as compared to others and also to gather statistical data of entrants in mining related courses and other courses such as sociology. Moreover, the Tanzania Women Miners Association which is an NGO dealing with mining, Barrick head office and the villagers were interviewed and gave their perception concerning women and their employment in the mining industry.

The approach being holistic enabled me to see law and reality from the women's point of view. In doing so it allowed me to understand the problem better and employ appropriate strategies to solve such problems rather than assume what their problems are without involving them at the end of the day imposing inadequate legal solutions.

Secondly, I used the Human Rights approach. This refers to the human rights instruments which give a standard for the protection of fundamental human entitlements. It provides standards and principles in which every individual should be respected, be they a woman or a man.

By using this approach I was able to carry out a comparative analysis with the Tanzanian Employment and Labour Relation Act and the Mineral Act and to assess whether the Barrick North Mara Gold Mines Limited is in compliance with the international provisions. The perspective further enabled me to explore to what extent the North Mara Gold Mines Limited implementation or non implementation of the existing laws contribute to the upholding or violation of women's human rights with respect to women employees' specific needs in the course of doing their work at the mine site.

I used the international instruments such as, The Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), The Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa and The African Charter on Human and People's Rights, the SADC protocol on Gender development and Safety and Health in Mines Convention as the basis for my assessment.

According to international Human Rights standards, all human beings are supposed to enjoy their Human Rights whether they are a woman or a man. For those working in the mines, the mines should ensure that the employees work in safe and healthy conditions by supplying sufficient sanitary facilities to wash, change and eat, and to maintain them in a hygienic condition and to be aware of workplace-related hazards that may create risks to their lives, that they are given adequate training programmes on safety, environmental and health matters, and are provided with suitable protective equipment such as safety glasses, hard hats, safety boots, and ear plugs for those who work in noise related environments and dust masks for those who work in dusty areas, and protective clothing. The mines should take appropriate measures to eliminate or minimize the risks resulting from exposure to those hazards and ensure that the mine is operated in such a way that workers can perform the work assigned to them without endangering their safety and health.

This study at Barrick North Mara Gold Mines Limited gave me an understanding that some working conditions in Mines sites especially in pits areas are not suitable because they lack necessary facilities such as toilets and shade. The employees who work on those areas sometimes having no option, they forced to relieve themselves in pits areas.

This is dangerous to their health as it can lead to eruption of contamination diseases such as diarrhoea and in severe circumstances even cholera. This is non-compliance with the standards stipulated in the Safety and Health in Mines Convention which requires the employee to work in hygienic working condition. This is truly a violation of international Human Rights provisions.

Lastly, the legal centralist approach was applied. This approach was chosen to test legal instruments that are in place and to find out whether the law addresses the issue of employment properly or whether there is any gap. It was used to ascertain the current legal position and legislation which regulate employment, and to analyze whether there were differences between what the law provides and what happens on the ground. This approach helped me in understanding that, although the law clearly provides a framework for the role of employer, the practice on ground is different.

3.2 DATA COLLECTION METHODS

3.2.1 Interviews

I interviewed the women and men who are working in Barrick North Mara Gold Mines Limited, the head of Geology Department at the University of Dar es salaam, the general secretary of Tanzania Women Miners Association and the villagers who are staying in Nyamongo village where the North Mara Gold Mines Limited operates. A total of thirty women and men were interviewed to find out why there are few women employed in the mining industry. This is in line with the Women's law approach which centres on women's lived realities. Open ended questions were used with the help of the guidelines to avoid losing track of the information from the respondents. During the interview one of the respondents who is a female geologist needed to know when the employee is entitled maternity leave with pay. According to S 33(6) the Employment and Labour Relation Act state that a female employee, upon being given a notice which is supported by medical certificate, shall be entitled to eighty four days paid maternity leave. S 33(8) the employer is only obliged to grant paid leave for four terms of maternity leave. However, there is an exception in cases where the child dies before the age of twelve

months. The North Mara Gold Mines Limited leave policy complies with this act. The respondent was happy to be informed about that. This indicated that the employees are

Table 1: List of the Respondents interviewed

No	NAMES	SEX	PLACE	OCCUPATION.
1	Dr. Marhobe	M	University of Dar es salaam	Lecturer geology Department.
2	Shamsa Diwan	F	Dar es salaam	General secretary TAWOMA.
3	Bhoke Charles	F	North Mara	Receptionist Exploration.
4	Burure Mwita	F	North Mara	Mechanics
5	Grace William	F	North Mara	Cleaner
6	Anna John	F	North Mara	Administrator
7	Elisante Kanuya	M	North Mara	GIS specialist
8	Teddy Sebastian	F	North Mara	Village liaison officer
9	Ghati Enock	F	North Mara	Village liaison officer
10	Bernard Muhenga	M	North Mara	Village liaison officer
11	Jonas Simkoko	M	North Mara	Exploration geologist
12	Molaisa Chacha	M	North Mara	Driver
13	Kebacho Gitano.	M	North Mara	Driver
14	Mahamudu Omary	M	North Mara	Operator
15	Lwambo Fundi	M	Nyamongo	Operator
16	Stela Samweli	F	North Mara	Security officer
17	Clatian Tondola	M	North Mara	Exploration crew
18	Albert Kachuchuru	M	North Mara	Exploration crew
19	Kitwana John	M	North Mara	Helper
20	Kigeso Antorny	M	North Mara	Driller
21	Kariba Nisan	F	North Mara	Exploration geologist
22	Joachim Wilson	M	North Mara	Helper
23	Precious Mapedi	F	North Mara	Geologist
24	Fatimati Jumanne	F	North Mara	Geologist
25	Jonathan Nyanda	M	North Mara	Pit technician
26	Rashidi Kategile	M	North Mara	Helper
27	Irene Seleman	F	Nyamongo	Operator

28	Joyce Mantago	F	North Mara	Data clerk mining department
29	Ansantael Herman	M	North Mara	Mining engineer
30	Agus Supriyanto	M	North Mara	Mining engineer

not well informed on some of their fundamental employment rights. Thus, there is a need for the company to inform her employees about their basic employment rights. This was an effective method of data collection because it allowed respondents to tell their stories in their own words.

3.2.2 Focus group

There were two focus groups with three respondents in the first group, and five respondents in the second group. Two discussions were held, one with each group. This method was important as it was quick and I could get a lot of information from different people with different roles at the same time. The disadvantage was that, in a second group discussion, the respondents were not free to share their experience as the group was comprised of employees of different rank positions (geologists and pit technician). This led to the respondents in lower ranks not participating actively in the presence of their supervisors.

3.2.3 Observation

Observation was used as one method of collecting data. Several visits to different mining areas such as offices and pits were paid and observations on working environment and how the work was done. In the human resource office there were a lot of employees who came either to ask for their entitlements to leave or to complain. One interesting case which I witnessed was of a male employee. This employee works at the department of processing, he came to the human resource officer to complain that his department has given them disclaimer notices to agree to in security searches in the processing areas. If necessary they have to remove their clothes for a security check. The human resource officer asked him to show that piece of paper. He brought the paper, which indicated that they have to undergo security searches when leaving processing area as this is a high

security area, where gold is produced. The paper did not indicate that clothes would need to be removed while undergoing searches. It only indicated the security check procedures such as removing shoes, belt and hard hat or any metal related thing from their pockets before going through a scanner. The human resource officer explained to him that, there is no phrase in the document that shows that one has to remove clothes for the security search. The employee from processing plant insisted that his supervisor talked about his removing his clothes. The human resource officer told him that he will talk to his supervisor regarding his claims. I did not manage to hear the conversation between the human resource officer and processing plant supervisor. The second case was again of a male employee who was seeking paternity leave. He came with his form already filled in. The human resource officer before signing the forms and allowing him to go, asked why he had filled in three days only? He said that his supervisor refused to give him seven days as per company policy due to a shortage of workforce in their department. In the end, human resource officer settled the matter with his supervisor and he was given seven days. I found this method helpful because I was able to know how the management of North Mara Gold Mines Limited treats its employees as compared to something which I was only told or had read.

3.2.4 Questionnaires

This method was used to gather data from the human resource office at the Barrick North Mara Gold Mine Limited. The human resource officer was afraid to be interviewed. He was scared that an interview may jeopardize his employment. He asked for the questionnaire so that he could go and discuss it with his boss. Even after giving him the questionnaire, it took him a long time to fill it. Due to big time lag from the time I give him the questionnaire and his response, I asked him to give me the filled questions, but he kept telling me that he can't give it to me without approval from his boss. A day before I left the Barrick North Mara, the human resource officer and I went to see the organisational effectiveness manager, his boss. We informed him that, the next day I will leave the place. The effective organisational manager promised to give me the questionnaire at 14:00 hours. However, he didn't give the filled questionnaire back as he had promised. Later they sent it through an email. It wasn't an effective method because

only a few questions were answered and the answers were very short and defensive. Moreover, being a questionnaire method I missed the chance of observation while responding to those questions and further discussions but at least there was a response.

3.2.5 *Site visits*

I visited two pits namely; Nyabirama and Nyabigena. This was to determine the nature of the work and the facilities. The site visits were also an opportunity to talk to the pit technician, miners, drillers and geologists who were present at the pit areas. It was a very useful method as I was able to see how drilling is done and the way they collect samples and how they set the rig for grade control drilling and the way they demarcate areas to be mined. This method had some difficulties as I had to attend a safety induction before being allowed to go to the pits and some areas within mine sites. In the safety induction they normally insist on wearing of personal protective equipment. Therefore, there is no way you can visit the pits and some areas without having all required personal protective equipment and this equipment should be in a good state. The personal protective equipment includes safety boots, helmet, sunglasses, trousers and a shirt made of denim materials. It was difficult for me to wear trousers, because in my religious belief a woman is not allowed to wear trousers. It took me a day to decide whether to put on trousers and visit the pit or not. However, the method was very helpful as I was able to see the actual reality of what is happening at North Mara Gold Mines Limited and other mining areas as opposed to relying on what is written by scholars, and reporters.

3.2.6 *Desk research*

I found useful information on women in mining through an internet search for the research findings and some reports on the subject. I reviewed the Human Rights Instruments, Tanzanian Mineral Act, 1998, Employment and Labour Relation Act, 2004, Mineral policy, 1997 and National Employment policy, 2008 to see how the information on the ground could be measured. However, I did not find literature on the subject relating to women in the mining industry of Tanzania. This was the best indication of the need for research in this area.

3.2.7 Personal experiential data

My husband is a geologist, who has been working in the mining industry for about eight years. He has extensive knowledge of the industry, its working procedures, safety and health conditions. He shared with me his experience in the industry several times during his breaks (leaves) even prior to this research. This gave me insights into the mining industry. At times his friends who are geologists met us or paid us visits. On these occasions they discussed several issues, some concerning their professional and working environment. This helped me to have a general understanding of how employment is affected by the world economic crisis such as the current recession and fall in gold price results in closure of many exploration companies which in turn affect employment opportunities.

3.3 Limitations of the Research

The research had several limitations. It took a long time to get an entry permit for the mining area to conduct research. This is because of the bureaucracy of the company. This had an effect on my study because it shortened my time for data collection within the period allocated for the research. Moreover, I wanted to interview the human resource officer, but he wasn't ready to be interviewed for fear of losing his job. He is the person who deals with the employment issues, keeps employees records, knows North Mara Gold Mines Limited policies well and also he is among the personnel who implement those policies. His negative responses and lack of willingness to be interviewed affected the study, as much information could only be obtained from his office.

I was not allowed to peruse the company records in order to be in a better position to understand, what is going between the employer and employees. As a result there was no other information to triangulate with what I had heard from the respondents.

It took a long time to obtain a permit to peruse the entrants data for ten years since 2000 from the principal of college of Art and Social Sciences at University of Dar es salaam.

Since I am not a resident of Dar es salaam and my research was not centred in Dar es salaam, it took much more time than the research period and increased the cost of staying in Dares salaam.

