



The Golden Line

Annual Report

2018

Annual report

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Introduction

In this annual report we proudly present the 2018 results of the Golden Line.

With funding from the Netherlands Ministry of Foreign Affairs the Golden Line works towards the economic empowerment of women in and around artisanal and small-scale gold mining communities in Ghana and Tanzania. In this five years programme (2016-2020) Simavi, Solidaridad and Healthy Entrepreneurs are combining their complementary expertise to improve women's working conditions as well as economic position within gold mines and to increase the abilities of women in mining communities to engage in economic activities.

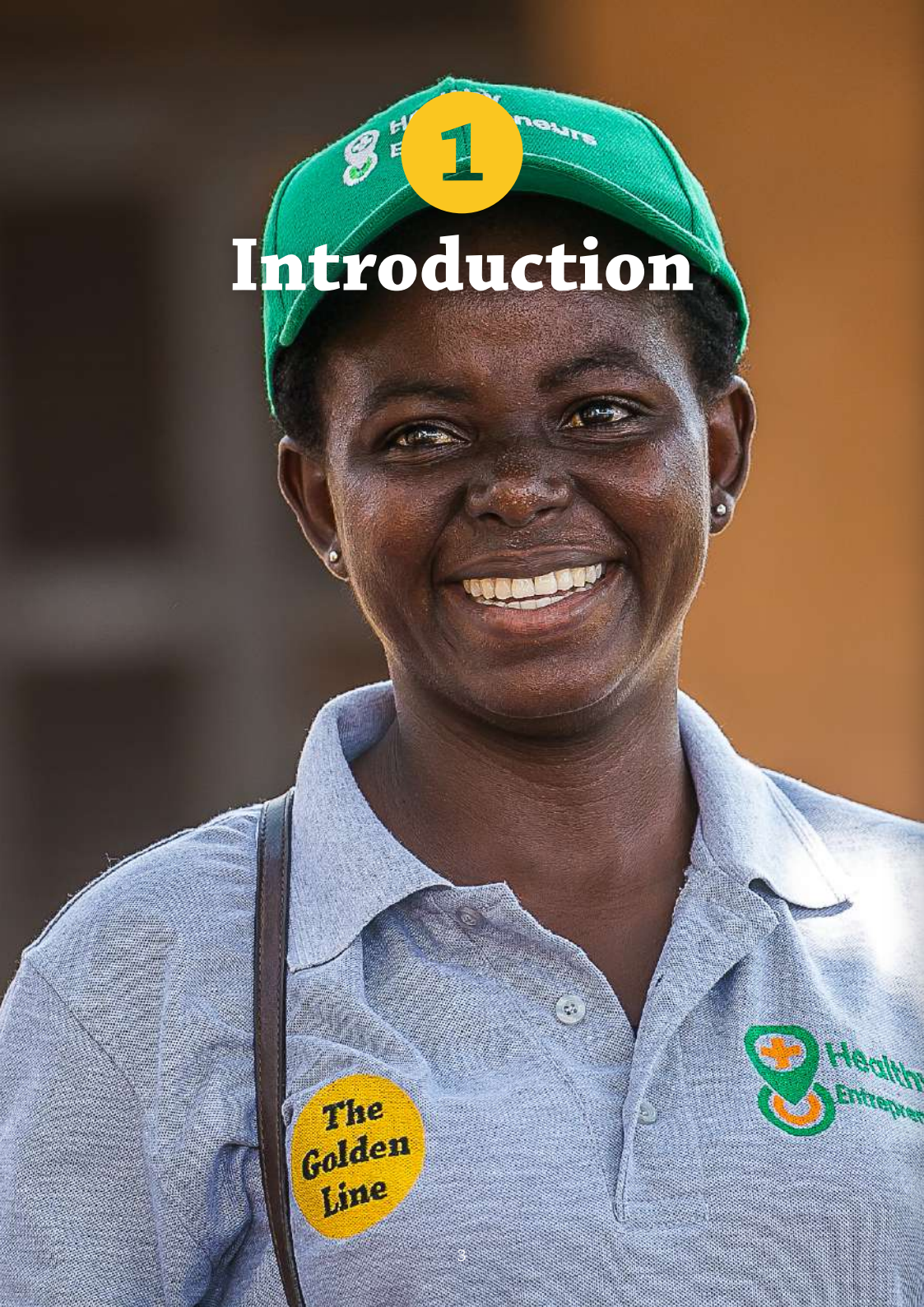
The third year of the programme was a strong implementation year and the results of our approach are becoming clearly visible. Almost 3000 women in the gold mining communities in Ghana and Tanzania are now having access to savings and loans. Women from the formed village savings and loan association (VSLA) groups discussed their needs and priorities with 938 male household members in a gender dialogue series, allowing for different dynamics in their household. In addition, 548 entrepreneurs are now running successful

businesses in health and safety products in the communities. The capacity building of 1375 miners, of which 680 female miners, as well as the formation of VSLA groups in 10 mines are showing improvements for women in the gold mines. We furthermore successfully advocated for gender sensitive policies at national and international level and contributed to the growing international momentum for women's rights in the mining industry.

While the programme is well underway, we also faced challenges, such as difficulties in mobilising men for gender discussions. The entrepreneurs trained by Healthy Entrepreneurs encountered complications in using the tablets to provide health information in the communities. We also need to catch up the delay caused by the small-scale mining ban in Ghana, through reaching more female and male mine workers as well as by connecting the brands to the programme.

This annual report describes our achievements, challenges, changes in our context, TOC reflections and lessons learned in 2018. Annex 2 provides an overview of the results we achieved for each of our indicators.

