



East Africa  
Regional Training  
Workshop  
on Environment,  
Community,  
Health & Safety

Development  
Minerals  
Programme

Addis Ababa, Ethiopia,  
9-12 November  
2015

Programme Partners:



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ACP-EU Development Minerals Programme.  
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This study is published as part of the publication series: *Development Minerals in Africa, the Caribbean and the Pacific*

**About the ACP-EU Development Minerals Programme:** The ACP-EU Development Minerals Programme is an initiative of African, Caribbean Pacific (ACP) Group of States, coordinated by the ACP Secretariat, financed by the European Commission and United Nations Development Programme (UNDP) and implemented by UNDP. This €13.1 million capacity building program aims to build the profile and improve the management of Development Minerals in Africa, the Caribbean and the Pacific. The sector includes the mining of industrial minerals, construction materials, dimension stones and semi-precious stones.

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## Acknowledgements

The East Africa Regional Workshop on Environment, Community, Health and Safety was the first regional workshop held under the banner of the **ACP-EU Development Minerals Programme**. The workshop was delivered in partnership with the African Minerals Development Centre (AMDC) and the African Union Commission (AUC). Mr. Frank Mugenyi, Senior Industry Advisor – Trade and Industry department of the African Union Commission and Mr. Kojo Busia, Coordinator, African Minerals Development Centre are all acknowledged for their patronage and support.

Appreciation goes to the delegates who participated actively and were deeply engaged in all sessions of the intense and compact training workshop. Additionally, the mine owners and miners at the three field visit sites and the Ministry of Mines in Ethiopia, are acknowledged for the rich field experience and the unique opportunity to witness first-hand, the intricacies of artisanal and small scale mining of Development Minerals in Ethiopia.

Special thanks are extended to the guest speakers who shared practical, hands-on experience with the workshop participants and to the co-trainers who made significant contributions to the workshop. Gratitude is further extended to the UNDP Regional Service Centre for Africa (RSCA) and the AUC Trade and Industry Department teams for their invaluable commitment and logistics facilitation during the workshop delivery.

Further acknowledgements go to Dr. Emagna, Private Sector & Investment Expert, SEDT of the ACP Secretariat, Brussels for his insights and contributions during the workshop.

Professor Salvador Mondlane Junior, December, 2015



Figure 1. Hand out of Certificates to the participants

## Introduction and Background

The sustainable management of the extractive industries is one of the most critical challenges facing many resource-dependent developing countries today. In contrast to large-scale tradable minerals and hydrocarbons, Development Minerals (also known as Low-Value Minerals and Materials; LVMM), have closer links with the local economy, and the potential to generate more local jobs, and therefore can have a greater impact on poverty reduction. The income generation potential of the Development Minerals sector, however, often remains unrealized or under-realized. This is in part due to the uncertain legal and regulatory framework in which the sector operates and the lack of publicly available and easily accessible geological data, which exacerbates wasteful exploration and discourages investment in the sector. Furthermore, there can be significant social and environmental impacts associated with the mining of Development Minerals, with consequences on health and safety of workers and surrounding communities.

Development Minerals are important for the economies of many ACP countries (African, Caribbean and Pacific Group of States). The various sub-sectors such as industrial minerals, construction materials, dimension stones and semi-precious stones primarily focus on the domestic economy, relying on the hubs of growth such as cities and metropolitan areas. The extent of exports is usually limited due to low value per-mass. However, these sub-sectors provide an important input to domestic construction and the generation of jobs. Such positive outcomes are the result of the minerals and materials being used along the value chain, from extraction, processing, beneficiation to use.

The ACP Group of States, the European Union and UNDP have initiated the ACP-EU Development Minerals Programme to foster the small-scale private sector operating in Development Minerals in forty countries of the ACP. The three-year, €13.1 million capacity building programme supports the implementation of the ACP Framework of Action on the Development of Mineral Resources Sector endorsed by the ACP Committee of Ambassadors in 2011.

The programme uses UNDP's capacity development approach. The key stakeholders include public stakeholders such as regulatory agencies and local governments; private stakeholders such as small-scale mining enterprises and associations, business development centers; and social stakeholders such as civil society organizations and community groups.

The programme will be implemented at the regional and country levels. At the regional level, the programme will conduct training activities. At the country level, it will include both training and other activities, such as small grants and partnerships to produce maps and databases on low-value minerals, development of regulations on environment and safety, organizing community engagement, addressing grievances, organizations of technology fairs and networking events, organization of public-private dialogues etc.

The thematic areas of the programme are: 1) mine and quarry management; 2) environment, health and safety; 3) entrepreneurship skills; 4) market analysis and investment promotion; 5) geo-data and maps design; 6) community relations and addressing grievances.

The programme is providing capacity-building support to the small-scale private sector, associations/chambers, public institutions and social stakeholders that operate in the Development Minerals sector. The programme will enhance the capacities of these entities to increase the sector's productivity; better manage mining operations; adhere to national and international environmental and health standards; and prevent conflict through effective community relations.

The present report aims at documenting the events of the "East Africa Regional Training Workshop on Environment, Community, Health & Safety" held between the 9th and the 12th of November 2015 at AUC complex in Addis Ababa.

### Training Workshop Objectives

The main objective of the training workshop was to improve the capacity of key stakeholders in the Development Minerals sector, on the issues related to environment, health and safety, communities and mine and quarry management.

Specifically, the workshop aimed at the following:

- Increase the awareness of environment, community, health and safety and quarry management issues and challenges in the Development Minerals sector;
- Promote south-south knowledge exchange on the practices and governance arrangements necessary for the Development Minerals sector to contribute to inclusive and sustainable development;
- Build the capacity of individual stakeholders through participation in the training workshop and the preparation of return-to-work plans

### Workshop Participants

The participants to the workshop were selected on the basis of competitive expression of interest where 120 candidates expressed their interest to attend the workshop, of which 40 were nominated to attend the workshop in Addis Ababa. Delegates represented five countries, namely Ethiopia, Kenya, Tanzania, Uganda and Zambia.

### **Partnering with leading regional organizations**

After the inception workshop held in Brussels in mid-July 2015, the East Africa Regional Workshop was the first regional level training activity of the ACP-EU Development Minerals Programme. Drawing on this perspective, the programme partners and the African Union

Commission agreed that an African launch of the Programme be held at the opening ceremony of the training workshop.

In this regard, the ACP-EU Development Minerals Programme constituted a partnership opportunity with the Africa Union Commission (AUC) and the African Minerals Development Center (AMDC) to officially launch the programme in Africa as a prelude to the first regional training workshop on environment, community, health and safety.