Lastly, I wanted to hear from a woman employee who was denied her maternity benefit for the reason that she had fallen pregnant before three years service were up, but unfortunately she was still on maternity leave in Dar es Salaam. Dar es Salaam is very far from Nyamongo; it is estimated to be 1600 kilometres. Until I finished my study she was still on leave.

3.4 Conclusion

Several methods of data gathering were used in this study; however each method used has its strength and weaknesses. Six of them stood out as the most appropriate for this situation. Interviews allowed respondents to tell their stories in their own words with minimal intrusion by the interviewer. Observation allowed monitoring and my interpretation of event observed. Site visits allowed me to see different activities conducted at the pits and the working conditions. Focus groups helped me to get a lot of information from different people from different job categories at the same time. Desk research through different scholars gave me general information and insights about the mining industry. Personal experiential data allowed a study to be conducted with an open mind. The questionnaire allowed gathering information from the human resource office. However, it was time consuming than was warranted by the information collected.

CHAPTER FOUR: WOMEN CAPACITY AND SKILLS

4.0 Introduction

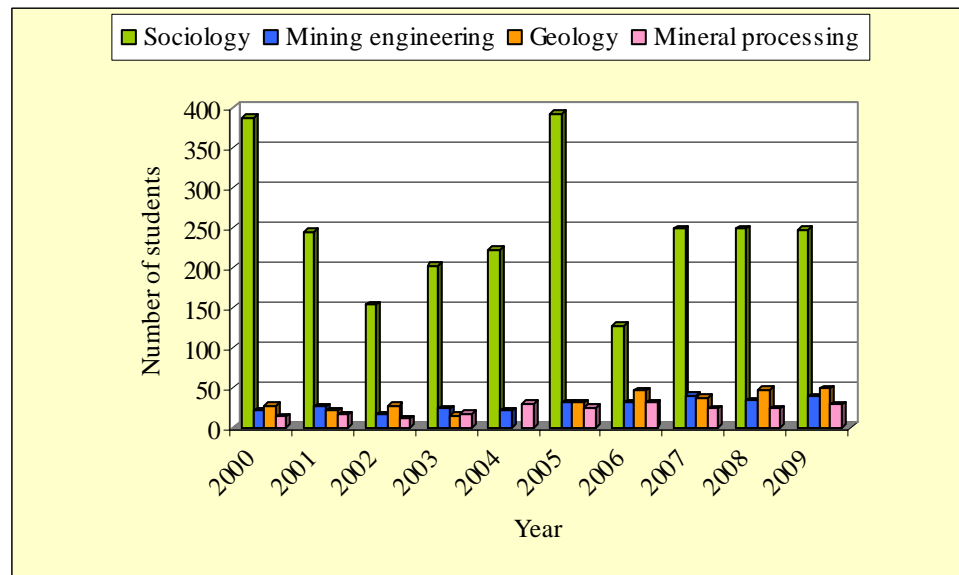
This chapter presents the data on interviews with the target group. The findings are discussed under the following areas; namely education, statistics, employment and the role of NGOs in assisting women in mining.

4.1 Education

According to statistics from University of Dar es salaam, undergraduate enrolment for ten years from 2000 to 2009, shows that the majority of the students enrolled in this university joined the college of arts and social science and few joined engineering or the geology department (Figure 2). This was confirmed by the head of geology department who said that:

Many Tanzanians like to study art subjects therefore there are very few students who apply to join geology department and even other science departments lack students.

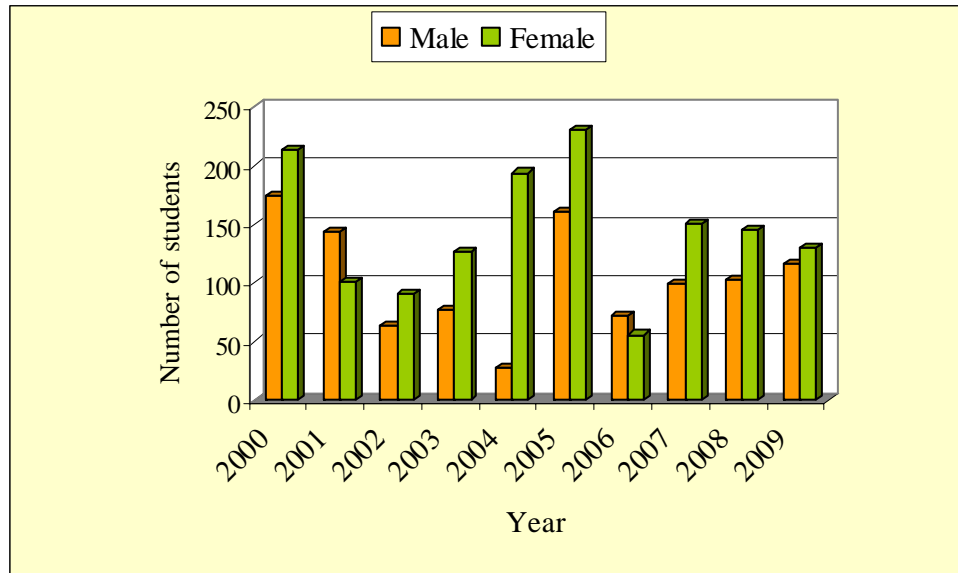
Figure 2: Enrolment in four courses at University of Dar es salaam



(Source: University of Dar es salaam)

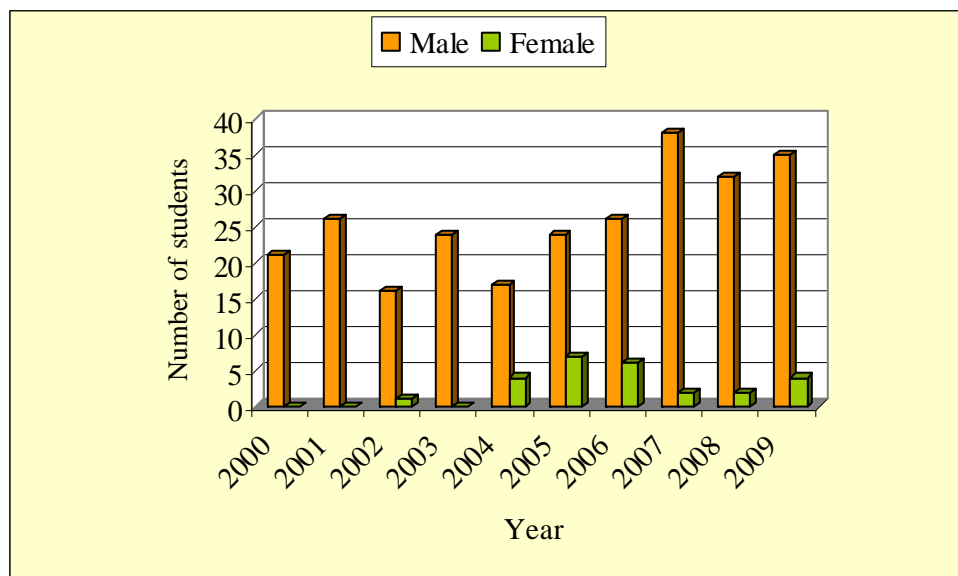
An analysis of the data collected for this study, confirms that female students were generally competitive to male students in enrolling in social science courses among the four courses (figure 3, 4, 5, and 6). The highest number of female enrolled for ten years

Figure 3: First year enrolment in Sociology Department



(Source: University of Dar es salaam)

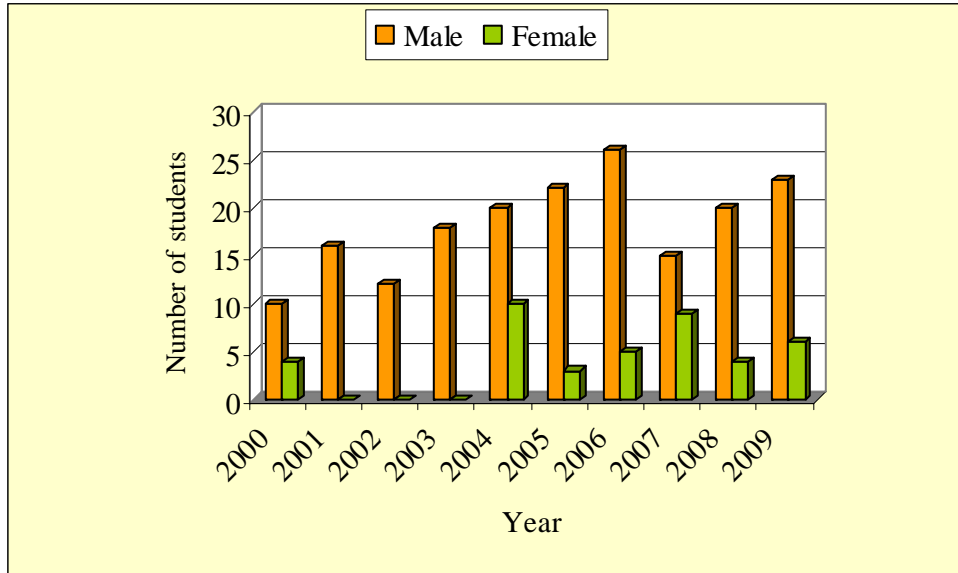
Figure 4: First year enrolment in Mining Engineering



(Source: University of Dar es salaam)

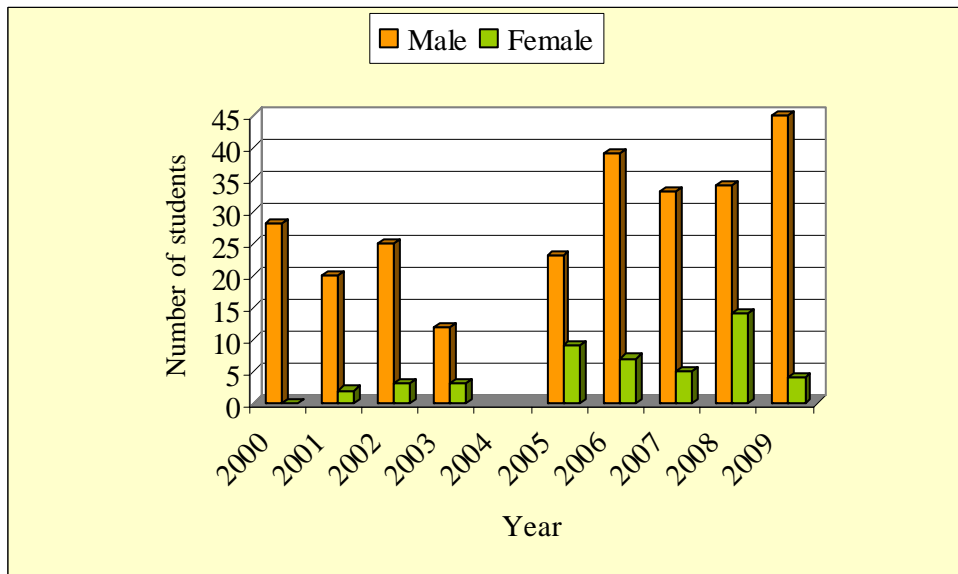
in the sociology department was 231 in 2005, in the mining engineering department was 7 in 2005 and in Mineral processing engineering department was 10 in 2004. The highest number of female graduates for ten years in the geology department was 14 in 2008.