Introduction



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Achievements



Ghana

In 2018 we continued our implementation of the EA\$E methodology in the gold mining communities in Ghana which consists of three components. Firstly, a total of 101 women's groups with 1797 members have set up a well-functioning savings and loan association (VSLA). Secondly, members of the groups, as well as 626 of their male household members, participated in a gender discussion series. Thirdly, women from the groups received training in Sexual and Reproductive Health and Rights (SRHR), business skills and sometimes vocational skills, such as soap and bead making. Successful female business women were engaged to share their experiences with the group members.

Women reported that their membership of the group made them less dependent on their husbands or other male family members and improved joint decision making in their households. It enabled them, for example, to start or expand their business, renovate their house, pay for school fees, or buy a piece of land. The groups are a safe space for women to discuss challenges and support each other, including in sexual and gender-based violence cases. Women also reported that they are now able to directly discuss relational problems with their husbands, while they used to do this with their family in law.

Simavi trained staff of implementing part-

ners in the Engaging Men in Accountable Practice (EMAP) methodology, who subsequently trained the male and female EMAP facilitators. Implementing partners started forming the men's groups for the gender discussions, and will continue rolling out EMAP in the first and second quarter of 2019.

The 23 active women community ambassadors received training on violence against women, SRHR and responsible mining. They carried out activities to raise awareness on women's rights and needs and advocated for changes with local leaders according to the work plan they developed. They successfully lobbied for women to participate in Traditional Authority decision making processes in five communities.

Partners developed a strong relationship with community and district stakeholders, including chiefs, opinion leaders, women groups, youth groups and government authorities, who are playing an active role in the implementation of the Golden Line activities. This resulted in very high turnouts and engagements during sessions to sensitise communities on SRHR, gender equality and violence against women and to identify community needs, priorities and solutions.

The use of community score cards was introduced to the women in the VSLA

groups to assess the women-friendliness of health services and the training of health workers to provide women-friendly health services continued. In two communities the VSLA group members and community ambassadors raised the unfriendly attitude of health workers, high service charges and deplorable state of the health facility with health authorities, which led to renovation of the two facilities, an increase in clients and more friendly service provision.

In 2018 Healthy Entrepreneurs trained 199 women as entrepreneurs. A total of 271 female entrepreneurs, mostly from poor socioeconomic backgrounds, are now running successful businesses in health and safety products in the communities. Both their sales and turnover are a lot higher than we anticipated. Thus far the female entrepreneurs sold a total of 313,072 health and safety products and in 2018 they had an average turnover of 965 GHS per month.

Despite the ban on small-scale mining, Solidaridad trained 165 miners, including 80 female miners, in responsible mining practices, including the Fairmined Standard, health & safety, environmental management and responsible use of mercury. Training on responsible mining practices was furthermore provided to Golden Line consortium partners, community ambassadors, facilitators and

opinion leaders in programme communities. In five mines VSLA groups were formed and trained with a total of 85 participating women miners.

Solidaridad trained 27 government District Gender Officers, local chiefs, mine leaders and CSOs on gender equality and women's rights in the small-scale mining sector. In addition, 31 district level government officials and managers of project mines were trained in gender sensitive budgeting. Participating gender officers from various districts had follow-up discussions with their respective assemblies on the need for gender sensitive budgeting. One of the gender officers has subsequently been tasked by the assembly to make an assessment of the gender needs in the district that require to be prioritised for inclusion in the next budget.

Solidaridad succeeded in putting responsible and gender inclusive mining on the agenda of high-level Ghanaian policy dialogues and in raising awareness on the topic at ministry level and with national and regional media. Presentations were given on responsible mining during the 2018 West Africa Mining & Power conference held in Accra; during a forum organized by the Third World Network to train selected media personnel on promotion of artisanal and small-scale mining in gold and salt and at the 7th Policy Dialogue Series organized by the Ministry of Planning.

“ The Golden Line has given me the confidence to talk and address people, including higher ranked people. It has also helped me gain more knowledge about family planning. I was even able to educate my daughter on family planning.

- Joycelyn, age 34, Ghana





Tanzania

At the beginning of 2018 some new women's groups were formed, including 5 within mines, making the total of groups 43 with 1127 female members. After each group had set up a well-functioning village savings and loan association (VSLA), the group members participated in a gender discussion series, for which they also invited 312 male household members. Members of the women's groups furthermore received a SRHR training and a business skills training. The groups have enabled women to start or strengthen their businesses and make other positive changes in their own and family members' lives, for instance building a house, buying a plot of land, purchasing cattle and paying for school fees. Four groups have jointly started a business and others plan to follow after registration of their group with the government in order to open bank accounts and access credit from the government. The success of the groups has made other women decide to start their own VSLA independently from the programme with support from EA\$E supervisors.

Staff of implementing partners were trained by Simavi in the EMAP methodology and subsequently trained the male and female EMAP facilitators. In the women's groups the gender discussions started and discussions in the 13 men's groups (one per community) will start in the beginning of 2019, based on the

identified priorities and needs by the women's groups. The 13 trained male change agents furthermore used other opportunities to discuss gender with fellow men, for instance in coffee/tea houses, during wedding ceremonies, sports events and in health education sessions from community health workers.

Simavi partner UMATI provided SRHR services to 18,351 clients in outreaches in the Golden Line communities, including family planning, cervical cancer screening, HIV counselling and testing, GBV counselling and services to survivors. Through building the capacity of health workers, conducting monthly supportive supervision of health services together with health authorities, the use of community score cards and conducting dialogues with health authorities we have been working to create sustainable changes in the quality and availability of SRHR services. We have observed that construction of new health facilities has started in 8 communities, an issue that was repeatedly raised by the women ambassadors in community dialogues with health authorities.