The Africa Union (AU) made an in-kind support offering the venue for the workshop and actively participated in the development of event agenda. Another contribution was the joint press release on the event as well as the media advisory. The AMDC supported the event with technical expertise to review the programme curricula and make guest presentations. The communication teams of both the AUC and AMDC worked hand in hand with UNDP communication units to cover the event. As recognition of their significant contribution and engagement, both AUC and AMDC were designated event partners, signified by their logo on workshop documents as well as training materials, while ACP, EU and UNDP were identified as the Programme partners.

### **Process for selection of training participants**

The East Africa Regional Workshop on Environment, Community, Health and Safety gathered participants from 5 countries namely, Ethiopia, Kenya, Uganda, Tanzania and Zambia. The selection process included a detailed request for applications, that was followed by a thorough assessment and nomination of the workshop participants, with special care taken to ensure that all four key stake holders of the programme were represented, while ensuring adequate representation of women participants. The programme focal points within government ministries of the participating countries supported the selection process.

### **The request for applications**

The Request for Applications was publicly announced on August 20, 2015. The Request was sent to the Programme focal points in the represented countries, the embassies of the represented countries in Brussels, and a large list of interested stakeholders. The announcement was posted in a range of for public for a, including GOXI and EcoMinerals list-serve. One-hundred and twenty (120) applications were received from the targeted countries above.

### **Participants selection**

The selection criteria for the participants was as follows:

- Experienced professionals working in at least one of the fields of environment, community, gender, or health and safety related to the mining of low value commodities.

- Minimum of 3 years of relevant professional experience in capacity building related to mining and sustainable development with a strong background in artisanal and small scale mining of low value minerals and materials.
- Working knowledge of one or more of the following commodity subsectors an advantage: construction materials; dimension stones; industrial minerals and semi-precious stones.
- Currently employed by an organization with relevance to the training thematic areas (unemployed participants will not be considered).
- Familiarity with international standards as well as industry best practice on mining governance, health & safety, environment, gender and community considered an asset.

### Selection outcome

The selection process resulted in the nomination of 40 participants as summarized in the following table.

**Table 1: Training participants profile**

Country	Gender		Sector					Level of qualification			Total
	M	F	Public	Private	BA	CSOs	Ac	Undergraduate	Graduate	Postgraduate	
Ethiopia	8	1	7	0	1	1	0	5	4	0	9
Kenya	5	3	4	1	0	2	1	0	6	2	8
Uganda	6	3	4	0	1	4	0	2	4	2	9
Tanzania	6	1	2	0	0	1	4	1	2	4	7
Zambia	4	3	3	2	0	0	2	2	4	2	7
<b>Total</b>	<b>29</b>	<b>11</b>	<b>20</b>	<b>3</b>	<b>2</b>	<b>8</b>	<b>7</b>	<b>10</b>	<b>20</b>	<b>10</b>	<b>40</b>

### Expectations of the Participants

All participants shared their expectations about the training. Some of the key expectations included:

1. Participants expect to be better equipped with knowledge on the mineral beneficiation of LVMM.
2. Some participants expect that the training will prepare them on how to identify better and fair market, feasible business case on ASM and complemented by environmental, health and safety.

3. The environmental and social development in LVMM was recurrent expectation of the participants.
4. The participants also manifested the interest to learn from others how they managed to bring ASM into formal streams of the economy and how to regulate LVMM.
5. The need to identify innovative methods for monitoring environmental impacts in LVMM operations was also indicated as expectation from the participants.
6. The miners from Ethiopia had expectations that the training would help them identify ways to link their mining production of Black Ash to the market.
7. Insights into making the business case for Development Minerals; leveraging strategic entry points and market linkages for integrating small-scale mining of development minerals into other sectors and overall country development agenda
8. Enhancing knowledge and skills on beneficiation of industrial minerals in-order to reap maximum benefits for the mining community and country as a whole
9. Concrete recommendations for actions that need to be taken by small scale miners to make them commercially viable, profitable and to drive their own development agenda
10. Acquisition of knowledge on mechanisms for addressing and building the capacity of small-scale miners who are not formalised; who fall outside legal and regulatory frameworks and ensuring that the environment, health, safety issues and taken into consideration
11. Experience sharing and discussion on innovative strategies and interventions for environmental impact monitoring of the development minerals sub-sector
12. Discussion of risk identification in the development minerals sub-sector and strategic risk mitigation and management interventions
13. Enhancing skills and knowledge on developing the LVMM sub-sector, while ensuring environmental sustainability
14. Insights into emerging good practices on provision of support to small-scale mining communities in the development minerals sub-sector and the role of civil society organizations in the provision of this support
15. Discussion of nexus between artisanal and small-scale mining (ASM) and large scale mining (LSM) of Development Minerals and identification of areas of collaboration
16. South to South Cooperation and experience sharing on best practices in the effective promotion, management and development of the development minerals sub-sector

17. Detailed discussions on the draft return to work (RTW) plans in order to learn from other training participants so as to enrich their finalisation and implementation in-country

As it can be seen from this sample of expectations, the participants had a whole suite of needs, some of them which were outside the scope of the training, but many of which were directly addressed by the curricula. Dr Daniel Franks, the ACP-EU Development Minerals Programme Manager explained the main goals of the project to the participants and the fact that this was the first workshop of a set of six regional workshops on the topic of environment, community, health and safety.

## Training Course delivery

### Trainers & Guest Speakers

The trainers of the workshop were as follows:

- Professor Salvador Mondlane Jr., Eduardo Mondlane University, Geology Department, Mozambique
- Lacina Pakoun, Technical Specialist, ACP-EU Development Minerals Programme, UNDP
- Caroline Ngonze, Programme Specialist, ACP-EU Development Minerals Programme, UNDP
- Dr Daniel Franks, Chief Technical Advisor & Program Manager, ACP-EU Development Minerals Programme, UNDP

The guest speakers of the workshop included:

- Mrs Enatfenta Melaku, Ministry of Mines, Ethiopia,
- Mr. Jiksa Kidane, ASM Director Ministry of Mines, Ethiopia
- Benjamin Ofosu-Koranteng, UNDP
- Mr Paul Msoma, United Nations Economic Commission for Africa

Panelists included:

- Hon. Tolesa Shagi, Minister of Mines, Federal Democratic Republic of Ethiopia
- Dr. Maximin Emagna, African, Caribbean and Pacific Group of States
- Ambassador Gary Quince, Head of the EU Delegation to the African Union
- Mr. Lebogang Motlana, Director, UNDP Regional Service Centre – Africa
- Mrs. Fatima Haram Acyl, Commissioner of Trade and Industry, African Union Commission

- Dr. Degol Hailu, Global Extractives Lead and Senior Advisor, UNDP
- Kojo Busia, Coordinator, African Minerals Development Centre, UNECA
- Mr. Jiksa Kidane, Acting Director - ASM, Ministry of Mines, Ethiopia
- Ms. Majala Mlagui, CEO Thamani Group, Kenya

### **Delivery methodology**

The course was delivered using a blend of techniques that included formal power point presentations, group work, group presentations and discussion, plenary discussions, practical exercises and field work. The course had also an innovative approach of bringing guest speakers who are knowledgeable about their topics who came to share their experiences, especially on the practical dimension. This methodology allowed quick ice breaking among the participants and improved communication among country fellows and with other country's participants.