Figure 5: First year enrolment in Mineral Processes Engineering



(Source: University of Dar es salaam)

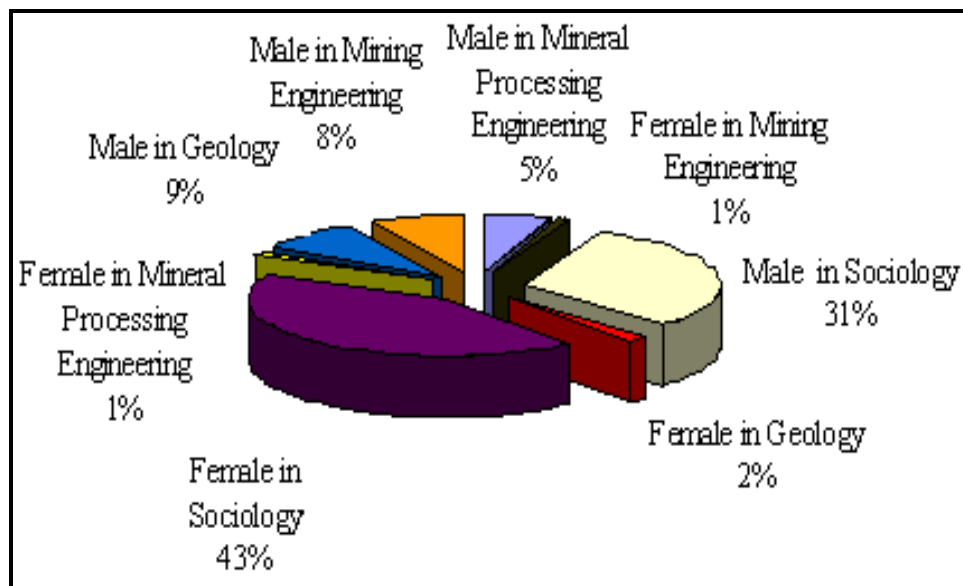
Figure 6: Graduates in Geology Department



(Source: University of Dar es salaam)

Figure 7 uses data obtained during the research to compare the average enrolment for ten years in the four departments. These data show that the male and female enrolment in mine and mineral related courses had lower enrolment rate below 10 per cent. The females in these courses had by far the lowest enrolment rate, with the highest at only 2 per cent in the geology department, while the rate for the mineral processing and mining engineering was at only 1 per cent. By contrast, the sociology course had the highest enrolment rate, with female leading by a difference of 12 per cent from their male counterpart.

Figure 7: Average of enrolment for ten years at the University of Dar es salaam



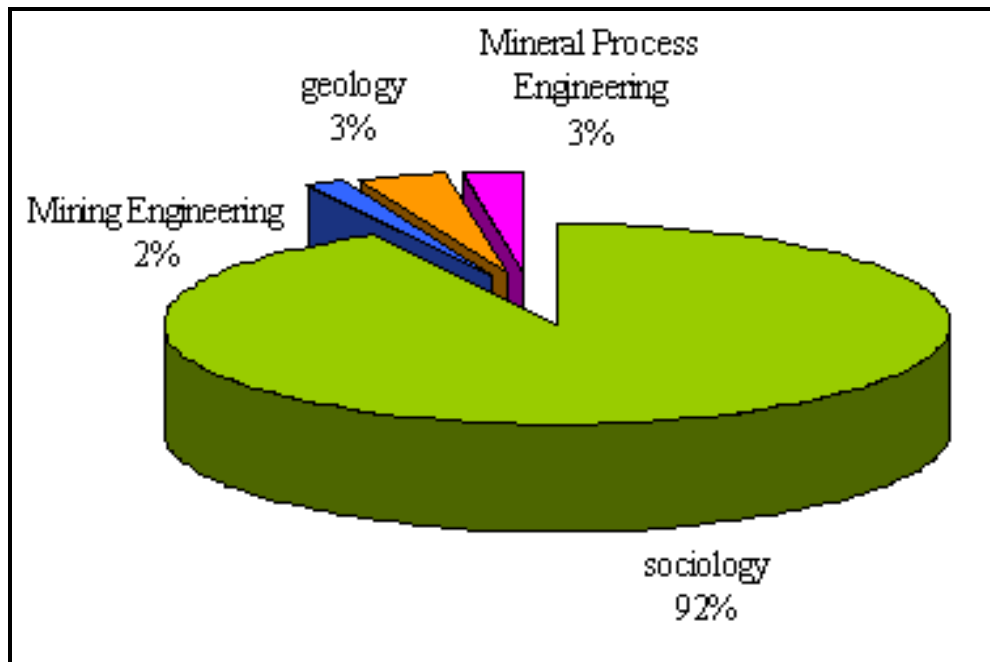
(Source: University of Dar es salaam)

Figure 8 breaks down the female enrolment for the four courses. It indicates that total average for the mineral and mining courses is only 8 per cent as compared to 92 per cent in social science. The main reasons cited by respondents are discouraging work conditions, lack of information about the industry, social stigma that engineering and sciences are man-related courses, and lack of role models to encourage young females

One female geologist responded:

When I was in high school I had no idea what a geologist actually did and I knew very little about the mining industry then, there were no subjects talking on this professional, no mentoring seminars, nothing at all..... In the university you are not informed on the practical aspects of this professional, until when go to practical attachment that's when you get to know.

Figure 8: Average enrolment for female students in ten years



(Source: University of Dar es salaam)

Another female exploration geologist had this to say about the courses and why there are few female who participate in mining industry:

In the early days we were thrown in at the deep end. The first job I had was to be in the office every two weeks that was the only contact we had with them and six week were are supposed to be spent at other exploration sites (prospecting tenements) which are in remote areas, away from the office. In these sites you have to live in satellite camps, in tents. The washrooms are shared one and not in secure form no door to lock. During these periods there is no any means of communication as the cell phone receptions are poor, two way radio fails at times....

Females have notions that the science subjects such as geology are primarily for males. The head of geology department pointed that:

Many female student do not like to study geology because they belief that geology is a male career.

The head of geology goes on to say that the main reason why many students did not choose geology was because, they initially used to admit students who did physics, chemistry and mathematics. Many students, particularly women, do not study these subjects. In addition to that there are few government science schools. Therefore they cannot accommodate all students who wish to continue with secondary education. On other the hand, most private schools are art schools. This is because they are less expensive. It does not involve building laboratories and finding the instruments which are needed for science subjects such as chemistry, biology and physics that students could use in practical. Also science teachers are very few, and they demand high salaries. Therefore, the above reasons are the cause of the shortage of students who enrol in science departments at the University. The respondent clearly showed that the shortage of the students to enrol in sciences department originates from secondary school level.

If this trend continues, in future the country will suffer from the shortage of sciences professionals in areas such as mining engineering, mining processing engineering and geology. The effects in shortages of these professionals means the country will incur a lot of expense to hire these professionals from other countries as experts.

The University of Dar es salaam having foreseen these consequences put some strategies in place in order to curb the problem. They have increased the number of students who need to join the geology department. The University changed the entry qualification and restrictions such as students only being allowed to join the department should be those who undertook physics, chemistry and mathematics in their high school education. They have lowered the entry points from five to four points to accommodate more students. The geology course program was changed from three years to four years in 2004, so as to give students more time to learn and understand the course properly as well as carrying out practical aspects of this earth science. Moreover, the University has allowed geology to be studied as a minor course, with other subjects such as biology, ecology, computer science but the student must have a geography background. Lastly, women students who

take science subjects in high schools and fail to get enough entry points for University are allowed to join the University three months prior to the start of the academic year to have a refresher course on science subjects. After this refresher course they are allowed to join the sciences courses. Previously geology used not to accommodate such students, but nowadays they are allowed to join geology. These strategies had a positive effect in increasing the number of students who join the geology department.

Those strategies increased the number of female students in science courses as shown in bar graph above (Figure 4, 5& 6). For example, during the academic year 2007/2008 there were fourteen female student graduates in geology. This is the highest number of female graduates in the geology department ever. By increasing the number of female graduates, we see that it has impacted upon the industry. This is confirmed by the one female expatriate geologist from South Africa who said that:

The company started to employ local female professionals in 2007.

Currently there are six women in the department of mining geology at Barrick North Mara; five of them have degrees in geology and the remaining one has a diploma in geology, and in the department of exploration geology there is only one female geologist. I wanted to know if these female employees are capable of fulfilling their duties. The human resource officer had this to say:

We never experience poor work performance at work place because a person is a woman.

In support of the above opinion the head of geology department at the University of Dar es salaam during the interview said that:

In the last academic year the best student was female, and we have recruited three of them to remain at the University to teach.

This shows that women and men have equal capacity if they are offered same conditions. There nothing like one sex is more intelligent and capable than the other. This study gave us proof that females, when they are given the chance can do better than males.

4.1.1 North Mara Gold Mines Limited Scholarship

The mine has an educational scholarship to support students from five villages neighbouring the mine and its operations, namely Nyamongo, Kerende, Nyakunguru, Nyamwaga and Genkuru. The mine supports these five villages because one of its pits (Nyabirama) and the mine camp are located in Nyamongo and Kerende villages, while the remaining two pits which are Nyabigena and Gokona are located in Nyakunguru, Nyamwaga and Genkuru villages.

The bursary is open to male and female students. It is tenable for secondary school and tertiary level, as primary education in Tanzania is compulsory and free. The eligibility criterion for winning the scholarship is based on performance. Students from the above mentioned village after finishing her/his primary school education and having been selected to join secondary school, sends an application for school fees to North Mara Gold Mines Limited and the application should be attached to the admission form of the school which she/he intends to join. The application letter must be approved by her/his village executive officer that she/he is from that particular village and therefore an eligible person. After finishing the whole process, the North Mara Gold Mines Limited sponsors the selected students according to their educational merits, by paying the fees into the respective school accounts. The academic bursary is restricted to fees only. The same application process also applies to students who join tertiary education. Each year the mine gives only twenty five scholarships, five scholarships to each surrounding village. This has helped the surrounding villages a great deal. They have a population of 68,000 according to the North Mara Gold Mines Limited. The villagers rely on agriculture, pastoralist and small scale mining to run their lives. The main subsistence crops are maize, cassava, millet and banana. The dominant cash crop in the area is coffee. These economic activities alone cannot meet the needs and provide education for most families in these villages, especially higher learning education.

The breakdown of students who have been/are sponsored by North Mara Gold Mines Limited could not be found. However, I met five students who are studying at the

Nyamongo secondary school which is situated in the vicinity of the mine. In an interview with these five students, they told me that there are others who are in different schools. Moreover, there are four relatives of mine who are students, sponsored by the North Mara Gold Mines Limited. Among those four students, two are at the university level, one is studying for a bachelor of commerce degree and the second one is reading social sciences. The remaining two are completing secondary education. There is only one female student among the four relatives of mine who is sponsored by the North Mara Gold Mines Limited. In this, I argue is due to tradition and customs of Kurya tribe whereby a girl has to attend a circumcision ceremony at the teenager stage. Circumcision indicates a transition stage from childhood to adulthood and hence readiness for marriage. The early marriage in Kurya and other tribes in Tanzania has been the main cause for low number of girls who continue with secondary education. However, the number of male students who continue with higher learning is higher than female students, but there is an exception in the case of a family which has only one son and many daughters. The only son is supposed to marry very early and also take care of the cattle. In such situations the chances, even of boys, to continue with education are limited. However, this does not give a girl an opportunity as they have to be married to increase the number of livestock in the family.

The company has another type of scholarship for her employees. The organizational effectiveness manager said that they have enough bursaries for education of their employees, and it is focused on high potential employees, excellent performers and people identified for more senior positions and who are Tanzanian citizens. The company has given some female employees advancement opportunities with regard to furthering their education and career advancement through promotions.

According to management, major setbacks are being experienced in recruiting women into North Mara Gold Mines Limited, for example is that a great number of the females on the staff have fallen pregnant. This has impacted on the initiatives for advancement and productivity in the respective departments. I also interviewed several employees in

order to find out about the employees' scholarship. They responded in different ways as follows:

One male geologist from exploration department said:

I saw the forms for furthering education, but these are just for formalities, they won't allow you for further study.

Another, female employee said that:

They encourage a lot of women to go for further study but unfortunately a lot of women have no skills.

Mining male geologist said that:

I have heard and read about bursaries on education but I have never seen or even heard of any employee who has gone for further education, to me those are company politics.