We have furthermore organised various activities to build a more supportive environment for gender equality and women's health needs and rights in the communities and at policy level. Central to



these activities are the 26 trained female community ambassadors who are raising awareness and are advocating for the rights of women from their communities.

In partnership with a local radio station we have made 6 radio programmes on gender issues, which inspired the radio station to start broadcasting its own weekly radio programme on women's rights. The Programme Officer of Simavi partner WPC is frequently invited as guest speaker on the programme.

Healthy Entrepreneurs has trained 131 entrepreneurs in 2018, resulting in a total of 277 entrepreneurs running viable health businesses in their communities.

Until now the entrepreneurs sold 120,090 health and safety products and in 2018 they had an average turnover of 25,123 TSH per month. We are proud to see how the entrepreneurs are earning an income for themselves and their families and providing community members with reliable health products and information. The information videos on their tablets were shown 20,887 times within the communities during 2018.

Solidaridad built the capacity of the management of 15 mines on responsible and gender sensitive mining. In addition, 1210 mine workers, including 600 women miners, were trained on good mining practices in line with international

“ As a woman I wasn't allowed to go to the mountain for mining. The mine owners didn't allow us because they believed that the presence of women makes the gold disappear. The situation has changed since male miners, mine owners, and women miners have got training on gender equality and the importance of women in mining. Now, women, including myself, are going to the mountain and we are mining alluvial gold and collecting waste rock freely.

– Monica, miner and member VSLA group in Tanzania

standards. The 600 women miners were additionally trained on leadership skills, women's right, gender equality, advocacy and best mining practices. The capacity of female miners associations was strengthened and networks are created between

these associations, women miners and local government authorities.

We are excited to see the involvement of women in mining growing and as well as women miners gaining the confidence and the space to take up different and better positions. In 12 mines women have been elected to hold different positions, such as secretary, assistant chairperson and treasurer of the cooperatives. Owners of two mines decided to charge a smaller fee for ore to women, depending on the level of production at that particular time. Six mines have also taken significant steps in implementing best mining practices, such as conservation and rehabilitation by planting trees, marking pits and refilling unused pits and creating special areas for miners working with mercury.



International

Until recently, the topic of gender and mining was hardly on the agenda, but we are excited to see a growing momentum for women's rights in the mining industry. Efforts of Solidaridad and Simavi are starting to bear fruit, including the joint activities with the Women's Rights and Mining working group in which Simavi and Solidaridad are actively involved. Solidaridad and Simavi are one of the initial members of this initiative comprised of governments, researchers and NGOs that aims to secure commitments from key stakeholders in the mining sector to address key gender concerns.

During the OECD Forum on Responsible Mineral Supply Chains in 2018 we co-organised a parallel session on gender with the Women's Rights and Mining working group. Solidaridad invited a female mining engineer from Tanzania and the head of the Women in Mining Association in Ghana to participate in the panel and share their insights with the audience. In addition, we gave a presentation about the EA\$E and EMAP methodology of the Golden Line, as examples of approaches to address gender norms in artisanal and small-scale mining (ASM). Solidaridad, together with BSR, Swarovski and the Netherlands Ministry of Foreign Affairs, also co-organised a side-event about women's empowerment in the jewellery

supply chain. The event was attended by 30 leading brands from the jewellery and electronics sector.

Together with the Women's Rights and Mining working group, Simavi and Solidaridad advocated for gender equality integration with six leading policy-setting organisations, including the Extractive Industries Transparency Initiative (EITI) and the London Metals Exchange. As a result of this, clear gender indicators were included in the newly launched Responsible Mining Index. Solidaridad participated in consultation workshops and shared recommendations to standard setters for more gender inclusive codes of practice and standards, including the new Code of Risk-mitigation for ASM engaging in Formal Trade (CRAFT code) and the market-entry criteria developed by Fairtrade.

Solidaridad finalised the Golden Line strategy to engage market players and reached out and held initial conversations with leading jewellery and electronic brands, as well as refineries to increase their awareness and willingness to start sourcing from artisanal gold mines that comply with international standards.

The Golden Line communication team supported the implementation of the communication strategies in Tanzania and Ghana. In Tanzania we have recorded a documentary showing the daily life of a female mine worker, which we plan to submit to international film festivals. In addition, we have supported the development of billboards that are placed in the Golden Line communities in Tanzania with portraits of influential community members and their statements in support for gender equality.



3

Challenges

Challenges

The implementation of responsible mining practices is hindered by the lack of capital that mines have to make the necessary investments. Our goal to provide artisanal and small-scale miners with access to credit from financial service providers is however quite ambitious. Solidaridad is advocating for this by having meetings and showing the business case of investing in mining in ongoing conversations with national banks and micro-credit institutions in Tanzania and Ghana. In addition, we are training both men and women miners in meeting the criteria for accessing loans. Solidaridad in Tanzania has developed a training module together with a financial institution to train miners.

Implementing partners are experiencing difficulties with mobilising men to join the gender discussions in the women's VSLA groups or to join a men's discussion group. Reasons for this vary, but include time constraints, time spent away from mine sites, unwillingness to join if they do not receive a gift and unwillingness to join a meeting with women. We are therefore not on track to reach our targets for numbers of men who participate in EA\$E/EMAP. We proceeded with running the groups with fewer men, but as these men are now motivating other men to join, the numbers are growing. We furthermore engaged influential persons from the community and female community ambassadors, which also helped to get more men on board.

The implementation of the social accountability component is delayed because the EA\$E methodology took more staff capacity than anticipated. The use of community score cards has been introduced in the communities and in 2019 implementing partners will start organising multi-stakeholder dialogues on the results of the score cards to advocate for improvements in women-friendly health service provision.