### **Course content**

The course content comprised practical elements, but also theoretical themes for better equipping the participants. The main topics of the course included: general concepts of Development Minerals and LVMM, environmental issues, gender and community health, community relations, dialogue and rights, local content and value chain development, policies and regulations and the return to work plans. On day three the participants had a unique opportunity of carrying out field work and to observe *in locus* some of the issues discussed in the course.

### **Module on the General Concepts of Development Minerals & LVMM**

The main objective of this module was to standardize the knowledge of the participants on the basic concepts of Development Minerals and LVMM. The module discussed the different uses of the four LVMM categories, namely industrial minerals and rocks, dimension stones, construction material and semi-precious stones.

The module was delivered through formal presentation followed by group work, where the participants were grouped by countries and answered the following questions:

1. Which of the described materials are produced in your country?
2. Describe the models of production and licensing procedures.
3. What are the main uses of industrial material mined in your country?
4. Describe the market structure including prices where possible.

At the end the groups made presentations of their discussions and responses as way to share the knowledge with other countries. This knowledge sharing session was followed by short plenary discussions seeking clarifications and exchange of information.



**Figure 2. Group preparation for the knowledge sharing exercise on the Module 1.**

### ***Summary of discussions***

The main points emanating from the discussions were as follows:

All materials discussed by all the country groups were under production in the specific countries.

There was discussion about the definition of precious and semi-precious stones and the rationale for inclusion as LVMM. Different opinions were shared including the widely accepted definitions of precious and semi-precious stones, where stones that are not diamond, ruby, sapphire or emerald are considered semi-precious stones. An additional point was made that a commercial distinction considers that “any stone that cannot make jewellery must be considered semi-precious stone”.

### **Module on the Environmental Impacts**

This module was divided in two parts. The first part aimed at introducing the principles of environmental impacts resulting from LVMM operations at all stages, namely: exploration, mining, processing or treatment and mine closure and decommissioning. The second part aimed at elaborating further on the environmental impacts resulting from LVMM operations, especially the air and water, dust, noise and vibration pollution.



**Figure 3. Group presentation during the knowledge sharing**

The first part of the module was delivered through presentation from a guest speaker from Ministry of Mines in Ethiopia who shared with audience the *Environmental Issues in Ethiopia*. The theme was introduced by a brief description of principles of environmental impacts of LVMM operations in all stages of the value chain.

The second part of the *Environmental impacts* module was presented on traditional power point presentation which discussed the impacts on pollution of air, water, dust, noise and vibration as common impacts of LVMM exploitation. The module also covered the different standards (international and national) on the effluents and emissions.

The Environmental impacts module was then illustrated by a guest speaker presentation on ASM in Ethiopia by the Director of ASM in Ethiopia.

### **Summary of discussions**

The participants interactively asked questions to the guest speaker mainly to elaborate on whether there is a special EIA process for LVMM and ASM in Ethiopia. The other issue of interest to the participants was the Community Development Fund, and whether this was valid also for LVMM.

The guest speaker clarified all questions, specially indicating that the EIA is similar for all ASM and LSM. She also stressed that the Community Development Agreement is within the Mining Proclamation and is also indicated in the Mining Licence.

On the second part of the Module the participants made suggestions and asked several questions which can be summarised as follows:

**Suggestion:**

1. Environmental Impact Assessment (EIA) is very complex and it is not advisable to request ASM (people for which mining is a survival strategy) to conduct an EIA.
2. One environmental impact that need to be considered on LVMM operations is the radioactivity with regard to ASM of phosphate mining, some of them with high radioactivity.
3. The participants also indicated that one option for ASM would be group licensing which would ease the cost of EIA.
4. The participants also indicated that the key to addressing many environmental problems is awareness among the ASM community but also in the affected communities.



**Figure 4. Group work during preparation of the knowledge sharing on the Module 2**

**Questions:**

1. How practical is Environmental Management Plan for LVMM?
2. What are the challenges for monitoring LVMM operations?
3. Are there any comparative studies about environmental footprint between ASM and LSM?
4. How to address the rehabilitation of mining sites? (participants did share the donor funds with regional officers).

Regarding the guest speaker, the participants asked the following question:

1. Need to elaborate further on the ASM licencing in Ethiopia
2. Do ASM operators benefit from tax exemption on the importation of equipment and tools and is this considered tax holiday?
3. According to Ethiopian Law the Artisanal Miner has to graduate from AM into Small Scale Miner after two years. What if the miner does not qualify for graduation?
4. How does Ethiopia deal with high mobility of ASM?
5. Are there any conflicts between ASM and LSM?
6. How the designated areas for ASM are demarcated? Are the areas studied geologically before designation?

#### **Module on the Community, Health and Safety**

The main objective of the module was to introduce the community, health and safety issues that may arise from the LVMM operations at all stages of development. The fact that the communities are the direct host of LVMM operations means that negative social, environmental and health impacts may rise in such communities. The module also discussed the responsibilities, risks and vulnerabilities.

The Module on *Community, health and safety* was delivered by a guest speaker who presented his experiences on the topic.

#### **Summary of discussions**

- The presentation was followed by plenary discussion where participants made suggestions and asked questions which included the following key issues:
- Do we really need minimum standards for ASM, especially the LVMM?
- “There is always something one can offer, no matter how small you might be”
- “Most of what one can do does not require money – but put your plan on paper”
- There is always need for licence to operate in the community.
- The participants asked whether the migration due to mining cannot be considered also as employment generation.
- How does one deal with cultural and religious beliefs when it comes to community health?