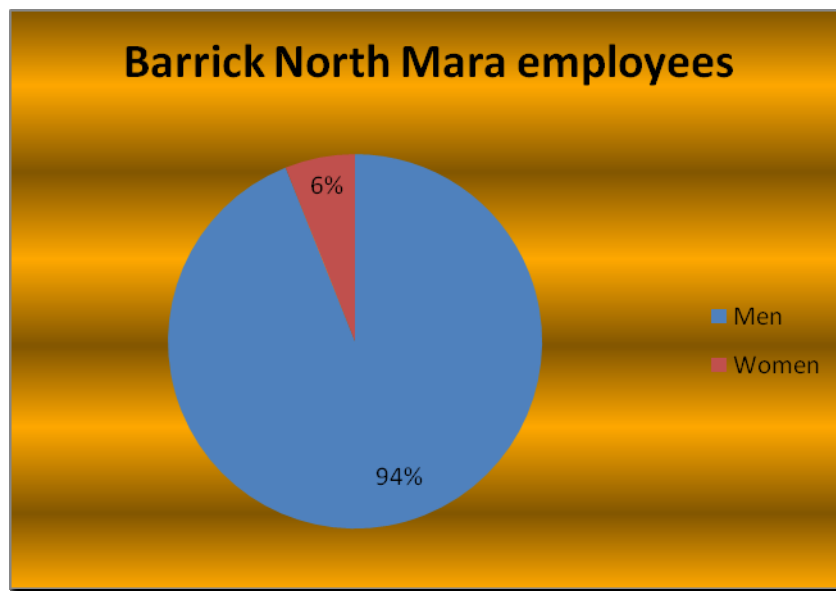
This inconsistency has its implications. During my study I didn't come across any male employee who has been or is sponsored by North Mara Gold Mines Limited. Even for the second group which was for female employees when interviewed they didn't know if there is bursary from North Mara Gold Mines Limited for employees. However, the person who responded was among the top managerial posts and she is studying through distance learning and her studies are funded by North Mara Gold Mines Limited. This shows that even though there is employee scholarship, it is only for few employees probably those who are in administration positions.

4.2 Statistics

The Barrick North Mara Gold Mines is male dominated. There are 698 employees but women make up only 45 employees of workforce which forms about 6 per cent while men forms about 94 per cent of overall percent of workforce (Figure 9). It is generally known that the effective participation of women in the Barrick North Mara Gold Mines Limited is restricted by a number of factors. In order to discuss the factors limiting women, the women should be divided into two groups: skilled and unskilled employees.

The unskilled employees are mainly employed in positions such as cleaners, office attendants, security guards, operators and caterers. When North Mara Gold Mines Limited advertises job positions for unskilled positions it involves corruption and bureaucracy. The information of the jobs to be advertised is leaked by personnel in administration to their colleagues before advertisements are published officially. The employees who have been informed about the posts will tell their relatives and friends to be prepared for application and interviews. As applications are many for such posts, all applicants are not called for interview. Therefore, the applicants with relatives and or friends working in North Mara Gold Mines Limited use corruption to influence a responsible person through their relatives and friends so as to be short listed for an interview. Most women who are unskilled have no money to give as a bribe, so as to be short-listed for an interview and finally to secure the job. Therefore, lack of money to pay as a bribe creates a barrier for unskilled women to participate in the North Mara Gold Mines Limited.

Figure 9: Percentage of Female to Male Employees at Barrick North Mara



(Source: North Mara Gold Mines Limited)

The skilled employees also had factors which limit their participation. The age profile of women in the industry is heavily concentrated on those aged 34 years and under, a significantly younger group than men, who on average fall in the 34 and above category.

This profile is likely to be the result of a lack of part time and flexible work arrangements for women of parenting age. Whilst women often take the decision to leave the industry to get married and have children and to care for them. There is also a restriction of not only staying with children but also with a spouse in mining camp. This is incompatible in the case young mothers, who need a family environment. The long working hours and the pressure of work have a more negative impact on women than men because of their additional caring responsibilities. Moreover the isolation from family and friends, sharing facilities such as toilets with men, insecurity due to intruders and frequent ethnic clashes have been unquestionable barriers. Lastly, staff are living in mining communities in remote areas, or in communities that are separate from that of their families. This has created has been barriers which limit professionally qualified females working in North Mara Gold Mines Limited.

4.3 Employment

In the North Mara Gold Mines Limited most women are in unskilled employment such as clerical, catering, operators and as security guards as well. Only very few are found in administration and geology related posts. Therefore most skilled posts such as geology, mining engineering metallurgy are held by men. This division of labour has it is impacts for women in terms of payments as unskilled labourers are lowly paid as compared to skilled staff appointments.

North Mara Gold Mines Limited like any other mining company is very much committed to its core business principle that is production. The roles in which males are clustered in are senior ones which are assumed to be linked directly to production and, therefore, the company tends to view them as more important. These jobs are well remunerated, better than roles in which women are clustered. Therefore there is a big difference in average incomes between male and female working in North Mara Gold Mines Limited.

The company, being a multinational company, is composed of local and expatriate employees. The expatriates are employees from countries other than Tanzania. However,

the majority of them are from South Africa and Ghana. All the departments which I visited in North Mara Gold Mines Limited namely exploration, geology, mining, and safety are supervised by the expatriate staff. The above departments are the major departments in the mining industry as they directly foster production.

All departments have men as their heads. I was interested to know if there is female expatriate who is a head of department. There wasn't any female head of department. However, community relation office is headed by female local employee, but still the community relation office is a section under the organization effectiveness department. The manager of organisation effectiveness is a man and an expatriate. The company has employed a Tanzanian woman to head the section of community relation office. Prior to the current head of community relations officer, the office has been under the leadership of men, locals some from Kurya tribe and expatriates. The company kept experiencing an increase in conflicts with the surrounding community. The company being aware of the problem decided to employ a Tanzanian woman from Mara region, a neighbouring tribe to Kurya which has similar culture to Kurya. Since her appointment, there has been a slight change in relationship between the company and the community. Nowadays the villagers can access the community office free and discuss their problems which are related to the company, such as crop compensations. The crops are destroyed, when expanding the mine area and when carrying out exploration activities. To me, this is the indication that women are more capable in leadership than men, as it is believed that women have an inborn capacity for resolving disputes by compromising and at the same time avoiding harm.

During the interview most of the interviewees especially men were unhappy with the way the company treats international and local staff. They said the international staffs are more favoured. There are disparities in salary and benefits between Tanzanian employees and expatriates, even if they hold similar jobs. In support of the above statement one male interviewee said that;

The international staff are paid a very huge salary compared to the local, even if he or she is doing nothing.

When interviewed, female employees, in order to find out their perception concerning salaries, all agreed that international staff are paid good salaries, given more employment benefits and are treated differently to local professional employees. They cited, for example, the health insurance for the all local employees in terms of health, cover a maximum of four children in the family of every employee through a health insurance company called Strategies Insurance. They are treated at the local hospitals within the vicinity. For international staff, their terms are different and even treatment is done outside the country. Their health insurance company is different called Cigna Insurance. The Cigna insurance has been offered a better a lucrative premium deal as compared to Strategies Insurance, therefore giving better services than its counterpart. They added that on top of a good salary and insurance, expatriates have a monthly allowance and also gratuity every year. To support the above argument, during the interview, one of the international female employees who lives in a four people block and in a self contained room, furnished with a television stated that:

The local female employee are sharing shower and toilet facility with men this type of accommodation is difficult to accommodate and also unhygienic.

This clearly shows different treatment because in the main camp there are only six female employees who are camp residents. Five of them are graduate geologists who are local staff and they are staying in a block in which they are sharing toilet and showers with men. But international staff, stay in an accommodation facility which is self contained. Moreover, I wanted to know from the company management which criteria are they using in payment of salaries. Is it equal pay for the same job or is it the equal opportunity measure. The human resource officer states:

At Barrick salary and employees benefits do not look at what gender a person has, it looks at know-how, accountability and responsibility of the position a person has. So if men and women are on the same position they will earn the same depending on factors at hand (education, experience etc).

The above human resource officer statement was different from what I found at the site. In the department of geology there is one international female who is a diploma holder, and there are five local female employees who are degree holders. The degree is above the diploma. Therefore, the local women are more educated than the international female, but their treatment is different. One of the local female geologists during the interview said that:

She is called our supervisor but she know nothing and other things she has to ask us, but we are getting different salary.

On support of the above another respondent who is local female exploration geologist pointed out that:

I wish the education and qualification are the basis for scheme of service and salary scales, most of us would have been in a better standing point and motivated to work...but that is not the case as most foreign experts employed by North Mara Gold Mines Limited don't have qualifications for the jobs they occupy, and yet they get unduly large remunerations for that.

This shows that the female international staff is getting special treatment and salaries like other international staff, but in reality the criteria which the human resource said was the basis for paying salary is not used.

4.4 The role of NGOs in assisting Women in Mining

Tanzania Women Miners Association (TAWOMA) is an NGO which deals with women and mining. It is a member of the SADC women in Mining Trust which was launched in 1997. Its objectives, among others, are to lobby for the support and recognition of women in mining, to identify training and technical needs of women miners and to organize resources required to meet these needs, to provide relevant market information and facilitate the marketing of mineral products. They also set up a revolving fund to enable women miners to access the necessary funding required for their operations and to serve as an advocate wing for women in the mining sector to the Government on policy issues (gender mainstreaming) and constraints faced by women.

The association has 350 members who are scattered all over the country. According to the association general secretary they had established a centre that rents mining equipment and tools as well as a lapidary and jewellery production unit. However, the association has a lot of problems. The problems occur because of a shortage of funds to run their daily office activities. They have no donor to assist them in getting funds. Therefore, the only source of money to run their daily activities is through members' contributions.

4.5 Conclusion

In my own analysis, there is a low rate of women's participation in the mining industry, because they face barriers in mining sectors, such restriction of staying with children in the camp, sharing toilet and bath room, isolation from families and friends and the nature of the work intensity and long working hours. Hence, these barriers force women to join other sectors which are compatible with their caring roles.

CHAPTER FIVE: MINE AND WORKING CONDINTIONS

5.0 Introduction

This chapter looks at mine and working conditions. It focuses on accommodation, working conditions, personnel and management at Barrick, attitudes to women miners, and religious /cultural beliefs.

5.1 Accommodation

The company provides two categories of accommodation. The first category consists of a block of four rooms which are self contained and the second one is a block with ten rooms. These blocks of ten rooms share bathrooms and toilets facilities. Male and females are mixed in these blocks as they are no separate blocks for women and for men. The local women employees are staying in the second category. This kind of accommodation is not appropriate for women's needs because there is no privacy. Sharing toilets and wash rooms for a large number of people of different sex is difficult to access and unhygienic. For women's physiological make up it is easy to be contaminated by diseases such fungus. Moreover, after work women have to wait for men to use the facility first and then them women use as they are clustered at the end of shifts.

In addition to that, during night, the sharing of showers and toilet become more difficult and risky. This is because during night most of people go to sleep, and some men stay in a bar drinking alcohol till very late. Women become vulnerable to rape by sharing these facilities during the night as their male counterparts under the influence of alcohol, can be tempted to rape them. To avoid such inconvenience, female employees who are staying in this category of accommodation have found another means of relieving themselves during night time. One of the local female geologist who is a camp resident in a ten rooms block had this to say:

During night I opt to use buckets or bottles to relieve myself.

This shows that because of problems of toilet facilities the female employees who are sharing facilities with men have found a coping mechanism so as to avoid being exposed to other risks.

There was also an issue relating to gym and exercise equipment. The equipment which is found at the site is not appropriate and suitable for the standards and needs of women in carrying out exercises. The gym contains a lot of equipment which includes heavy weights specifically made for men. This also, indicates that women are not considered in the mining camp as there is no recreation made for women after hours. The very few facilities that women can share with men such as basket ball pitch is always occupied by men after hour. Sometimes they use it to play football.

Moreover, the accommodation is designed for single sex, therefore they limit even the couples who are working together, and are camp residents, from creating a family environment. Everyone in the camp has to stay in his/her own room. On top of that, in these accommodation facilities there is strictly no permission to stay with children of any age. This means when you are at work you have only to concentrate on work. The issues concerning family will be taken care of after hours for those who have decided to reallocate to Nyamongo and rent a house in the village or you have to wait for a break after three, four, or eight weeks depending on the roster which you are on.