We are lagging behind with reaching community members with the health videos on the tablets of the entrepreneurs in Ghana and to a lesser extent in Tanzania. General capacity to work with a tablet is low among the entrepreneurs and additional training was required. Moreover, the written text in the videos proved to be difficult to understand in Ghana. Healthy Entrepreneurs therefore decided not to distribute the tablet with the videos to all entrepreneurs in Ghana, but to first work on the content. This resulted in a new part of the application in which texts are presented as full audio programmes. In the beginning of 2019 a pilot will be carried out to see if the content is understandable and attractive for the communities. If the pilot is successful, the tablets will be further distributed to the entrepreneurs in 2019. In the meantime, the entrepreneurs are conducting health talks with their community members.

Ghana

Women and men miners have come to understand the health risks of mercury and are willing to adopt alternative methods that ensure minimal or no mercury releases into the environment, however the required affordable and user-friendly equipment is not available. Solidaridad is engaging with the Minerals Commission and the University of Mines and Technology to help address this challenge.

Women were reluctant to join the VSLA groups due to negative experiences with micro-finance institutions and VSLA groups formed by others, including savings being stolen and people being arrested for not being able to pay back loans. Now that the VSLA groups are established, women are still a bit hesitant to borrow money. It took implementing partners more time to form the groups and build trust among members of the groups. We will probably not meet our predefined target for the members of EA\$E groups, but rather aim to invest in making the groups function well and sustainable.

In Ghana the mining communities where we are implementing the programme are at large distances from each other. As a consequence implementing partners are making long working days to travel to remote areas to visit the 101 women's groups on a regular basis. In 2019 we will wrap up our activities in these communities and start in a lower number of new communities which will reduce the high workload.

The government stopped the issuing of licences for pharmaceutical shops. Healthy Entrepreneurs has lobbied for the five shops they built and the one shop they rented to obtain the permission to operate. Fortunately the government has started issuing licences again and the six shops have now received approval to start. The female entrepreneurs will be trained by the Pharmacy Council and are expected to be operating by mid-2019.



Tanzania

While women are starting to play a more prominent role in the mines, some men are hampering these processes. There are male mine managers and mine workers that find it difficult to accept women in key roles in the mines and who are jealous of the attention that is paid to women and their rights. Women miners still face a lack of respect from men in the mining communities. A particular issue is that women miners depend on men selling them ore in bags, which sometimes contains no gold at all. To mitigate backlashes of women's empowerment, Solidaridad will start with EMAP in the mines according to plan in 2019.

There is a very high demand for SRHR services in the Golden Line communities in Tanzania. During outreaches the joint teams of UMATI and government health staff make very long working hours. Government health facilities are understaffed, badly equipped and stocked and furthermore at a large distance from many of our communities. Through introducing the use of score cards to hold health authorities to account and by lobbying for more staff and construction of more health facilities, we aim to address these challenges, however improvements in the government health system are progressing very slowly.

Healthy Entrepreneurs faced fluctuating prices of health products in the local market, at times resulting in prices that are too high, or very low, for the entrepreneurs and the communities. Healthy Entrepreneurs investigated the possibility of importing fast moving health products, however this requires costly adjustments of their warehouse that are not proportional to the benefits of importing health products that are already available in the market. Healthy Entrepreneurs continues to follow up with market research and negotiations with local suppliers, and also found some new alternative products in the market.

Billboard in Tanzania with the text "Stand up, be strong, be proud and start working on your ambitions"



International

The process of increasing awareness and willingness of market players to start sourcing from artisanal mines that comply with international standards has not moved as quickly as we had hoped. This is caused partly by internal delays to roll out the market strategy and partly because of the mining ban in Ghana that prohibited artisanal mines to start their production of gold. In the coming months leading brands from the jewellery, electronics and financial sector will be actively approached to start building a route from the gold mines to the market.

It is difficult to find companies willing to publicly speak about their efforts for gender inclusive sourcing. One of the reasons is that women's rights and gender equality in artisanal mining are topics that are seen as the responsibility of CSOs, mining companies and governments from producing countries. However, due to the increasing attention of the last years for gender and mining, companies have started to do their due diligence and are slowly exploring ways to source directly from artisanal and small-scale mines.

Working with three global organisations and their local implementing partners creates challenges in branding. In the beginning we agreed not to use own logos and instead all operate under the same Golden Line logo to limit any confusion to beneficiaries. This met with resistance from local implementing partners and therefore we decided to open up to the opportunity to add the logos of all implementing organisations to communication materials. We keep striving for joint and coordinated messages under the Golden Line branding, but we also had to accept that it will not replace the own partners' logos.

4

Context



Ghana

The ban on small-scale mining activities, that has been in place since May 2017, was finally lifted in December 2018. The ban severely impacted the livelihood of women from small-scale mining communities since most of them depend on the sector, either by directly working in mining or by providing services to mine workers. The decrease in income made some women withdraw from VSLA groups or affected their share purchasing. Some women also migrated from the communities in search for alternative livelihoods which affected the stability of some groups.

The longer the ban lasted, the more efforts it required to mobilise and keep mine workers motivated to participate in the programme's activities. In the first year that the ban was installed, miners hoped that the ban would be lifted within a couple of months. This was fuelled by the government communicating different timelines to lift the ban. At the start of the trainings, mine owners were committed to attending trainings off site, but as time passed, they became more frustrated and less interested in participating. The first VSLA groups of women miners were also relatively easy to form, but later it became more difficult to mobilize women miners to form additional VSLA groups, as most of them were not interested to engage in mining anymore.

During the ban the trainings were held outside the mine sites. The miners had difficulties understanding some of the concepts they were taught because they could not practice what they learned, for instance, the use of sedimentation ponds to reduce the turbidity of waste water before it is discharged into a river body.