**Figure 5. Module presentation by guest speaker**

### **Module on the Occupational Health and Safety**

The main objective of this module was to introduce the Occupational Health and Safety (OHS) or Workplace Health and Safety (WHS) as an area concerned with the safety, health and welfare of people engaged in work or employment. The module discussed in detail the critical issues related to OHS in the LVMM operations, describing the roles of both employer and employee. The module also highlighted the advantages of zero accidents and actions geared towards prevention of accidents and appropriate working environment and conditions.

The Module on Occupational Health and Safety was delivered by a guest speaker who presented his experiences on the topic.

#### ***Summary of discussions***

The presentation was followed by plenary discussion where participants made suggestions and asked questions which included the following key issues:

- It is important to note that the LSM have high standards on OHS.
- The main concern should be on ASM and on LVMM in particular because they use obsolete machinery.
- The OHS challenges are not overcome with formalization of ASM, there is need to think of innovative approaches for the sector. Probably there is need to develop minimum standards for ASM in LVMM.
- One solution that was shared in the discussion was that ASM may engage with LSM to provide/finance PPE.



**Figure 6. Group presentation during the knowledge sharing**

#### **Module on Gender and Community Health**

The main objective of this module was to introduce the concepts of community (mining community), gender and community health in the particular case of host community to LVMM operations. The module also discussed the role of gender in the ASM communities and the associated health impacts from LVMM exploitation. The module also discussed risk factors and the Gender assessment of community health systems in ASM communities.

The Module on Gender and Community Health in the LVMM Operations was delivered by Caroline Ngonze, Programme Specialist, UNDP who presented her experiences on the topic.



**Figure 7. Energising exercise in order to recharge the participants**

### **Summary of discussions**

The presentation was followed by plenary discussion where participants made suggestions and asked questions which included the following key issues:

1. Disproportionate impact of disease on women and men in ASM communities of LVMM operations; and the key associated risk factors.
2. Gender dimensions of HIV/AIDS in ASM communities of LVMM as a result of women and girls' production, reproduction and un-paid care work in the household and community
3. Need for facilities that take care of the practical needs of women to prevent and respond to the disease burden
4. Design of advocacy and awareness raising activities aligned to the gender division of labour in the community using a 3 tier format: a) joint information dissemination sessions for both men and women; b) separate discussions with men and women; c) joint feedback/review from the discussions to both men and women. This is designed to address the problem of information asymmetry between women and men on key community health issues to ensure that both men and women have the same type and quality of information on diseases and community health.
5. Definition and classification of sexual and gender based violence (SGBV)/violence against women (VAW); its severe reproductive health impacts; fatal and non-fatal outcomes of SGBV/VAW and SGBV/VAW as a Human Rights Issues as defined in the UN Universal Declaration of Human Rights
6. Gender assessments of community health systems in ASM communities in LVMM operations and the 4 key steps: a) gender analysis; b) portfolio review of health activities and programs; c) identification of gaps/opportunities; d) activity/programming recommendations.

### **Module on Community relations, dialogue and rights**

The main objective of this module was to introduce the concepts on *Community relations, dialogue and rights in the LVMM operations*. The module discussed the ways to engage with the communities in terms of Best Practices and presented a Standard Grievance Management Mechanism. The module also elaborated on community relations challenges and perspectives for ASM of LVMM projects.

The Module on Community Relations Dialogue and Rights in the LVMM operations was delivered by Lacinia Pakoun, Technical specialist, UNDP. He presented his experiences on the topic including from a variety of sources and practice.



**Figure 8. Group work in preparation for presentation at the knowledge sharing**

### ***Summary of discussions***

The presentation was followed by plenary discussion where participants made suggestions and asked questions which included the following key issues:

1. Who should assist community capacity building in order to actively assess the contents of Community Development Agreement (CDA)?
2. A private sector participant from Kenya, the CEO of Thamani Group shared the case where in Kenya local Governments are playing a leading role in assisting communities in interpreting the CDA.
3. With the ongoing legislation review in Ugandan, participants requested that emphasis on policy improvement in the thematic area of the presentation at country level be given.

The presenter stated that there was no single way to address the issues arising, stressing how tricky community capacity building can be, depending on the funding sources. In the first place, Company funded initiatives have the disadvantage of being seen as company interest driven processes while State technical assistance could be easily perceived as biased given the fact that government is an active shareholder in most mining projects.

Impartial CSOs with strong background in supporting communities often lack funding at the right time when the communities most need their help.

In conclusion, the participants believed that it would be more adequate if such initiatives are funded by Community Development Funds, or Trust funds which could be established by the Mining Law and be funded by government and mining companies.

### **Module on Field Work**

The Module aimed at giving the participants first-hand experience of the mining of LVMM of the host country.

The Module blended the theoretical concepts delivered in the first two days with field knowledge. Emphasis was placed on direct observations as a means to derive best practices and recommendations for improvement to the host country's practices in the sector.



**Figure 9. Group of participants at mining site 1 during the field visit**

The team of trainers prepared the participants in advance in terms of what are they going to visit and what was expected of them. The team of trainers provided a pre-field visit safety brief making the participants aware of the risks that they were going to be exposed during the field work. The participants were organised into thematic groups and a group lead was selected. The groups drafted a strategy of information and data collection for the exercise at hand. The groups needed to work independently with minimum supervision in the field. After the field work the groups continued working independently to systemise their observations in a Power Point Presentation to share with rest of participants.

### ***Summary of discussions and field visit reflexions***

On the fourth day of the training (day after the field work), the groups spent an additional hour summarizing their observations and thereafter made a presentation which was followed by plenary discussions. The presentation aimed at answering the following questions:



**Figure 10. Group of villagers and one of the participants in the mining site 1.**

- Describe the mining cycle (description of the operations in each site)
- Describe the value chain for each site or commodity being mined.
- What are the main issues regarding Environment, Health, safety and Community? (focus on your assigned area)
- Discuss them and highlight the good practices
- What would you recommend for the present site(s), why?
- How is it done in your country?



**Figure 11. Group of participants at mining site 2 during the field visit**

***Key recommendations based on the field visit reflections***

The participants made the following recommendations on the basis of the field work:

1. There is need to enhance field inspections that could assist the miner on the OHS standards.
2. There is need to produce guidelines or fly briefs on OHS that can be distributed to the miners and communities – the other countries are willing to share with Ethiopia their experience.
3. Where there is more than one mining licence it would be good to have a sort of consortium that would develop the common spaces (e.g. roads) but also the environmental issues could be better handled together rather than individually, where one licence holder complies and the other does not resulting in the neutralization of the efforts of the compliant licence holder.
4. The visited sites need warning signs.
5. The presence of potentially unsafe 'high walls' was noted; thus it is recommended that guidelines on mining plan are produced for the miners.
6. It is recommended that miners share infrastructure among themselves
7. There is need to provide water to the miners and mining sites.
8. It is recommended that the mining sites have restricted access in order to reduce the risks to the members of the community.