An employee goes to meet his /her family during break. This means that the miners are away from their families for long periods of time. This had led to a lot of problems to the miners' families and the community in which the mine operates. Some of the problems are such as children missing their parents, misunderstanding in marriages and some marriage have broken down, depression due to loneliness, and failure to attend family special events such as weddings because of job commitments. On other side, the community in which surrounds mine and its operations there are increases of sexual transmitted diseases including HIV and AIDS. This is due to the prevalence of sex workers who mainly practice unsafe sex, and this is most common at the end of the month when miners receive their salaries.

5.2 Working Conditions

The working environments are divided into two categories, the offices and the pits area. Generally the working conditions for the offices are good. The necessary facilities such as toilets for both sexes are provided. In the toilets there is water, soap and condoms. Moreover, the security checks for women and men are provided. The security staff in this category adhered to the regulation, for example male security can not check the female employee during security checks and vice versa. Pits are away from the offices. The distance from Nyabirama pit which is the nearest pit to the administrative block is more than a half kilometre away and the remaining two other pits are about eight kilometres from the offices and mine camp. There are no toilet facilities in these pits. The work in the pits is done for twenty four hours a day. The company operates in two shifts, day and night. Each shift is twelve hours.

The employees who work in the pits are from the geology and the mining departments. Each department has its own vehicle to take their employees to and from the pits. All employees in the same department use one vehicle and that is not exclusively used by employees in one pit only. Therefore one vehicle can be used in a given department for all three pits. Due to their different physiological make up and needs, the absence of toilet facility at the pit causes a bigger problem for women than men. In an interview, one respondent who is a female geologist said that:

In night shift most of the time you work in the pit. The problem which am facing is lack of toilet, fatigue and coldness. Lack of toilet creates a very uncomfortable situation especially during menstruation. I have to call a shift driver or anyone with a car in my department through radio call to come and take me to a toilet in mine camp or in the offices.

The pits have neither a shade facility nor chairs. This is also the problems which face geologists and other employees who work in these areas. If an employee is working in the pit on any shift, she/he has to stay in that area for twelve hours from six to six. For the day shift, geology department personnel or mining department waste dump spotter has to stand or sit on stone and be burnt by sun for the whole day. Employees who are working in pits are given a bottle of drinking water, to quench their thirst and reduce dehydration.

Since the area is open, hot and there is no shade, a lot of water is lost from bodies, this leads to dehydration if enough water is not taken. At noon the water in the bottle is heated by sun and becomes warm. This makes it impossible to drink. One female employee asked on how she feels working in such environment, she said that:

Working in sun from morning to evening is difficult.

I also needed to know if working in the sun is a problem, what measures she has taken to solve it. She said the matter had already been reported to the management, but the response is negative. The management told her that, geology is among the two departments which work in pits and a geologist and supporting staff should be ready to have such a situation. She continued to say that, although they are working with people from the mining department but their circumstances are different because most of their time they are in machines operating, and these machines act as their shade.

Dust and noise are part and parcel of the work environment of employees who work in the pits. Drilling and the mining process produce a lot of dust and make a lot of noise. The company provides the dust masks to prevent dust inhalation and ear plugs to reduce the intensity of noise made by machines and to protect hearing. Communication with each other during drilling is a problem, because due to noise and the wearing of ear plugs one has to shout to be heard.

The intrusion of villagers into the pits and run of mine stock pile (rom pads) to steal rocks with gold is a serious problem and a risk. This happens during night shifts. The company tried to solve this problem by hiring the supervisors of security department from South Africa and collaborating with the Tanzanian police officers from Nyamongo police post, but all in vain. The problem still exists at almost the same level of magnitude and the employees who work in pits during night shifts are still at risk of being attacked by intruders. The intruders are normally armed as their goal is to steal gold by any means. The situation creates fear among the employees as evacuating the targeted area quickly is a problem due to the scarcity of vehicles, as each department has one vehicle which

operates in all three pits. This situation is very risky and life threatening for employees. Besides, the female employees can also be raped.

Female pregnant employees who are working at pits for example machine operators continue to work at the pit but they are assigned different work such as waste dump truck spotting. The dump trucks take mined rocks which are considered as waste to waste dump. The area is noisy and dusty. After delivery the female employees continue to work in pit areas, but only on day shift.

When exploration geologists and the exploration crew are doing exploration activities such as geological mapping, soil sampling and even drilling in the company prospecting licenses, they are chased by villagers who are armed with swords, bow and arrows, spears. This situation is life threatening, and it is caused because of the poor relationship between the company and the surrounding community. The problem of poor relations is being sorted out by community relation office. Secondly, the exploration team may meet snakes when working in all prospecting concessions and especially in the case of those prospecting concessions bordering on the Serengeti National Parks, wild animals are most likely to be encountered. The situation is dangerous to their lives as they are not given snake poison first aid kit to assist them in case of snake bite.

5.2.1 Sexual harassment

Most of the interviewees pointed out that sexual harassment are still an issue in North Mara. It is prevalent for women who are non-professionals. An interviewee cited an example of the security guard employees, that in order for female security guard to be able to work there for a long time, she has to have sex with her supervisor. In case she refuses to have sex with her supervisor, she is threatened that for her night shift she will be located at a dangerous entry gate which is normally used by the intruders. Since most of the female security guards livelihoods depend on that job, and the fear of losing it, they agree to this type of harassment and they are largely reluctant to report it. I tried to find out by interviewing the female security staff member, she said that:

I have never been sexually harassed, there is no such kind of problem in my department.

The denial of female security guard that there is no sexual harassment problem in her department means that probably there was something which she was hiding. This might be the fear that if her supervisors found out what she said, her job would be at risk. At North Mara Gold Mines Limited the problem of sexual harassment is prevalent. The company has conducted several seminars on that subject and most of the office walls have posters which read that sexual harassment is a criminal offence. Stop it!. But it continues.

Another category of female employees who face sexual harassment are those who work for Sodhexo. Sodhexo is a contracting company responsible for catering and cleaning of rooms and offices of North Mara Gold Mines Limited. The company has employed both females and males. However, cleaning of the rooms is done by only female employees, while office cleaning is done by male employees. There is a high rate of sexual harassment done to female employees cleaning the males' rooms especially by employees who do night shift. As during the day, those employees are in their rooms and the cleaners do cleaning during the day. The sexual harassment seemingly includes both male nationals and expatriates. These women, who are paid at a monthly rate of USD 120, are forced to have sex at little or no pay at all by being threatened to be reported to their employer for petty theft of money or other things and even not cleaning properly. For fear of losing jobs, they agree to have sex, which can sometimes be unsafe sex. One female employee said that:

They put female to clean bed rooms deliberately because they are not only cleaning but also doing sex work.

It seems that the contractor knows that apart from the service of cleaning, there is another hidden service. That is why in room cleaning there are only female employees.

5.2.2 Discrimination

In focus group discussion, women felt that career development and training are not based on merit, and are subject to the discretion of supervisors and managers. Training and development for women is very slow because they are not given training opportunities. The supervisors use their discretionary power, unwisely. This affects women in terms of career development. One female operator said that:

She knew how to operate more than one machine; she could have been trained to the post of supervisor, instead they trained a man who doesn't know how to operate the machines to be her supervisor.

She continues to say, the management does not value and appreciate the contributions which are made by women. Consequently it affects them in their promotion, career progression, and their financial gains.

5.2.3 Fly-in fly-out arrangements

The research reveals that North Mara Gold Mines Limited operates fly in fly out arrangements. Common rosters adopted by North Mara Gold Mines Limited are 8 weeks in, 4 weeks out (8/4 roster), four weeks in, two weeks out (4/2 roster) and the three weeks in, one week out roster (3/1 roster). This arrangement has advantages for employees who live in the mining camp as it reduces personal expenses because the operational costs cover their meals and accommodation. Staying into camp can also help to focus on work and long period of break means you can focus on your personal issues. However, the arrangement challenges female and male employees differently. It is mainly impossible for female employees with young families and single mothers, and it is generally incompatible with starting a family and caring for small children.

However, there are a large number of employees who are not accommodated in the mining camp. These employees are responsible for their house rent, meals when not on shift, washing clothes and other domestic chores. This group sometimes ends up paying two housing rents a month, running double budget a month, if employee hasn't relocated her/his family. This is not in most cases for the professional employees as they are

accommodated in mine camp. Therefore the fly in fly out arrangement is a disadvantage to the category that is not accommodated in the mine camp. When a woman delivers and she is living in the mine camp, she is forced to leave the camp at her own expense and find a house in the village. This situation does not create an atmosphere for attracting and retaining females in the industry.

5.3 Personnel Management at Barrick

5.3.1 Uniforms

The North Mara safety mission is to make sure that every employee works and returns home safely, hence safety is their priority. By implementing this mission the company started by providing uniforms for all employees as part of personal protective equipment. The personal protective equipment consists of safety boots, helmet, sunglasses, trousers and shirts which are made of denim materials (uniforms). The uniforms are supposed to be used in all working environment be it in the office or pit areas. These uniforms are the same for all employees both female and male. Despite the fact that the company has a wonderful plan of protecting its employees the uniforms provided to both sexes are only designed for males. This is strange as the company knows that it has both male and female employees. By providing a male designed uniform, it indicates that other groups of people, who are women, are not taken care of. Hence North Mara is not a place for women because they are not creating an environment which seems to be inclusive.

Moreover, the physical make up between the two sexes are different. Women's chest often have large breasts as opposed to the male chest which is wide hence a shirt which fits a woman tend to be different from the one which is appropriate and suitable for men. Additionally, the trouser which is suitable for man, it will not be appropriate and suitable for woman. Because of these physical differences each sex has a different design which is appropriate to his or her sex. The company has not taken the physiology of a woman into consideration when ordering uniforms for employees. The act of ignoring this and providing a uniform designed for males and insisting it be worn by all employees as personal protective equipment is unfair and unjust. If wearing of male designed uniforms are for the personal protective equipment, what about those females who are working in

offices, because in the office there are no stones or anything which will scratch them and North Mara Gold Mines Limited offices are just like other offices we see in town, so it is not risky to wear dress or skirt. This shows the uniforms are insisted on using the cover of safety, but in reality the implication of those uniforms which are male version means North Mara Gold Mines Limited is a place for men. By doing that, it means that the company is ignoring the needs of women by favouring men which amounts to discrimination.

5.3.2 *Maternity Leave*

The majority of the interviewees said that the management adhered to the law and regulations which govern Employment and Labour Relations Act. They cited examples of female employees who had fallen pregnant, that when it reached time for delivery they were provided with their maternity leave of three months. This was supported by the human resource officer,

We have leave policies whereby all maternity and paternity leaves are covered. As part of our maternity policy, we do allow new mothers certain time off [two hours] for breast feeding for a period of 3 months after recommencement of work.

On another hand, there was another group of the interviewees who had a different perception as regarding maternity leave and benefits. One of the female geologist states that:

In my department in order to qualify for payable maternity leave the criteria is three years or more in service.

She continues to say that her department is the only one on the site which has a large number of female professional employees. The department has six female geologists and six male geologists. In 2008 two female employees fell pregnant. The head of geology department was unhappy with that. Hence he set the different criteria that one has to work for three years in order to be able to get paid maternity leave. This is contrary to the company leave policy. The leave policy provides maternity leave for female employee for eighty four days without a condition of being in service for three years but the

employee is not entitled for another maternity leave before the elapse of three years since she took the first maternity leave.

5.3.3 Double Standard Measure

There is a perception amongst female employees that there is different treatment for women and men. A lot of women in the mining industry are not appreciated. They have to work ten times harder than men just to be appreciated. Even if women have experiences that equip them for a particular task, their work is always double checked. The work of men never is. One of the female geologist said women have to be better across a range of tasks and with a solid working experience for a good number of years before they even enter the race for promotion. They may have to stand by and watch a man who has less experience and fewer qualifications, get promoted. A male geologist cited case of a female operator with field experience and one of the best operator in North Mara Gold Mines Limited being placed under the supervision of male who doesn't even know how to operate. Women, on the other hand, have to prove themselves capable in the areas in which they are working. One of the female geologists said that:

I was given one day to compile a monthly report. My supervisor knew that it was impossible to be done in a day because the report involves many drawings and write ups and normally my colleagues who are male do it for at least two days.