Now the ban has been lifted, we are looking forward to carrying out the activities which we had to put on hold. Eight out of the 13 Golden Line mines passed the vetting of the Inter-Ministerial Committee on Illegal Mining (IMCIM), and have now to renew their Environmental Protection Agency (EPA) permits before they can start mining. The other five mines that have not yet passed the vetting will be supported to do so. One other mine, that also passed the vetting, has no MOU with the Golden Line, but was included in the training programmes due to its management's commitment to the programme. An MoU will be signed with the mine in 2019.

The Multi-sectoral Mining Integrated Project (MMIP), developed by the government in 2017 to serve as the framework to guide activities in the sector, provides opportunities for the Golden Line since it seeks to promote responsible practices, and promote gender equality and social inclusion in mining communities. Due to the ban, the MMIP could however

not be implemented in 2018, however the Ghanaian Minerals Commission has reinstituted a gender desk at its head office to promote gender inclusivity in the mining sector. It also has plans for setting up Gender Desks in all the nine mining districts.



Tanzania

The legal and political space for CSOs working on SRHR decreased during the past year, with the president making negative public statements about family planning, the closure of a Marie Stopes clinic and the suspension of family planning commercials on radio and TV. Media advertisements for family planning, including the radio spot of the Golden Line, had to be submitted to the government for content review. We responded by distributing more printed materials with SRHR information in the communities, while we are following up with the government about the review of our radio spot. Golden Line partners also participated in national level meetings in which the developments were discussed with government authorities and NGOs. In March 2019 the government announced that the suspension on family planning advertisements has been lifted, however the content of the advertisements still requires to be reviewed by the government and has to include the government's logo.

The central government made changes in local government by replacing existing local leaders who are relatively low educated with new leaders who are higher educated. This meant that we needed to introduce the programme and build our relationship with the new leadership.



International

The negative perception of the artisanal and small-scale mining (ASM) sector (illegal, criminal, risky, etc.) remains, but it is hopeful that for the first time a very large conference dedicated to ASM was organized in 2018 (ASM18 Zambia), recognizing that ASM mining is an important livelihood activity for millions of people, of which as much as 60% are women.

In the past years there has been a debate on the effectiveness of international standards, such as Fairtrade and Fairmined. Criticism was growing as meeting the high standards requires high investments from miners. Most artisanal miners are unable to comply with the high requirements for the certifications without sufficient resources, time, training and investment. As a result, supply of fully certified artisanal gold is falling behind. In 2018 Fairtrade and Fairmined developed codes and tools that support miners to progressively improve their practices and allow engagement of gold buyers at earlier stages.

These developments will not affect the capacity building programme for the Golden Line mines as Solidaridad will continue to use Fairtrade and Fairmined criteria as the main guideline. Solidaridad informed the Golden Line miners about the new tools and codes and has spoken with international gold buyers that have already expressed interest in engaging with ASM miners that are progressively improving.



5

ToC Reflection and Lessons Learned

ToC Reflection and Lessons Learned

How the Golden Line is working towards its long term objective “Women in and around artisanal and small-scale gold mining communities in Ghana and Tanzania are more economically empowered” is envisaged in our Theory of Change (TOC) in annex 1. We aim to achieve our long term objective through pathways leading to the following two outcomes: 1) Women have improved working conditions within gold mines, and 2) Women in mining communities have increased abilities to engage in economic activities.

As part of our evidence-based approach we checked our assumptions, clarified local values and needs and adjusted our TOC accordingly in the inception phase, which was followed by small revisions in the TOC in 2017. Based on a joint reflection on our approach and underlying assumptions we did not see the need to revise our TOC in 2018. In the second and third quarter of 2019 the midline evaluation of the programme will be carried out, which will provide us with new insights in the results we have achieved so far as well as the effectiveness and sustainability of our approach. Based on the findings we will review which elements of our strategy should continue, improve or be adapted in order to achieve our objectives, which might lead to revisions in our TOC.

Lessons learned

Based on our experiences we identified the following lessons learned:

- ▶ In Ghana extra efforts and time are required to build the trust of women to participate in VSLA groups and take loans. Negative experiences with credit providers and VSLA groups established by others, including savings being stolen and people being arrested for not being able to pay back loans, need to be addressed.
- ▶ In some communities men are not ready to engage in joint decision making with their partners and are not willing to participate in the gender discussion series in the women’s EA\$E groups. EMAP has been used as an entry point to motivate those men to start making joint decisions with their partners.
- ▶ Sharing successes of women’s groups motivates and inspires other women’s groups to see the potential of their group and to take initiatives.
- ▶ We continuously have to verify that the priorities, needs and interests of women remain central in the programme, also during the gender discussions in men’s groups. The discussions in the



“ I was recruited as an ambassador for The Golden Line programme about a year ago. As an ambassador, I’ve been able to make some changes in my community by advocating for youth education, and sexual and reproductive health and rights. This makes me feel proud!

– **Hannah Adiah Kaku,**
age 28, Ghana

men’s groups are therefore based on the priorities identified in the women’s groups. We also conduct regular check ins with women’s groups during the discussions with men’s groups to hear what changes they are experiencing and what their concerns are.

- ▶ Capacity building of health workers on women-friendly health services is not a one-off activity: service providers need ongoing training, supervision and technical support.
- ▶ Conducting sensitisation and education activities in partnership with district level stakeholders built trust with communities and also brought these stakeholders closer to the communities.
- ▶ Staff from Solidaridad and the two Simavi partners as well as the National Programme Coordinator are working from a joint Golden Line office in Geita, Tanzania. Sharing an office has contributed to the strong partnership and good communication between the consortium members.