**Figure 12. Miners breaking rock without PPE, site 3.**

### **Module on Local Content and Value Chain Development**

The Module recognizes that the nature of LVMM has more potential to develop local linkages and has ability to integrate into the local economy by tapping into the lower end of the value chain (i.e. construction industry and services - sand, bricks, aggregates, tiles, etc.) which require limited capital and limited inputs and energy.

The main objective of this module was to map and harness the potential linkages that can be developed or induced by LVMM operations. The Module also explored the mining value chain for LVMM and enhanced the main linkages that the sector can generate. The Module also introduced the concepts of Value Addition vs Value Added.

The module was delivered through formal presentation followed by group work, where the participants were grouped by countries and answered the following questions:

1. What is the current situation on Local content in your country?
2. Choose two situations in your country that best describes the value chain development in the LVMM. Describe the dynamics of selected commodities including the upstream and downstream linkages. Who are the stakeholders involved? How would you engage them?

#### ***Summary of discussions***

After group presentation there were discussions on each group presentation where the main points can be summarised as follows:

The participants shared their experiences on the value chain development in LVMM and local content in their countries.

The participants also stressed the need strengthen the regional linkages especially in terms of market structures for gemstones. It was also indicated that there is need for regional training centres for ASM which could prepare the operation for value addition. It was also highlighted that the value addition need to be adequately studied and be integrated in the national and regional industrialization strategy.

While thinking on value addition, it is important to equate the availability of right, accessible and affordable inputs, such as electricity.

The market requirements are another aspect that need to be equated when thinking about linkages and value addition.

It was also concluded that the LVMM have the highest potential to generate large number of linkages and localization of segments of the value chain.



**Figure 13. Group work in preparation for presentation at the knowledge sharing**

### **Module on Policies and Regulation**

The Module explored all spheres of legislation that influence the development of LVMM, namely Environmental Law, Mining Law, Water Law and Land and Forestry Laws. The Module discussed in detail the licencing process including the ESIA process from LVMM. The Module also dwelled on challenges related to surface rights vs subsurface rights and the multiple structures that grant rights including the conflicting rights that might exist in some jurisdiction.

The module was delivered through formal presentation followed by group work, where the participants were grouped by countries and answered the following questions:

1. Map the ESIA law and regulations in your country and explain the interdependence with other laws and regulations in the LVMM sub sector. Are there any gaps that would require review of the legislation in order to allow full harnessing of the potential of the LVMM Sub Sector?
2. What are the existing Laws and regulations at country level?

### ***Summary of discussions***

Discussions followed each group presentation. The main points can be summarised as follows:

- a. There are other laws that affect the LVMM operation, such as wildlife and parks law and tourism
- b. The participants claimed that there is need to harmonize the legislations in one country to avoid contradictory decisions being taken. For example, in some of the constituencies

the surface rights are awarded by the chiefs while the wildlife rights are attributed by the central government.

- c. The participants also discussed the fact that the cost of EIA is seen as an impediment to ASM getting environmental licences for small operations.
- d. The participants also discussed the multiple taxes that ASM is subjected to, which impact the operations.
- e. Furthermore, the participants discussed the law enforcement mechanisms which end up impacting the operations.
- f. The participants suggested that the laws need to be customized to local context and where possible translated into local language and simple speech.

#### **Role Play on Stakeholder Engagement in an ESIA process**

The Role Play aimed at simulating a real case of ESIA public participation with all stakeholders represented and each stakeholder defending their interests which may not be in line with the rural development agenda. The Role Play aimed at consolidating all knowledge acquired in the course, from environmental impacts to standards for the effluents and emissions, including the community engagement techniques as well as gender and community health assessment.



**Figure 14. Group work in preparation for presentation at the role play**

The role play – took one and half hours for both presentations and discussions

Layout: The consultant presented the study (ESIA), steps and procedures (based on the environmental law and regulations), the consultant asked the Project team to present the project and the Consultant team presented the results of the ESIA.

The discussion started with all other stakeholders presenting their views (consolidated in one or two slides – not projected).

At the end the consultant's group summarized the findings and allowed government to intervene.

The role play was very interactive and the participants took the tasks very seriously.

The role play has been annexed to this training report.

In the future workshops it is recommended that role plays be used and more time is allocated in order to consolidate the workshop topics.



Figure 15. Group work in preparation for presentation at the role play

## Summary of the Return-to-Work Plans

Return to Work projects are a valuable mechanism for workshop participants' personal and professional development. As part of sponsorship, participants are required to develop a return-to-work plan on a project one will develop on the basis and applying the knowledge and skills gained in the training.

The aim of the Module was to provide the participants with adequate direction on the development and role of the return-to-work plans as part of the training workshop and to consolidate the lateral networks that had been initiated during the training.

Practically, each participant had submitted an individual return to work plan along with his or her application but after the workshop, most of them decided to merge their original plans into a composite plan as country or group plan. In total three countries submitted joint return to work plans.

- Country Return to Work Plan 3 (Zambia, Tanzania and Uganda)
- Group Return to Work Plan: 1
- Individual return to work plan: 5 (from various countries)

The focus of return-to-work plans varied according to actual priorities in each country. While Tanzania and Uganda are focussed on policy and legislation review; in Zambia and Ethiopia there are both legal and policy frameworks, and law enforcement oriented activities.

Individual return to work plans represented varied participant interests, with special orientation towards capacity building that would improve their performance at work.

## Training Effectiveness and Recommendations

### Training effectiveness

Given the fact that this was the first training of its kind in the programme, the view of the trainers is that the event was very positive. The selection of participants was key to the success of the training and the level of interest and engagement of the participants.

For the effectiveness of the training it was recognised that the blend of training methods between presentations, practical exercises, role play, knowledge sharing and field work was a very successful way to transmit knowledge to the participants. The return to work plan was key for keeping the participants engaged on the topics of the training and maintenance of lateral networks.

The use of guest speakers is a good practice, however in order to maximise and capitalise on the practical experience of the guest it is required that the presentations are properly customised for the specific module at hand. This can be achieved by insisting on the presentations in advance and engaging with speakers well before. Furthermore, it is recommended that the lead trainer makes a short presentation for setting the ground for the guest speaker.

It was further observed that the programme was very intensive which may have resulted in inadequate time for the participants to crystalize the acquired knowledge, allow the trainers to revisit the topics that were delivered few days earlier or control the reading of reference material by the participants.