She said that the supervisor insisted that the task be accomplished within a day simply because the person doing that task is a woman and he wanted to show that she is incapable of doing that task.

5.4 Religious and Cultural Beliefs

Non-camp resident female employees face more challenges than their colleagues who are staying in the camp. In some cases they would face cultural difficulties, for example the issue concerning the dress code. Rules and regulations of North Mara Gold Mines Limited state that all employees are supposed to wear uniforms as discussed above. According to Kurya tribe women are not allowed to wear trousers. As a result, those

employees who wear uniforms are seen by the local communities as disrespectful of culture and they call them prostitutes. Moreover, the mine site is in the village which has high number of Christians who believe that wearing the trousers is contrary to God's law. A woman is not allowed to wear anything that pertain to a man as this is abomination to God (Deutonomy 1:27). Hence, by wearing the trouser means they are breaking the law of God. Others had even lost their church membership over the issue.

Another cultural difficulty which female employees face from surrounding communities is the strong belief that women are not suppose to work in the mine. It is strongly believed that the presence of woman in a mine will cause the gold to disappear. When most of the male respondents who are non professional were interviewed, they had this to say:

Women are unlucky, if you allow them to enter in the mine, gold will disappears.

Tanzania Women Miner association general secretary also confirm the above statement by saying that:

Early last year when consultancy of fair trade and I visited mines in Chunya area, I was denied access simply because by allowing me to enter it will bring something bad to their mine.

On the other hand, those who are professional employees had different views concerning women who are employed in the mining. One female geologist said that:

I have never heard of any cultural belief which denies women to work or enter into mining. I belief in sciences therefore whether the women work in mine or not it doesn't affect anything.

Although most of the respondents who are employees of North Mara Gold Mines Limited state that they do not accept this belief. However, I am of the view that this belief is one among the limiting factors of access of women in employment at North Mara.

5.5 Attitudes toward Women Miners

Men are unwilling to be supervised by women for example one interviewee; a female geologist had this to say:

When I instruct men on work to be carried out they ignore me.

This perception is not only inculcated in males who are working in lower rank but it is the attitudes of all males in the mining industry. One female interviewee confirms this:

Even when the supervisor does something wrong he is willing to be corrected by men but not by women.

She went on to say that men think that:

Women are unintelligent and do not know better than they do therefore they are not fit persons to supervise them.

Apart from that, men think that women cannot do some of the work in mining. During this study one male interviewee who is a mining engineer had this to say:

In the production area we recruit few women deliberately trying to limit them because it is unhealthy.

He cited the example of operating bulldozer that it shakes too much hence it is a risk to be operated by women. The same interviewee had another opinion concerning women to be employed in production. He being an international employee cited an example from his country, he said that:

In my country women are better in production than men this is not the case in North Mara. Back home women tend to observe time and also are more disciplined than men.

The human resource officer seemed not to share the views with the above mentioned mining engineer that female employees at North Mara are not more productive in production area than men. He said that:

We never experience poor work performance at work place because a person is a woman, we have very hard worker women employees who are better than some men, a good example is Mary Suleiman Ryoba a Truck Operator who was awarded Best Truck Operator.

This inconsistency shows that it is not true that women are not capable in the area of production, but because production is among the core area in mining, men try to find a way of excluding women so that the production continues to remain a male domain.

Furthermore, when I visited Nyabirama pit there were some people doing drilling. In North Mara the drilling is done by one contractor company called Capital Drilling. I asked them if there is any woman in their company who is a driller. The driller told me that their company have contracts of doing drilling in many companies and in many places and the persons who are doing it are only men. He added that, the reason why women are not doing drilling is because most of the places where they operate are far from town and most of the time they stay in camps.

He concluded that in his life he has never seen a female driller. The females employed by Capital Drilling are all based in Mwanza in the head office. These female employees at the head offices, most of them work as cleaners, office attendants and clerks.

5.6 Conclusion

In my own analysis, the working conditions are not suitable to employees especially females. This is due to nature of the accommodation, lack of necessary facilities at pits areas, personnel management at Barrick and attitudes to women miners. Hence the company has to rectify the situation by complying with the human rights instruments.

CHAPTER SIX: PROBLEMS WOMEN FACE

6.1 Early Marriage

Early marriage is prevalent in the five villages neighbouring the North Mara Gold Mines Limited. Despite of North Mara Gold Mines Limited bursary for the five villages, and the increase in number of secondary schools in the villages around the mine, still early marriage is prevalent around the mine. The parents urge their girls to be married after circumcision. As it is common in most patriarchal communities, girls are seen as source of wealth, Kuryas are not exception. The parents pay much attention to girls' marrying so as to receive a lot on bride wealth and pay less attention to their children's education and are unwilling to support them in school. The girls in their families are regarded as being in transit hence educating them is like getting a loss as she will get married and leave the clan. This will benefit the clan which she will be married to. Therefore parents have less expectation on girls' education advancement and male parents find husbands for their daughters and where female parents disagree with such decisions it can lead to separation of parents which leave girls to live in a state of confusion and fear.

All five villages surrounding North Mara project, practice of polygamous marriages. When a girl is married to an older man, she is likely to be exposed to abuse and have less power in decision making in her marriage. These girls are vulnerable to HIV/AIDS as these polygamy older men are more likely to be infected since they have more sex partners.

The early marriage to a girl means no school. Most girls dropout of school in primary level, and in secondary school. This affects her entire life in terms of economic gain. Without education, there is no formal employment as this needs certificates which she does not have. Having no employment means no source of income, as she can not own land due to the patriarchal land occupation system in Kurya. This forces her to depend on husband. The early marriage to a girl not only dooms her financial income but also her health. Due to her age, her reproductive organs are still weak and not mature enough to

procreate. During delivery there are potential complications such as excessive bleeding. In addition, women married at young ages are more likely to experience domestic violence because they are more likely to believe that it is sometimes acceptable for a husband to beat his wife.

The Law of Marriage Act, 1971 is a legal instrument which regulates laws relating to marriage. Under S 13(1) of the Law of Marriage Act provides for the minimum marriage age where by it states that no one shall marry being male, has not attained the apparent age of eighteen years or being female has not attained the apparent age of fifteen years. S 13(2) states that notwithstanding of the provision of subsection (1) the court shall in its discretion upon application of a leave, have the power to allow either party to marry under the age prescribed under subsection one. Although the Law of Marriage Act is supposed to safeguard the interest of girls by protecting them from early marriage, but the act by itself has loopholes which allow the girls to be married during minor age, of fifteen years or less than that, upon application leave from court. These provisions which allow the girls to be married at the minor ages is against human rights also it curtail the girls rights to education.

In 1998 there was an enactment of the Sexual Offence Special Provision Act which on the face of it seems that will remedy the practice of early marriages. Under S 130 states that it is an offence for a man to have sexual intercourse with a girl, with or without her consent if her age is under eighteen years. S 131 states that any person who commits the offence is liable to be punished for life imprisonment, and in any case for imprisonment of not less than thirty years with corporal punishment and with fine. This shows that the government by enacting the above provisions was committed to safeguard the girl's rights. Through heavy punishment of life imprisonment or thirty years imprisonment in jail act as deterrent to all people who practise early marriages. Many men would abstain to marry young girls for fear of being prosecuted. If you read the whole act there is an exception which state that a male having sexual intercourse with a girl less than eighteen years is not an offence if that girl is his wife. This exception lender SS 130 and 131 to be helpless to the girls because many men will escape the punishment through defence of

marriage. The weakness of this act increase early marriage. The practice of early marriage is a violation of article 21(2) of the African Charter on the Rights and Warfare of the Child and article 6(b) of the Protocol to the African Charter on Human and Peoples Rights on the Rights of Women in Africa which provide the minimum age of marriage for women to be eighteen years.

6.2 Unsuitable Working Conditions

Safety and Health in Mines Convention, article 11(f) of the CEDAW, article 15 of the African Charter and article 23(1) of UDHR require all employees to work in a healthy and safety environment. However, the North Mara Gold Mines Limited employees are working in unsuitable working conditions. The employees such as pit technicians, machine operators, rom pad spotters, drill and blast crew, grade control geologists, mining engineers, mine production supervisors and security guards who work in pits and areas proximal to pits are missing necessary facilities such as toilets and shades

In addition, the pit environment is dusty, noisy and employees work on long shifts of twelve hours. It is amazing how those employees can survive for twelve hours without necessary facility such as toilet. It was obvious to see men having their ‘short call’ at the pit walls, or hiding on other side of machines where there are few people and no woman. What about women in such a situation? This is strictly violation of human rights.

The employees working in these pits suffer a lot from direct sun as there is no shade in all pits. Moreover those individuals are not given sun lotion or anything to protect them from sunrays. They are exposed to the sun the whole day. The consequence of the direct sun for prolonged period poses health risks. The solar ultraviolet exposures in surface mining operations are likely to contribute to the occurrence of squamous cell and basal cell carcinomas (Donoghue, 2004)

Dust and noise are ever-present in pits. They are generated by drilling, blasting, and material haulage as these processes are carried out by heavy machines such as excavator, bulldozer, drilling rig, blasting drill rigs and dump trucks. Controlling dust and noise has

proven difficult in mining. The rocks in all the three pits are composed of silica. Crystalline silica has long been a serious hazard in mining as it causes silicosis (Donoghue, 2004). He added that silicosis is a problem in developing nations and silico-tuberculosis is important in Africa, where the high prolonged exposure to crystalline silica can also cause chronic obstructive pulmonary disease. There is some evidence for accelerated silicosis in rheumatoid arthritis and of renal disease following prolonged silica exposure (Donoghue, 2004). The x-ray survey of the mining valley-the Rhondda Fach-showed that approximately 50% of all miners and ex-miners have radiological evidence of dust disease (Joules, 1954). This indicates fairly gross structural damage which is irreversible. Women who are working in the mines are constantly exposed to various respiratory illnesses due to inhalation of dust particles. They become victims of skin diseases, experience malfunction of various sensory organs, which has along term impacts on their reproductive health (Nayak and Mishra, 2003). Noise and dust pollution affects the women mostly during pregnancy, as expectant mothers expose themselves to severe health risks which not only threaten their lives but also that of their foetuses (Nayak and Mishra, 2003).

Vibration is a hazardous physical agent. In mining operations, the whole body vibration is commonly experienced whilst operating mobile equipment, such as wheel loader, excavator, bulldozer, and blasting itself. The poorly maintained roads and vehicles also contribute to the vibration problem. This can cause or exacerbate pre-existing spinal disorders (Donoghue, 2004).

Long working hours are an issue. The company has two shifts day and night and each shift operating for twelve hours. Mining industry is very risk industry as one works close to machines or operates mobile machines, that why North Mara Gold Mines Limited priority is safety first. The employees who are working in mines are suppose to be aware of risks, sober and disciplined to observe time, machines and even the stability of the pit walls as they sometimes collapse and fall down. Failure to be aware may lead to risk such as injuries and even fatalities. For people to be keen and observe safety to required standard working hours has to be reduced. The long working hours causes inefficiency in

work as one loses concentration, further more, doing a monotonous job leads to fatigue. The fatigue and inefficiency in work can cause injuries and even fatalities.

Various researches have worked on fatigue in different industries caused by long working hours and the possible outcomes. It was generally noted that long working hours and days reduces concentration, thereby increases insufficient in any task undertaken and therefore risk of injury increases (Australian Government, 2006). Moreover, workers working overtime had poorer performance on tests of cognitive function and executive function which is the ability to prioritize and plan tasks (Caruso, 2006). On reviewing other researchers on long working hours and shifts, she noted that a 12-h shift also reports decrements in functioning, such as deterioration in grammatical reasoning and alertness compared to an 8-h shift. In comparison of 12-h shifts and 8-h shifts in both day and night shifts, there was significant decline in subjective alertness at the 10th hour of work for both day and night shifts. Moreover a 12-h shift reported more vigilance task errors occurred at the end day and night shifts when compared to the beginning of the shifts while no effect was reported for an 8-h schedule. Increased general fatigue has often been associated with long work hours (Caruso, 2006).