- ▶ Investing in a strong network, as well as finding and building allies is key to building a movement. Working closely with a small core group of committed stakeholders in the Women’s Rights and Mining working group has proven very effective. Jointly we have successfully collaborated with various organisations to build momentum for women’s rights in the mining sector.
- ▶ Raising awareness on the challenges that women in and around mining communities face without stigmatizing women is a delicate balance. We aim to portray the women in the mining communities as strong and resourceful, despite the challenges that they face. We cross-check communications with the women portrayed for their consensus and with our local partners, to ensure that we do not harm the women involved.

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Looking Forward



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Looking Forward

2019 will be an exciting year for the Golden Line. We are eager to start implementing activities in the mines in Ghana now that the mining ban has been lifted. We will actively reach out to brands from the jewellery, electronics and financial sector and try to motivate them to adapt their internal sourcing policies to make them more gender sensitive, start sourcing from Golden Line mines and invest in the Golden Line programme. We will also support the mines in Ghana and Tanzania that have shown improvement in their practices and the position of women miners with engaging with downstream gold buyers.

The findings of the midline evaluation are expected by mid-2019 and will inform review of our strategy during workshops in the Netherlands, Ghana and Tanzania. Implementing partners will wrap up EA\$E and EMAP in the current communities, and will start working in new communities once the data collection for the midline has been completed. We will continue to create support in communities and at policy level for gender equality and women's health needs and rights with an important role for our women community ambassadors. Now that all entrepreneurs have been trained,

Healthy Entrepreneurs will focus on further supporting them to strengthen their businesses and to provide health information to the communities. Well performing entrepreneurs will be provided with access to additional credit.

During the OECD Forum on Sustainable Mineral Supply Chains in April 2019 we will ask for attention for women's rights in mining, amongst others through a Golden Line exhibition in the entrance hall. We furthermore plan to present the approach and experiences from the Golden Line programme during the Women Deliver conference in June 2019 in Vancouver.

We are confident that with our complementary approach we will further increase our positive impact on the lives of women in the gold mining communities in 2019.

**The
Golden
Line**

Annexes

**2018 PME Report
on Indicators**

Theory of Change

		GHANA					TANZANIA				
Aggregated results of all consortium partners		Baseline	2017	2018	Total	Target 2020	Baseline	2017	2018	Total	Target 2020
1. Women have improved working conditions within gold mines											
GL1.0.1	% decrease in use of mercury by mine	F: 22% - 38 mg M: 46% - 53 mg				F: 10% M: 30%	F: 37% - 380 mg M: 58% - 410 mg				F: 18% M: 29%
GL1.0.2	% decrease in accidents and injuries in the mines					50% decrease	22% reported they or a colleague had accident at work				90% decrease
GL1.0.3	# of mines where wage gap between men and women decreased					8					10
1.1 ASG mines operate according to fair mining practices in support of women's needs and right											
GL1.1.1	# ASG mines that meet with FT/FM criteria	0	0	0	0	5	0	0	0	0	6
GL1.1.2	# ASG mines that adapted operational procedures in line with FT/FM criteria	0	0	0	0	10	0	2	4	6	8
1.2 Gender-sensitive ASG mining policies are in place at local and national level											
GL1.2.1	# and kind of local or national gender-sensitive ASGM policies being developed or adjusted		1 (Affirmative Action Bill)	1 (Affirmative Action Bill)	1	1		0	1 (Tanzania Mineral Policy)	1	1
GL1.2.2	# and kind of national gender-sensitive ASGM policies finalised and approved	0	1 (MMIP)	1 (MMIP)	1	3	0	0	0	0	1
1.4 ASG mines have access to credit to implement fair mining practices											
GL1.4.1	# of financial institutions that have credit products available to ASG miners	0	0	0	0	5	0	0	0	0	3
GL1.4.2	# of ASG miners that obtained credit from financial service providers	0	0	0	0	5	0	0	0	0	3
1.5 Women in mines have improved positions											
GL1.5.1	% of women working in the mine value chain	Direct in mine: 69% Facilitating mining: 6% Value chain: 25%				Direct in mine: 70% Facilitating mining: 4% Value chain: 30%	Direct in mine: 65% Facilitating mining: 1% Value chain: 33%				Direct in mine: 67% Facilitating mining: 2% Value chain: 35%
GL1.5.2	Level of satisfaction among women of their work	5.1 (10 points scale)				6 (10 point scale)	3.6 (10 point scale)				6 (10 point scale)