### Recommendations

Overall, the training was successfully delivered with a few areas for improvement recommended as follows:

- The training would benefit a lot from having at least two rapporteurs that would capture the discussions;
- The training could be better balanced in terms of topics being administered.
- The training needs to be less intensive, especially for adult training methodologies;
- The participants need to have the training material in advance in order to allow them a pre-reading before sessions.
- It is recommended that the training modules allocate more time for discussion of the field work results and role plays.
- The list of participants need to be available for all participants during the training.
- It is recommended that the participants receive the knowledge sharing exercises, before coming to the workshop, to allow them to prepare the case studies for sharing in the sessions.

## ANNEX 1: Course Programme



### **“ACP-EU Development Minerals Programme”**

**East Africa Regional Training Workshop on Environment, Community, Health &  
Safety**

### **COURSE PROGRAMME**

Venue: AUC

Addis Ababa, 9-12 November 2015

## Training schedule

Minerals mining Cycle	Day 1 (Afternoon)		Day 2			
	Introduction to LVMM + Environment 1		Environment 2 + OHS		Gender & community health + Community relations, dialogue and rights	
	Case studies	Modules	Case studies	Modules	Case studies	
	The African Mining Vision by Frank Dixon Mugenyi, Senior Advisor AUC		Introduction to Environment Occupational Health and Safety in LVMM		Introduction to Gender and Community health; and community relations (Caroline)	
	<p><b>Case study 1</b> Knowledge sharing:</p> <p>What LVMM minerals are mined in each Country?</p> <p>What are the existing environmental requirements and standards at the country level?</p> <p>Country groups are asked to pre-prepare 6 slides to share on the training day.</p> <p>Session to be facilitated by Salvador Mondlane, Lead trainer</p>	<p><b>Module 0</b> Introduction to LVMM: ASM of LVMM in Ethiopia</p> <p><b>By Mr. Jiksa Kidane</b>, ASM Director Ministry of Mines, Ethiopia, Guest Speaker</p> <p><b>TEA BREAK</b></p> <p><b>Module 1</b> Environment 1 (impacts to land: residues/ Rehabilitation)</p> <p><b>Mrs Enatfenta Melaku</b>, Ministry of Mines, Ethiopia, Guest Speaker</p>	<p><b>Case study 2</b> Knowledge sharing:</p> <p>What is the current situation on the OHS in your country?</p> <p>What are the existing standards at country level?</p> <p>Country groups are asked to pre-prepare 6 slides to share on the training day.</p> <p>Session to be facilitated by Salvador Mondlane, Lead trainer</p>	<p><b>Module 2 -</b> Environment 2 (impacts to air and water: dust/ noise/ vibration)</p> <p><b>TEA BREAK</b></p> <p><b>Module 3 -</b> Occupational health and safety <b>By Benjamin Ofosu-Koranteng</b>, UNDP, Guest Speaker</p>	<p><b>Case study 3</b> Knowledge sharing:</p> <p>What is the current situation on Gender and Community relations in your country?</p> <p>What are the existing standards/ regulations at country level?</p> <p>Country groups are asked to pre-prepare 6 slides to share on the training day.</p> <p>Session to be facilitated by Salvador Mondlane, Lead trainer</p>	
Policy and regulation						

		Day 3	Day 4		
		Field Work		Local content & value chain development + Policy and regulation	Return to work plan
Modules	Groups formed by country	Field visit reflection (Use observation outcomes for group home work and prepare 6 Slides Power point presentation for next day)		Case studies	Modules
	Field Work (Direct observation area to be assigned)	Introduction to Local Content and Value Chain Development and Policies			
<p><b>Module 4 -</b> Gender and community health <b>By Caroline Ngonze</b> UNDP, Guest speaker</p> <p><b>TEA BREAK</b></p> <p><b>Module 5 -</b> Community relations, dialogue and rights <b>By Lacina Pakoun</b> UNDP, Guest Speaker</p>	<p>Group 1 Group 2 Group 3 Group 4 Group 5</p> <p><b>Case study 5:</b> What are the main issues regarding Environment, Health, safety and Community? (focus on your assigned area) Discuss them and highlight the good practices</p> <p>What would you recommend for the present site, why? How is it done in your country?</p> <p><b>Trainers team led by Salvador Mondlane, Lead trainer</b></p>	<p><b>Case study 5.1: (Country):</b> Environment</p> <p><b>Case study 5.2: (Country)</b> Health and Gender</p> <p><b>Case study 5.3: (Country)</b> Safety</p> <p><b>Case study 5.4: (Country)</b> Community</p> <p><b>Case study 5.5: (Country)</b> Environment, Health, safety and Community (Transversal observations)</p>	<p><b>Case study 6:</b> - What is the current situation on Local content in your country? -Describe a typical ASM value chain for construction material and semi-precious stones and how they link up to each other? Who are the stakeholders involved and how do you engage them?</p> <p><b>Case study: 7</b> ESIA regulations in your country? What are the existing Laws and regulations at country level? (Using flipchart</p>	<p><b>Module 6 -</b> Local content and value chain development</p> <p><b>TEA BREAK</b></p> <p><b>Module 7 -</b> Policy and regulation (impact assessment/ management plans/ licensing etc.)</p> <p>Module 8: Role Play</p>	<p><b>Module 8-</b> Return to work plan presentations and peer review</p> <p>Country 1 Country 2 Country 3 Country 4 Country 5</p>