Lastly shift work creates a psychosocial working environment that may adversely influence the health of workers. Night work and change of the shift from one shift to another may subject worker to certain stress. Such stress affects the nervous system by increasing peptic ulcers and nervous symptoms such as fatigue, nervousness, irritation and insomnia ([http://whqlibdoc.who.int/publications/1972/9241560371_\(chp7\).pdf](http://whqlibdoc.who.int/publications/1972/9241560371_(chp7).pdf)).

Most night shift people do not have enough sleep during the day. It is noisy during the day, and uncomfortable to sleep. Researchers theorize that restricting the length of sleep and disturbing sleep have detrimental effects to the endocrine system, immune system, and metabolism (Caruso, 2006). As a result, sleep deprivation resulting from long work hours could have broad-reaching negative effects on human functioning and health (Caruso, 2006).

Despite the shift arrangements being a problem to both women and men, it affects women more than men. Women have primary family caring roles, therefore after the working hours, they return home and continuing with domestic chores such as nursing the young ones and also preparing meals for the family. Night shifts are worse for female employees, as they do not have enough time to sleep because of the increased caring roles. Hence, they are the most subjected group to above discussed health and occupational hazards risks.

The North Mara Gold Mines Limited being the multinationals company should start complying with the international human rights standards. In order to be effective in safety management on a day-to-day basis, it requires a mutual understanding between management, workers and unions. It needs to demonstrate that it meets the minimal standards required under the International Labour Organization Conventions, which requires one to work for a maximum of 56 hours a week including overtime.

6.3 Non Compliance of Policy

Leave is a rights entitlement of every employee. Para 3.3 of the North Mara Gold Mines Limited leave policy states that female employees shall on producing a medical certificate that she is expecting a child be entitled up to eighty four days maternity leave. It continue to say that a female employee shall not be entitled to paid maternity leave if she did took paid maternity leave at any time within thirty six months when she has her first paid maternity leave. S 33(6) of the Employment and Labour Relation Act, 2004 have the same wording as the North Mara Gold Mines Limited. In both of the above mentioned laws there are none which mention that the female employee is entitled of maternity leave with pay after being on service for certain duration of time. Despite of the clear provision of the law, the research finding reveals that, the head of the mine geology department denies a maternity benefit for employee who is in service for less than three years.

The act of the head of the mine geology department to deny a maternity leave with pay to a female employee because she conceived before three years of service is non compliance

with Employment and Labour Relation Act and also the company leave policy. Additionally, maternity leave with pay is a human right, article 13(i) of the Women's protocol provides for the guarantee adequate paid pre and post-natal maternity leave both in private and public sector. Article 11(2) (a) of the CEDAW states that in order to prevent discrimination against women on ground of marriage or maternity and to ensure their effective rights to work, is to introduce maternity leave with pay. The act of the management of North Mara Gold Mines Limited putting maternity leave policy in paper work and not in practice, and violating Labour Relation Act of 2004 by imposing other criteria for the female employee to qualify for maternity leave with pay, can be termed as discrimination based on the prospective pregnancy employees.

This shows that the North Mara Gold Mines Limited management is working by violating human right practises, partly because they have many employees in their departments, hence decide to favour the company at the expense of the female employee or production to them is everything nothing like paid maternity leave have to be accommodated. This is purely discrimination. Maternity benefit is very important to female employees because it act as insurance to cover insufficient household savings for child rearing. Generally women assign values to the employment that guarantee maternity benefits hence avoid the necessity for seeking for alternative employment. A vivid example is two Scandinavian countries Sweden and Norway which have shown that, women who have the right to a paid leave are much more likely to resume employment, and they do so almost three times as fast as other women in Sweden and more than twice as fast in Norway (Alewell and Pull, 2005). In addition, paid maternity leave, create family-friendly workplaces, reduce turnover and absenteeism, and the employees experience less stress (Saskatchewan Human Rights Commission, 2006). The employers can retain and attract female employee through a family-friendly personnel policy and compatibility of work and family life. The North Mara Gold Mines Limited should implement fully the Employment and Labour Relation Act and it is policy across all the departments.

6.4 Unequal Pay

The study results revealed that, the majority of female employees at all levels felt that there is disparities in payments between male and female who perform the same roles. For all women employees interviewed, 75 per cent were of the view that they are paid less than the man, while the remaining part of 25 per cent employees believe that all employees are paid the same salary regardless of the sex. The main reason which advanced for the less pay for females was because of gender. Those who think that they are underpaid, some of them decide to agree and keep the employment, while others decide to leave the company. The respondents, who said that women are paid less than men, have this knowledge through different ways such as information from colleague, and friends.

Female management has this to say:

I have spent many years working with my former employer assuming that the company treats me fairly, but later I discovered that was not true. I asked the company to raise my salary so that to be the same to that of my male colleagues. The company denied to adjust my pay. I felt that am exploited and decided to leave the company and found another job.

One of the female geologists state that:

When I was on holiday, I found out that I was paid US\$ 250 less than male colleague who we are working on the same post. This has continued throughout my career. Even though the company recognizes I am doing a better job than males in the organisation but are not prepared to increase my salary.

The perception that women are less paid were not only felt by the female professional employees. One of the female cleaner during the interviews had this to say:

My salary is different, I am paid US\$ 80 less than the one which the male cleaner is monthly paid. This is unjust because both of us are doing the same work.

The different in salaries between women and men who are doing the same job amounts to discrimination. Because one group are paid low salary while another group which is doing the same work are paid high salaries. The group of the female employee who are paid a low salary are discriminated against the group of male employees of the same level. This practice increase gender pay gap and is against article 11(b) of the CEDAW and article 13(b) of the African Women's protocol which promote for the rights to equal remuneration for jobs of equal value for women and men. Low salary payment also acts as a barrier for female participation in mining industry.

6.5 Gender Stereotyping

The North Mara Gold Mines Limited is mainly dominated by a masculine working environment. These findings are apparent to the company and the contractors who are working for this company, with an exception of Sodexho, the only contractor with a high number of women. However, this is a catering company. Other contractors like Capital Drilling which runs grade control drilling, has no woman working for it in drilling. I was interested to know why there is no woman who is a driller. The driller told me that woman can not be a driller as it is job for men. Then I asked him to show me how it operates. One of the driller's helpers (offsider) started to show me, the external side such as emergency stop button which is used to abruptly stop the rig in case of emergency. He showed me locations of fire extinguisher in the rig, hydraulic pipes, compressor which is mounted to the rig. Then he showed the inner part (driller's cabin) of the drill machine, such as operation buttons. The machine is operated by one person a driller by using operation buttons.

According to what I saw in the drilling machine and the explanation from the helper, a woman given chance and training can do it, as operating the drilling machine does not require physical strength because the drilling machines is operated through buttons. This is something to deal with brain, and women have the same intellectual capacity to men. Therefore, they can operate it if trained. I repeated the question I asked before of why not having a woman who is a driller as the operation of the machine is easy. The driller told me that, in order to qualify to be a good driller you must work as an offsider first, and

then be trained to be a driller. The offsider is person who is working outside the drilling machine and is supposed to change the drill rod after every six meters as one drill rod is six meters. He normally add drill rod when drilling and remove drill rods when the hole is finished, or there is a breakdown related drill, hammer and head tube. Those drill rods are very heavy; they are approximated to be 340 kilograms each, so a woman can not be able to carry it. However, the rods being heavy even men struggle to carry it. From the driller's stories regarding the rig and the operation I was shown before, I come to the conclusion that drilling machine is like any other machine and it can be operated by any person be a man or woman. The requirement of one to be a driller has to be an offsider first is an excuse in order to exclude women from working as drillers. Offsider has nothing to do with a driller because when a driller operates the machines his experience as an offside does not apply.

All in all there are women who are as muscular as men. Why is it difficult to have a woman who is a driller?. All these show drilling companies have already planned and concluded that, drilling is a work suitable for men so as to exclude women. Men continue to safeguard their position by putting these unnecessary procedures such as a driller has to go through helper (offsider) stage. That's why the Capital Drilling Company continue to employ only men in this post of drilling while women are employed in so called appropriate work for women such as cleaner, attendant and clerks. This is a typical gender stereotype because the company already has a prejudged concept that women can not do drilling but they can do cleaning and office work.

Moreover, men refused to be supervised by women. Women are human beings like any other. They are of intellectual capacity similar to men. So the refusal of men to be supervised by women it is only a stereotypic attitude as a result of which they feel that man is a head of the family. Men rely from the biblical verse that woman was created from the rib of the man (Genesis 2: 22). Hence, women are inferior creature can not supervise the man who is superior and therefore they are supposed to be submissive to men. It is on this line which men claim that they are superior class than women. In reality this is not true because even those who argue along these lines only use one verse from

the Bible to say that women are inferior creature. This is not a real interpretation and they interpret it that way, to favour their needs. In Genesis 1:27 God created human being in his image. The verse doesn't say that, He created the man only on his image hence all human being are equal and have equal power no one is above the another, nor one is suppose to be submissive to other. A good example that men and women are equal was proved from the research finding at University of Dar es salaam in the department of geology where female students performed better than male students and in North Mara Gold Mines Limited where the female operator was awarded as best operator. This gave a proof that women have capacity to do everything which men do provided they are given an opportunity.

Lastly, the top management of the North Mara Gold Mines Limited is all male. These positions are mining general manager, production manager, mining manager, chief mine geologist, organizational effectiveness manager, and all supervisors are men. Women are seen in position such as human resource officer and community relation officer, but both of these are sections to organizational effectiveness whereby the head is a man. Although the North Mara Gold Mine Limited does not have employment equity policy, but the recruitment policy has provision which encourage qualified candidates who are women. This shows that the company is committed to become more diverse. This can be supported by the research finding that, in 2007 the company started to employ the professional female employees. However, the findings show that even to other posts which are not mineral related courses, whereby female employees have been working for the company since 2002 when the project was still under the ownership of East Africa Gold Mines the general manager was a man, and all the management team, and supervisors were men. When the project was sold to Placer Dome, then after to Barrick in January 2006, the structure of the management has never changed. This shows that even though there is diversity at low level but this does not excludes homogenization pressure at deeper level of management. Hence, the highest levels of glass ceiling and lower persist. These attitudes are passed from management to other member of workforce.

This gender stereotyping is a violation of human rights which is provided under article 5(a) of CEDAW and article 2(2) of the Women protocol.

CHAPTER SEVEN: CONCLUSION

The chapter discusses salient measures that will help to increase the number of women participating in the mining industry.

Mining is a highly sex-segregated industry. Women are making up only a small percentage of the total number of employees. Among those few, the majority are working in jobs which have traditionally been seen as women's work such as clerical, secretarial, and catering. This means women are concentrated in pockets of support services in offices on mines and at mining companies head offices. A small number of women are in technical and administration positions. There is an urgent need for an industry-wide strategy for the integration of women into the mining industry. This can be met through improving the working conditions, and implementing a recruitment policy which aims to secure the same number of female and male applicants for vacant positions in the industry.

Personal protective equipment in the mining industry such as uniforms is designed only for men. The physiology of men and women is different. Therefore the male designed uniform does not fit women properly: they are too large and uncomfortable. Loose uniforms on women can expose them to injuries and even death, e.g., uniforms can catch on moving belts or machine parts. Women are not given adequate protection and cannot perform their duties adequately and safely. The physiological make up of male and female should be considered when ordering the uniforms from the suppliers. By doing that the uniforms will work properly for the intended purpose of protecting the employees at the same time make them easier to fulfil their required duty. Moreover, two designs of uniforms for female and male employees will create a neutral environment and provide equality on each sex.