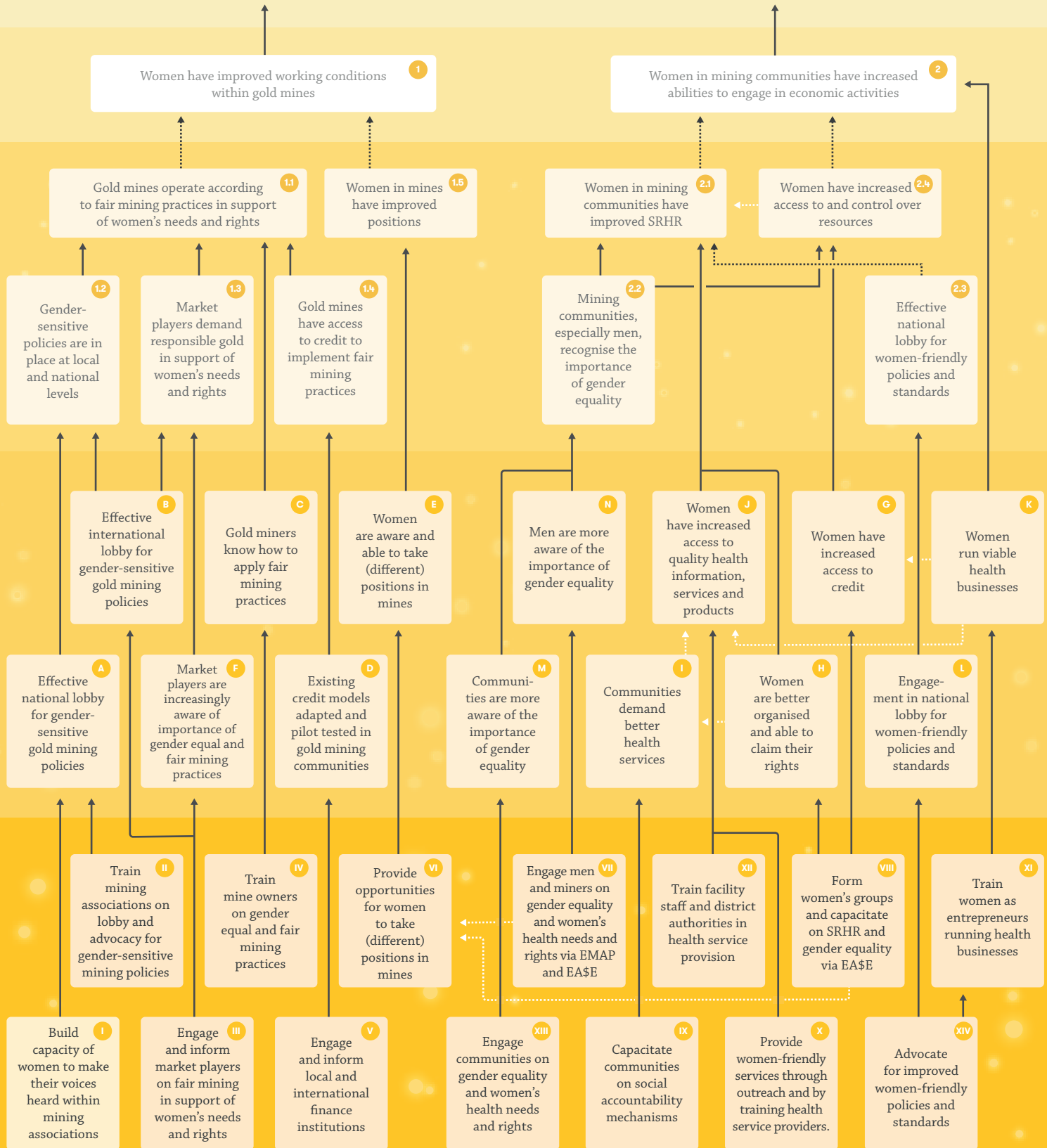
		GHANA					TANZANIA				
Aggregated results of all consortium partners		Baseline	2017	2018	Total	Target 2020	Baseline	2017	2018	Total	Target 2020
2. Women in mining communities have increased abilities to engage in economic activities											
GL2.01	% women engaged in economic activities	82%				90%					85%
GL2.02	% women that feel supported by their environment to engage in economic employment	65%				80%					80%
2.1 Women in mining communities have improved SRHR											
GL2.1.1	% increase in uptake of SRH services and products					30%					30%
GL2.1.2	Users' satisfaction rate of SRH services	6.7 out of 10				7.5 out of 10	5.8 out of 10				7 out of 10
GL2.1.3	% of SRHR facilities that increased their compliance to (national) quality standards					75%					75%
2.2 Mining communities, especially men, recognise the importance of gender equality											
GL2.2.1	Level of acceptance in the community for women's decision making on SRH and family planning	4 out of 6				5 out of 6					4 out of 6
GL2.2.2	Level of acceptance in the community for women to have better access to economic activities					Qualitative					Qualitative
GL2.2.3	% of women reporting a reduction in (domestic) violence					15%					15%
2.3 Effective national lobby for women-friendly health services											
GL2.3.1	# of policies and standards under revision to become more women-friendly		0	0	0	NA		0	0	0	NA
GL2.3.2	# of policies and standards that have been revised or developed that support a more conducive environment for women's economic empowerment		0	0	0	NA		0	0	0	NA
2.4 Women have increased access to and control over resources											
GL2.4.1	% of women with increased access to credit	37% has access to credit				65%	22% has access to credit				55%
GL2.4.2	% of women that experience an increase in joint decision-making in financial household decisions					60%					50%
a. Effective national lobby for gender-sensitive ASG mining policies											
GL_1.a1	# of events organised for lobby and advocacy		6	7	13	20		1	11	12	12
GL_1.a2	# and kind of stakeholders attended events		7 - CSOs; government institutions; media; traditional authorities; mining associations; small-scale miners; Women miners	7 - CSOs; government institutions; media; traditional authorities; mining associations; small-scale miners; women miners	7 - CSOs; government institutions; media; traditional authorities; mining associations; small-scale miners; women miners	9 - CSOs; government institutions; media; traditional authorities; embassies; donor agencies; mining associations; small-scale miners; women miners		54 (mining association)	200 (Swiss Aid, World Bank, Hakirasilimali, MM, RMO, Stamico, IIED, LGA, Ambassadors and CSO, Tawoma)	254	5 - Government authorities, mining associations, male miners, female miners, Ministry of Minerals