## ANNEX 2: Workshop Agenda as Delivered

Development minerals programme workshop agenda

Day one: Monday, 09 <sup>th</sup> November 2015		
Timing	Opening Ceremony: Africa launch of the development minerals programme	Presenter
THEME: ECONOMIC EMPOWERMENT FROM AFRICA'S MINERALS African Union Commission, Addis, Ababa New Building, Small Conference Room 2		
9:00 am – 9:10 am	Welcoming Address	Mrs. Fatima Haram Acyl Commissioner of Trade and Industry, African Union Commission
9:10 am – 9:40 am	Opening remarks	Hon. Tolesa Shagi, Minister of Mines, Federal Democratic Republic of Ethiopia. Dr. Maximin Emagna, African, Caribbean and Pacific Group of States Ambassador Gary Quince, Head of the EU Delegation to the African Union Mr. Lebogang Motlana, Director, UNDP Regional Service Centre – Africa
9:40 am – 9:50 am	Key note address	H.E Mr. Erastus Mwencha, Deputy Chairperson, African Union Commission
9:50 am – 10:20am	Tea / coffee break	Participants
10:20 am – 11:30 am	<p><b>Interactive Panel Discussion:</b> Economic empowerment from Africa's minerals</p> <p><b>Question:</b> What role can development minerals play in Africa's inclusive growth agenda?</p> <p><b>Moderator:</b> Frank D. Mugenyi, Senior Industry Advisor, Trade and Industry Department, African Union Commission</p>	<p><b>Framing perspectives on the mining of low value minerals</b> Dr. Daniel Franks, Programme Manager, UNDP Panelists Mrs. Treasure Thembisile Maphanga, Director of Trade and Industry, African Union Commission Dr. Degol Hailu, Global Extractives Lead and Senior Advisor, UNDP Dr. Fatima Denton, Director, Special Initiatives Division, UNECA Mr. Désiré Assogbavi, Head, Oxfam Liaison office to the AUC and ECA Mr. Jiksa Kidane, Acting Director - ASM, Ministry of Mines, Ethiopia Ms. Majala Mlagui, CEO Thamani Group, Kenya</p>
11:30 am - 12:30 pm	Questions & Answers	Audience
12:30 pm- 12:40 pm	Closing Remarks	Mrs. Treasure Thembisile Maphanga, Director of Trade and Industry, African Union Commission
Lunch		

Timing	Session 1: Introduction to LVMM & Environment 1	Presenter
African Union Commission, Addis, Ababa New Building, Small Conference Room 2		
2:00pm-2:15pm	The African Mining Vision	<b>Frank Dixon Mugenyi</b> , Senior Advisor AUC
2:15pm-2:35pm	<b>Module 0:</b> Introduction to LVMM	Salvador Mondlane, Lead Trainer
2:35pm-3:05pm	<b>Exercise 1:</b> Knowledge sharing: What LVMM minerals are mined in each Country?  What are the existing environmental requirements and standards at the country level?	Participants (3 countries)
3:05pm-3:25pm	Break	
3:25pm-3:45pm	<b>Exercise 1:</b> Knowledge sharing:  What LVMM minerals are mined in each Country?  What are the existing environmental requirements and standards at the country level?	Participants (2 countries)
	<b>Module 1:</b> Environment 1 (impacts to land community: residues/Rehabilitation)	Salvador Mondlane, Lead Trainer
3:45pm-4:05pm	<b>Guest Speaker 1:</b> Environmental issues in Ethiopia	<b>Mrs Enatfenta Melaku</b> , Ministry of Mines, Ethiopia, Guest Speaker
4:05pm-4:45pm	Discussion	Participants
4:45pm-5:00pm	Wrap up and closure	Salvador Mondlane, Lead Trainer

Day Two: Tuesday, 10<sup>th</sup> November 2015

Timing	Session 2: Environment 2 + Occupational Health and Safety (OHS)	Presenter
African Union Commission, Addis, Ababa Committee Room 2, Old Building		
8:30 am – 8:10 am	Day 1: Kenya	Majala Mlagui

8:10 am-8:25 am	<b>Module 2</b> - Environment 2 (impacts to air and water: dust/noise/ vibration)	Salvador Mondlane, Lead Trainer
8:25 am-8:45 am	ASM of LVMM in Ethiopia	<b>By Mr. Jiksa Kidane</b> , ASM Director Ministry of Mines, Ethiopia, Guest Speaker
	Tea Break	
	Exercise 2: Knowledge sharing on Environmental issues What environmental impacts that can be clearly identified in the production process of the LVMM (choose only two commodities) in your country. Take into account the value chain approach (exploration – mining – processing – closure/rehabilitation).	Participants
8:55 am-9:15 am	<b>Module 3A</b> - Occupational health and safety <b>Module 3B</b> - OHS	Guest presenter <b>Benjamin Ofosu-Koranteng</b> , UNDP, Guest Speaker
9:15am-10:05 am	<b>Exercise 3:</b> Knowledge sharing: Interactive open discussion	Participants
	SESSION 3: Gender & community health + Community relations, dialogue and rights	
10:50am-11:10am	<b>Module 4</b> - Gender and community health	<b>Caroline Ngonze</b> UNDP, Trainer
	<b>Exercise 4:</b> Knowledge sharing: Interactive open discussion	Participants
11:10am-11:30am	<b>Module 5</b> - Community relations, dialogue and Rights	<b>Lacina Pakoun</b> UNDP, Trainer
11: 30am-12:00am	<b>Knowledge sharing:</b> Open discussion	Participants
12:00am-13:00am	Lunch	

Day Two: Tuesday, 10 <sup>th</sup> November 2015		
Timing	Session 4: Local content & value chain development	Presenter
African Union Commission, Addis, Ababa Committee Room 2, Old Building		
14:40pm-15:00pm	Break	
15: 00pm-15:15pm	Field trip preparation 1: Safety sharing; groups formation and themes assignment.	<b>Daniel, UNDP; Salvador Mondlane, Lead Trainer</b>
15:15pm-15:45pm	Field trip preparation 2: Observation guide and practical organization for interaction with stakeholders	<b>Lacina Pakoun UNDP, Trainer</b>
15:45pm-16:15pm	Discussion and fine-tuning of practical field organization	<b>Participants Salvador Mondlane, Lead Trainer</b>
16:15pm-16:15pm	Day 2 wrap up and closure	<b>Salvador Mondlane, Lead Trainer</b>
Day Three: Wednesday, 11 <sup>th</sup> November 2015		
Timing	Session 5: Field visit to Debrezeit, 45 km from Addis	Presenter
7:30am-8:10am	Trip to Debrezeit	Participants
8:10am-8:20am	Visit to District Mining Coordinator	Participants
8:20am-8:50am	Site 1 visit : Small scale mining of black and red ash	Umar Abdulqadir Yusuf, participant and license holder
8:50am-9:10am	Direct observation group discussion, taking notes	Participants
9:10am-9:30am	Meeting with the workers	Participants
9:30am-9:50am	Joining the communities in their dedicated place of meeting	
9:50am-10:30am	Meeting with the communities	Participants
10:30am-11:00pm	Break	
11:00pm-11:30pm	Site 2 visit : Small scale mining of pumice	Sori Chalchisa Dibaba, Ministry of Mines, Impact and Community Development M&E Expert
11:30pm-11:50pm	Direct observation group discussion, taking notes	Participants