Most of the mining industries are located in remote areas very far from town centres. They operate on fly-in-fly-out arrangements. These arrangements allow employees to

work in rosters by spending a certain amount of time between mine sites and their home towns. Fly-in-fly-out arrangements pose significant challenges for both men and women. However, they are particularly rigid and challenging for single mothers, women who want to start a family and women who already have young families. These arrangements are generally incompatible for women starting families and who care for young children, and for mothers, as opposed to fathers, who are primarily responsible for early child caring and rearing. There is a need to address the quality of life issues which fly-in-fly-out arrangements call into question in relation to: partner accommodation and key structural cultural issues such as workplace policies and practices, e.g., giving opportunities for female employees to attend significant family or personal events in order to maintain important relationships. This will help to attract and retain female employees in mining industry.

Long working hours is serious problem in the mining industry, as most employees work 12-hour shifts. Over 50 per cent of mines work 12-hour shifts in production areas due to companies seeking to maximize the returns across their operations (ILO, 2002). Employees in these working-arrangements work in a compressed regime. This arrangement has serious implications to employees in terms of social, family and community relations. As it causes heightened levels of stress and disruption for the partners and families of shift workers, and it poses severe challenges to the females who are young mothers as it is incompatible. There is a need to provide more family friendly work arrangements, including greater provision of part time work and career opportunities that enable people to transition in and out of employment in the industry. This might help to remove the problem of high female turnover arising from their desire to start a family.

Maternity leave with pay is also a challenge which faces females who work in mining industries. Mining management always seeks to make a profit by optimizing its workforce. It is unwilling to give leave entitlements to employees. Most female employees decide to leave their jobs when they start their families. Therefore, the mining industry needs to put in place family-friendly policies and implement them sincerely and

effectively. This will help to attract and retain female employees in the industry. With the entitlement of paid maternity leave female employees will feel more valued and less stressed knowing that they do not need to use their household savings to pay for the costs of raising their children during early childhood.

Working conditions at mine sites are not generally suitable for most workers. The pit environment is not safe due to dust and noise. Pit dust poses serious risks to the health of workers and makes them vulnerable to respiratory and skin diseases. Typically loud mine noises are also injurious. These adverse working conditions are particularly harmful to pregnant female employees and their unborn children. Consequently, the mining industry should protect expectant mothers from such hazardous working conditions by removing them from them and providing them with alternative tasks in a safe working environment.

The mining working environment is traditionally a masculine environment. It discourages female employment and those females who are employed in it often face resistance from men who view mining as 'a male world'. Moreover, men refuse to be supervised by women because they perceive them to be inferior beings. Consequently, female employees in the mining industry frequently have to prove themselves to be better than their male colleagues at a multitude of tasks before they are promoted. Sometimes they witness their junior, less-qualified male colleagues being promoted to their supervisor. Therefore, there is a strong need to create a more gender inclusive work environment. This could be achieved by increasing the participation of women in professional and operational roles, and by providing better gender awareness training for male employees.

The mining industry also discriminates against women in respect of salaries. Women who work in the same job as their male counterparts receive less pay. This gender pay gap discourages young female professionals from entering the mining industry. Removing this salary discrepancy will help to increase the working morale of female employees and will help to attract more of them to the industry.

Generally accommodation and ablution facilities (i.e., toilets and bathrooms) in the mining industry are normally designed to suit the needs of its male employees. Females in these mine camps are forced to share these facilities with men. As a result they lose their right to privacy and are exposed to the risk of rape attacks, especially at night. Therefore all mines should ensure that their accommodation is maintained at a reasonable standard by designing it to suit the needs of both sexes and they should provide separate accommodation and ablution facilities for women.

At high learning institutions far fewer female students enrol for mineral and mining related courses than for social sciences. The reasons for this include: the mining industry's working conditions which discriminate against women, the misconception that all mining work is dirty and is typically a man's career and the unfounded belief that women are not capable of excelling in the science subjects. Since few women register for mining related courses at tertiary level, few women enter the mining profession. Apart from improving its working conditions for women, the mining industry also needs to improve its image in their eyes. Here, both the industry and the government may cooperate in creating and running educational awareness campaigns designed to encourage women (especially prospective university students) to join the mining profession. Such campaigns should dispel the misconception that mining is a male career and emphasise that it is a viable professional option available to women as well. Specific mining-related scholarships for female students should also be established in order to make that option more easily accessible to aspiring female careerists. More female students who take up mining related courses at tertiary level will eventually mean an increase in the number of women who enter the mining profession.

BIBLIOGRAPHY

Alewell, D and Pull, K. (2005) 'An International comparison and assessment of maternity leave legislation', *Comp. labor law & pol'y journal* 22:297-326. Available at, http://www.law.uiuc.edu/publications/ell&pj/archive/vol_22/issue_2/PullArticle22-2-3.pdf [Accessed 21/03/2010].

Anglo Gold Ashanti. (2007) *Case study: Women in mining-on track to meet targets in South Africa*. Available at http://www.ashantigold.com/subwebs/InformationForInvestors/Reports07/ReportToSociety07/files/women_sa.pdf [Accessed 12/03/2010].

Australian Government, (2006) *Work-Related Fatigue Summary of Recent Indicative Research*. Available at http://www.safeworkaustralia.gov.au/NR/rdonlyres/6CDB0849-33B3-49C9-86AD-65CC3B979E03/0/WorkRelatedFatigue_Regulatory_Developments_2006.pdf [Accessed 22/03/2010].

Bendeman, H. I. et al. (2008) *SIM 08 09 01 'Exploratory survey of women in mining in the South African mining industry with specific regards to but not limited to Occupational health and safety issues': Literature Review*. Available at http://www.mhsc.org.za/index.php?option=com_docman&task=doc [Accessed 12/03/2010].

Bentzon, A.W. et al. (1998) *Pursuing grounded theory in law: South-North experiences in developing women's law*. Harare, Mond Books and Oslo Tano Aschehoug.

Bice, S. (2008) *Mining, Gender and Sustainable Livelihood*. Available at <http://empoweringcommunities.anu.edu.au/workshop.php> [Accessed 12/10/ 2009].

Caruso, C. C. (2006) 'Possible Broad Impacts of Long Work Hours', *Industrial Health* 44: 531–536. Available at http://www.jniosh.go.jp/en/indu_hel/pdf/indhealth_44_4_531.pdf [Accessed 22/03/2010].

Donoghue, M.A. (2004) 'Occupational health hazards in mining: an overview', *Occupational Medicine* 54: 283–289. Available at <http://occmed.oxfordjournals.org/cgi/reprint/54/5/283.pdf> [Accessed 23/03/2010].

Essed, P. (2004) 'Cloning amongst professors: normativities and imagined homogeneities', *Nora* 12:113-121.

Hakim, C. (1987) *Research Design: Strategies and Choice in the Design of Social Research*. London and New York, Routledge.

The work environment. Chapter 7 from ?? available at [http://whqlibdoc.who.int/publications/1972/9241560371_\(chp7\).pdf](http://whqlibdoc.who.int/publications/1972/9241560371_(chp7).pdf) [Accessed 10/03/2010].

International Women and Mining Network. (2004) '*Women and Mining Conference demands justice for Women*' Visakhapatnam, India, in October 2004. Available at <http://www.mmmindia/womenmining.htm> [Accessed 10/08/2009].

International Labour Organization. (2002) *The Evolution of Employment, Working time and Training in the Mining Industry*. Available at <http://www.ilo.org/public/english/dialogue/sector/techmeet/tmmi02/tmmi-r.pdf> [Accessed 14/09/2009].

Joules, H. (1954) 'A preventive approach to common diseases of the lung', *British medical journal* 1259-1262. Available at <http://www.ncbi.nlm.nih.gov/pmc/articles/PMC2080073/pdf/brmedj03626-0027.pdf> [Accessed 10/03/2010].

Loveza, S. (2009) *Gender Aspects of Mining Development: Lessons from Western Australia Desert Settlements*. Available at http://www.desertknowledgecrc.com.au/publications/downloads/DKCRC_-_Gender-Aspects-of-Mining-Development.pdf [Accessed 8/03/2010].

Mgomba, F.A. (2008) *Islamic Marriages: Early Marriages and HIV/AIDS in Tabora-Tanzania*. Submitted in partial fulfilment for the Masters degree in Women's law, SEARWLC, University of Zimbabwe. [Unpublished].

Mineral council of Australia. (2007) *Unearthing New Resources: attracting and retaining women in the Australian Mineral industry*. Available at http://www.fahcsia.gov.au/sa/women/pubs/economic/new_resources/Documents/Unearthing%20New%20Resources.PDF [Accessed 8/03/2010].

Musvoto, A.N. (2001) *Mining Mineral Sustainable Development Southern Africa: Gender and mining in community*. Available at http://siteresources.worldbank.org/EXTTEXTINDWOM/Resources/gender_and_community_musvoto.pdf [Accessed 8/03/2010].

Nayak, P and Mishra, S.K. (2003) *Gender and Sustainable Development in Mining sector In India*. Available at http://rimmrights.org/Documents/India_genderandmining.PDF[Accessed 8/03/ 2010].

Parmenter, J. (2008) *Mining, Gender and Sustainable Livelihood*. Available at <http://empoweringcommunities.anu.edu.au/workshop.php>[Accessed 12/10/2009].

Pattenden, C.(1998) *Women in Mining – A report to the Women in Mining Taskforce of The Australasian Institute of Mining and Metallurgy*. Available at <http://www.ausimm.com.au/content/docs/wimreport.pdf> [Accessed 12/10/2009].

Ranchod,S.(2001) *Mining Mineral Sustainable Development Southern Africa: Gender and mining in workplace*. Available at http://www.siyanda.org/docs/ranchod_mining.pdf [Accessed 12/10/2009].

Rodgers, M.Y. (1999) *Protecting Women and Promoting Equality in the Labour Market: Theory and Evidence*. Available at <http://www.worldbank.org/gender/prr>[Accessed 25/02/2010].

Saskatchewan Human Rights Commission., (2006) *Pregnancy, Parenting & the Workplace What Employees and Employers*. Canada, Saskatchewan Human Rights Commission, Available at <http://www.labour.gov.sk.ca/pregnancy-parenting/>[Accessed 22/03/2010].

Spencer, A and Podmore, D. (1987) *In a Mans World: Essays on Women in Male-Dominated Professions*. London, Tavistock.

Tilly, L.A and Scott, J.W. (1978) *Women Work and Family* .London, Routledge.

UNIFEM., (1999) *Enterpreneurship Development among Women in Mining in the SADC Region*. UNIFEM Southern Africa Region Office.

WIMnet.(2009)*Gender Pay Equity and Associated Issues for Women in Mining-Survey Report*. Available at <http://www.ausimm.com>[Accessed on 20/09/2009].

Wynn, J.E., (2000) *Women in the Mining industry*. Available at, <http://www.ausimm.com.au/content/docs/wynn.pdf> [Accessed 14/09/2009].

APPENDIX: Questionnaire

The following questionnaire was used to interview human resource officer at North Mara Gold Mines Limited.

1. How many people are employed in this firm?
2. How many women and how many men are employed in this firm?
3. At what levels and in what positions are women and men predominantly employed?
4. At what levels of management are women represented in proportion to men?
5. Do women earn the same as men who do the same jobs? Why?
6. Does Barrick North Mara Project have an employment equity policy? If so, is the policy open on gender goals?
7. Is the company managing to meet its goals?
8. What has been the experience of implementing the policy?
9. Which aspects influence the speed of progress?
10. Does the company has specific policy in place, which aim to support the advancement of women?
11. Are there policy and budget in place for training and skills development?
12. Is there a specific commitment to supporting women's skills development, and is it shown in expenditure?
13. Are there scholarships and bursary which targets women? If so, are women encouraged to apply?
14. Are there particular areas of work which are seen to be 'women's work' or 'men's work' in the firm? Which areas are these?
15. Are there specific occupational health and safety risks involved in women working on the mines? how are they managed managed?
16. In order to have women work in the mines is there anything that needs to be practically changed to accommodate them? Such as toilet facilities.
17. Are there any problems with having women on the mine? What are they?
18. Is there leave policy in place with regards to maternity?