		GHANA					TANZANIA				
Aggregated results of all consortium partners		Baseline	2017	2018	Total	Target 2020	Baseline	2017	2018	Total	Target 2020
c. ASG miners know how to apply fair mining practices											
GL_c1	# of ASG miners trained on practices in line with FM/FT certification		M: 125 F: 5	M: 85 F: 80	M: 210 F: 85	M: 1000 F: 500		M: 149 F: 155	M: 610 F: 600	M: 759 F: 755	M: 1858 F: 542
GL_c2	# of ASG mines with an action plan for implementing FT/FM practices with a gender priority		0	Could not be measured due to mining ban	-	15		0	15	15	15
d. Existing credit models adapted and pilot tested in ASG mining communities											
GL_d1	# existing credit models that have been adapted		0	Could not be measured due to mining ban	-	tbc based on gap analysis		0	1	1	2
GL_d2	# credit models that have been developed and tested		0	Could not be measured due to mining ban	-	tbc based on gap analysis		0	1	1	2
e. Women are aware and able to take (different) positions in ASG mines											
GL_e1	# of women miners participating in EA\$E groups		0	85	85	150		0	115	115	221
GL_e2	# of mines where pilots have been developed to allow women to take different positions in ASG mines		0	Could not be measured due to mining ban	-	5		1 (Mgusu mine)	4 (Uhuru Saccos mine, Mgusu mine, Mlela mine, Theresia mine)	4	4
g. Women have increased access to credit											
GL_g1	# women that attended EA\$E groups		826	1797	1797	4500		731	1012	1012	1080
GL_g2	# of EA\$E groups that have increased their share value (return on investment)		0	25 (93% of the groups that had a share out)	25 (93%)	180 groups (80%)		0	31 (91% of the groups that had a share out)	31 (91%)	48 groups (80%)
GL_g3	# of loans taken		11	512	512	900		0	3805	3805	270
h. Women are better organised and able to claim their health rights											
GL_h1	# of women that regularly attended or participated in women's group		821	1308 (73% of all women in EA\$E groups)	1308 (73%)	3600 (80% of participants)		705	818	818	864 (80% of participants)
GL_h2	% of women who can list at least 3 contraceptive measures	34%				65%	72%				85%
i. Communities demand better health services											
GL_i1	# of multi-stakeholder dialogues for social accountability		4	7	11	56		0	0	0	63

		GHANA					TANZANIA				
Aggregated results of all consortium partners		Baseline	2017	2018	Total	Target 2020	Baseline	2017	2018	Total	Target 2020
j. Women have increased access to quality health information, services and products											
GL_j1	# of people trained to build awareness at community level on SRHR		250	313	313	566		174	428	454	363
GL_j2	# and kind of health related movies accessed on tablets of health entrepreneurs		357	131	488	210000		2337	20887	23224	210000
GL_j3	# and kind of health and safety products (inc. MHM and family planning products) sold by health entrepreneurs		10264	302808	313072	48000		1683	118407	120090	48000
k. Women run viable health businesses											
GL_k1	# of women who successfully completed basic health and business management training		73	2034	2034	4750		148	1127	1127	1330
GL_k2	# women running a business as health entrepreneur		72	271	271	250		148	277	277	250
GL_k3	Average turnover per entrepreneur		106 GHS	965 GHS per month	965 GHS per month	200 GHS per month		18.377 TSH per month	25.123 TSH per month	25.123 TSH per month	95000 TSH per month
l. Engagement in national lobby for women-friendly health services											
GL_l1	# of events and dialogues organised to lobby and advocate for women-friendly policies and standards (disaggregate for national/regional/community level)		1	23	24	NA		2	18	20	NA
GL_l2	# of events where champions/ambassadors have actively participated (disaggregate for national/regional/community level and female/male champions)		3	29	32	NA		2	16	18	NA
m. Communities are more aware of the importance of gender equality and women's health needs and rights											
GL_m1	% of community members who can list at least 3 measures related to women health needs and rights					70%					70%
GL_m2	# of community members (disaggregated by gender) who attended sensitization meetings on gender equality and women's health needs and rights		3834	4352	8186	2250		178	961	1139	715
n. Men are more aware of the importance of gender equality											
GL_n1	% of men who can list at least 3 measures related to women health needs and rights		0	-	-	70%		0	87%	87%	70%
GL_n2	# men who participated in EA\$E/EMAP		0	626	626	5400		0	312	312	2160
o. Local CSOs have strengthened capacity to implement programme											
GL_3.01	# civil society organizations with stronger capacity to advance women's rights and gender equality (Cs1-5)	-	4	4	4	-	-	4	4	4	-

		INTERNATIONAL				
Aggregated results of all consortium partners		Baseline	2017	2018	Total	Target 2020
1.3 Market players demand responsible gold in support of women's needs and rights						
GL1.3.1	# of targeted market players that buy responsible sourced gold	0	0	0	0	15
GL1.3.2	# international fora that include women rights in mining and mining communities on the agenda	0	1 (OECD forum)	3 (OECD forum, IGF, ASM18)	3	3
b. Effective international lobby for gendersensitive ASG mining policies						
GL_b1	# of position papers developed	0	0	0	0	2
GL_b2	# of events organised for lobby and advocacy	0	0	2 (side-event during OECD forum, and follow-up webinar)	2	2
GL_b3	# of international bodies that demonstrate knowledge of gender-sensitive mining policies	0	0	1 (IGF starting to publish articles and studies on women in ASM mining)	1	3
GL_b4	# of international bodies that report to have used their knowledge of gender-sensitive mining policies in regulatory and/or funding decisions	0	0	1 (Peru)	1	2
f. Market players are increasingly aware of importance of gender equal and fair mining practices						
GL_f1	# of market players that have attended meetings or received information about responsible gold in support of womens needs and rights	0	2	150	152	500
GL_f2	% change in relative weight of women's rights component in certification schemes by standards/auditors		0	-		-

Women in and around artisanal and small-scale gold mining communities in Ghana and Tanzania are more economically empowered



Local CSOs have strengthened capacity to implement programmes to achieve sustainable changes in women's lives