11:50pm-12:10pm	Meeting with the workers	Participants
12:10pm-12:30pm	Joining the communities in their dedicated place of meeting	
12:30pm-1:00pm	Meeting with the communities	Participants
1:00pm-2:00pm	Break	
2:00pm-2:15pm	Site 3 visit : Artisanal mining of construction stones (4 contiguous sites)	Sori Chalchisa Dibaba Ministry of Mines, Impact and Community Development M&E Expert
2:15pm-2:35pm	Direct observation group discussion, taking notes	Participants
2:35pm-2:55pm	Meeting with Cooperatives members on their respective sites	Participants
2:55pm-3:15pm	Meeting with the communities	Participants
3:15pm-3:25pm	Field visit wrap up and next step regarding outcomes	Salvador Mondlane, Lead Trainer
3:25pm-4:30pm	Trip back to Addis	Group
Evening Group work (left to your convenience)	<b>Exercise 5:</b> Field visit reflexion (Group work) What are the main issues regarding Environment, Health, safety and Community? (focus on your assigned area) Discuss them and highlight the good practices What would you recommend for the present site, why? How is it done in your country?	Participants

Day Four : Thursday, 10 <sup>th</sup> November 2015		
Timing	Session 5: Presentations on field visit reflection	Presenter
African Union Commission, Addis, Ababa Committee Room 2, Old Building		
8:00am-8:50 am	<b>Exercise 5:</b> Field visit reflexion (Group work) What are the main issues regarding Environment, Health, safety and Community? (focus on your assigned area) Discuss them and highlight the good practices What would you recommend for the present site, why? How is it done in your country?	Group leader and reporter
8:50am-9:00am	<b>Case study 5.5: Group 4.</b> Environment, Health, safety and Community (Transversal)	Group leader and reporter
9:00am-9:50am	Plenary discussions	Trainers team led by Salvador Mondlane
9:50am-10:10am	Break	
10:10-10:30	<b>Module 6</b> - Local content and value chain development	Salvador Mondlane
10:30-11:00pm	<b>Exercise 6: Knowledge sharing</b> - What is the current situation on Local content in your country? -Describe a typical ASM value chain for construction material and semi-precious stones and how they link up to each other? Who are the stakeholders involved? How do you engage them?	Participants
Session 6: Policy and regulation		
11:00am-11:20am	<b>Module 7</b> - Policy and regulation (impact assessment/ management plans/ licensing etc.)	Salvador Mondlane
11:20am-12:30	<b>Exercise 7:</b> ESIA regulations in your country? What are the existing Laws and regulations at country level? (Using flipchart)	Participants

12:30-13:00	STAKEHOLDERS' ENGAGEMENT: ROLE PLAY ON EIA PROCESS	Participants
1:00pm-2:00pm	Lunch	
14.00 – 15.00	STAKEHOLDERS' ENGAGEMENT: ROLE PLAY ON EIA PROCESS	Participants
15:00am-16:00pm	<b>Module 8</b> - Return to work plans: Group sharing and review	Daniel Franks UNPD, Facilitator
16.00 – 16.20	Break	Participants
16.20 – 16.30	<b>Module 8</b> - Return to work plans: Group sharing and review	Daniel Franks UNPD, Facilitator
	Course evaluation	Participants
16:40pm 17:00pm	Workshop round up and next steps Closing Ceremony and distribution of certificates	Daniel Development Minerals Programme Manager, UNDP Max Frank

## ANNEX 3: List of participants

No	Country	Surname	Name	Gender	Organization
1	Ethiopia	Mariam	Abay Teweldbrhan	M	Ministry of Mines
2	Ethiopia	Samuel	Gobena Gemeda	M	Ministry of Mines
3	Ethiopia	Henock	Atnafe	M	Ministry of Mines
4	Ethiopia	Sori	Chalchisa Dibaba	M	Ministry of Mines
5	Ethiopia	Tesfaye	Kebede Fita	F	Ministry of Mines
6	Ethiopia	Yodith	Yimenu	F	NGO PACT
7	Ethiopia	Kebede	Gemechu Delda	M	
8	Ethiopia	Umar	Abdulqadir Yusuf	M	ASM Miner
9	Ethiopia	Wubishet	Bachare Roba	M	
10	Kenya	Joan	Nyarombe Michieka	F	National Environment Management Authority
11	Kenya	Davis	Osoro Ombese	M	NGO ESO
12	Kenya	Naftaly	Osoro Nyakundi	M	National Environment Management Authority
13	Kenya	Gonzaga	Wanjagi Mungai	M	NGO FairTrade Africa
14	Kenya	Gladys	Karegi Kianji	F	Accademic

15	Kenya	Martin	Odhiambo Nyakinye	M	Ministry of Mines
16	Kenya	Majala	Mlagui	F	Thamani Group
17	Kenya	Duncan	Lezunela Ambembo	M	Ministry of Mines
18	Tanzania	Benard	Mungasulwa Nsyani	M	STAMICO State Mining Corp
19	Tanzania	Crispin	Prosper Kinabo	M	Univ of Dar es Salam
20	Tanzania	Zukira	Mbaraka Kalokola	M	STAMICO State Mining Corp
21	Tanzania	John	William Gama	M	Univ of Dar es Salam
22	Tanzania	Lucas	Lawrence Kalombola	M	SEAMIC
23	Tanzania	Safina	Abubakari	F	CSO ONEGA
24	Tanzania	Alex	Mkama Rumazi	M	SEAMIC
25	Uganda	Stephen	Padde Engidoh	M	Busia United Small Scale Mining Association
26	Uganda	Vincent	Kedi	M	Ministry of Mines
27	Uganda	Ruth	N/A Mbabazi	F	Environmental Women In Action For Development
28	Uganda	Godfrey	Bahati	M	Ministry of Mines
29	Uganda	Gabriel	Data	M	Ministry of Mines
30	Uganda	Christopher	Musiime Byaruhanga	M	CSO Action Aid
31	Uganda	Agnes	Alaba	F	Ministry of Mines
32	Uganda	Deborah	Iyebu	F	CSO Eco Christ Org
33	Uganda	Bwesigye Don	Binyina	M	ACEMP
34	Zambia	Mary	Mpande Lubemba	F	Gramirat Invest Ltd
35	Zambia	Joseph	Gofu Kanyama	M	Starleen Mining Co
36	Zambia	Canicius	Bwalya Chishimba	M	Ministry of Mines
37	Zambia	Alfred	Chileya	M	Ministry of Mines
38	Zambia	Naomi	Mathotho	F	Ministry of Mines
39	Zambia	Cryton	Nil Phiri	M	UnZaLu
40	Zambia	Jane	Mwaba Mulenshi	F	UnZaLu
41	Zambia	Mary	Audrey Mtonga	F	Private Mining Co





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