In the past year, Simavi, Solidaridad and Healthy Entrepreneurs have worked to set up a unique programme and strengthen our partnership. As we believe that close collaboration is key to the success of the programme, we have made a conscious effort to build the team among the consortium partners, and strengthen relations with external parties. Over the course of the year, we have built a good synergy between the partners and have, in particular, sharpened their understanding of the needs of women in mining communities. We are proud of having a solid ToC which is based on both existing evidence as well as a thorough analysis conducted in the mines and mining communities. All parties supported the consortium-wide efforts on PME, project planning, evidence based programming process, community scoping, needs assessment, baseline study, development of a communications strategy, gender issues etc. By setting up a programme team and a steering committee we have ensured that we have a stable decision making structure in place to allow for smooth programme implementation.
Scoping studies were conducted in both countries to identify the mines and communities for the programme, based on an agreed set of criteria. In Ghana, the scoping took place in the Western, Ashanti and Eastern regions. Out of 33 mines and 71 communities assessed, 15 and 45 respectively, were selected for the project. In Tanzania, 31 mines and 14 mining communities were assessed out of which 16 mines and 14 mining communities were selected. An external needs assessment was subsequently conducted in these mines and mining communities at a later stage. The assessment findings were presented to the miners as part of a validation process. An additional 6 communities in Tanzania were identified at a later stage to bring the total number of intervention communities to 20.

The capacity of key programme staff from HFFG, PRS&D, WPC, Solidaridad West Africa and Solidaridad East and Central Africa was strengthened through a number of workshops on women-centred programming and the EA$E methodology. In August, one-week workshops were held in Ghana and Tanzania, with the objective of building the country alliances and clarifying a shared vision on women’s empowerment within the programme. In November, Simavi Programme Officers provided a technical training on how to set up Village Saving and Loans Associations; the first step in the EA$E methodology. The trainings instilled a common understanding and approach among the GfG programme partners on the women’s economic empowerment agenda.

Towards the end of 2016, kick-off meetings were held in both countries to officially launch the Going for Gold Programme. The sessions were attended by government Ministers and staff, health service representatives, academics, NGO stakeholders and community members. The programme was received with enthusiasm by all parties and the events were covered in the national press.

The focus on women’s economic empowerment in and around artisanal and small-scale gold mines has attracted the attention of policymakers and businesses in Europe. We are participating in the working group on gender and mining initiative of the Dutch Ministry of Foreign Affairs, and are exploring opportunities for impact investment models with leading companies.

Adjustments have been made to the HE model in order to meet the national rules and regulations regarding sales of medicines. In Tanzania we will work through the Accredited Drug Dispensary Outlets-model (ADDO) and in Ghana, a combination of different national implemented health actors will be used, including Community Health Volunteers and Community Health Workers. Market research was conducted in order to define a competitive product basket, comprised of a full range of 43 products including medicine, SRHR related products, diagnostic tests (pregnancy and rapid malaria), personal care products, and 7 preventive health products like vitamins, plumpy nut and mosquito nets. HE is proud to have developed mining content for the tablets.
Challenges

The challenges we have faced

- Although we are proud of having a well-developed programme, our more in-depth PME approach has led to delays in the overall implementation. Our evidence-based approach required revisiting our Theory of Change and testing our assumptions using existing evidence and field research. The baseline process proved more lengthy and complex, particularly regarding ethical clearance, than we anticipated. This has required additional time and human resources for the consortium parties, and has also delayed the start of field activities. Due to this delay mine owners, in both Ghana and Tanzania, began to question their commitment to the programme. This was mitigated as much as possible through continued engagement and relationship building with the mine owners, however some mines have pulled out of the programme.

- In addition to the delay to activities, the baseline process proved challenging in itself. While we originally hoped to finalise the baseline in 2016, the delays we faced obtaining permission from authorities meant data collection was pushed to 2017. This resulted in time pressures, which consequently made it difficult to facilitate optimal interaction between the qualitative and quantitative baselines. Finally, we had difficulties finding the right respondents, for example, because the number of women working in the mines is highly variable, and there are days when they are not permitted to enter the site.

- Selecting project mines that meet the criteria is key to ensure the success of the programme. The challenge in Ghana was striking the balance between the mine longevity and targeting women. For the certification process to be effective and appealing to mine owners, it is important for project mines to have a long lifespan. Hard-rock mines more usually fit this profile. However, the number of women working in these mines tends to be low, with higher concentrations found in alluvial mines. This resulted in a more lengthy scoping study to find the right nexus.

- Challenges were experienced in collecting data on mine productivity during the mine scoping exercises in Ghana and Tanzania. In Ghana, mine management were initially reluctant to give out vital information regarding mine production and revenue. This made it difficult to get accurate information on the mines. However, by building their trust in us, we succeeded in obtaining the data. In Tanzania, this information was often simply not available because the mine management do not keep production records and do not have exploration data estimating the gold reserves. Historical data shared by the mines (from memory) was used to estimate the mines’ production.

- The Healthy Entrepreneurs model faced a lot of challenges in terms of the national policies regarding imports, registration and distribution of medications. The rural project locations (Geita and Tarkwa) made it complicated for HE to identify warehouses that met their needs, as well the government requirements. Strict import regulations in both contexts also mean that many products will be sourced from local suppliers. We will continue to explore alternative supply chain options as the programme progresses.
Ghana

Elections were held in Ghana towards the end of 2016, which could have positive implications for the Going for Gold programme. The new government committed in their manifesto to curbing illegal mining activities. The new Minister for Lands and Natural Resources has indicated that the new government will regularize galamsey (illegal mining) operations in the country using 4 key approaches - policy, law, technology and enforcement. This is positive for our advocacy work since government will support our efforts to promote licensed responsible small scale mining in the country. They also seem committed to promoting health and gender issues in the country, which could be of great value to the programme.

Netherlands

In recent years, the Dutch Ministry of Foreign Affairs has been a key supporter of a responsible gold sector and has selected gold as a priority sectors in which to achieve sustainable results. The recent elections could potentially have an effect on the priority that has been given to responsible gold and gender in particular. We hope to work with any new staff to encourage continuation of this important work.

Tanzania

The Government of Tanzania has shown interest and support for the Going for Gold programme at all levels of political management. There are ongoing discussions regarding a partnership with the World Bank on ASGM. A positive response from the different government departments could be tapped to enhance the policy agenda. In regarded to SRHR, progressive policy advancements were recorded in 2016. For example, Tanzania has reiterated its commitment at the CEDAW committee (February 2016) to advance SRHR, increasing access to modern contraceptives, addressing the gap in achieving MDGs 4 & 5, protecting women and girls, increasing access to gender-sensitive HIV information and SRH services as well as strategies, policies and programmes that respect, protect and fulfil the human rights of women and girls. The government also reiterated its commitment to the Maputo Protocol with regard to increasing women and girls’ access to safe abortion and post-abortion care. Nonetheless, policy shifts at the beginning and end of 2016 saw local government leaders threaten health workers and activists working to promote safe abortion and contraceptives, including our local partner.
International

In November 2016, the election of Donald Trump as President of the USA caused ripples of concern internationally about the consequences for freedom of choice, freedom from violence and the rights of women. One of his first acts in Office was to reenact the Global Gag Rule – the Mexico City Policy – a law which prohibits any organization receiving US-funding from so much as mentioning abortion. Under Trump, the rule will be extended beyond all previous versions to impact organisations working on AIDS, malaria, or maternal and child health. Three months on and the exact restrictions are still unclear, however it is estimated to impact $9.5bn in foreign-aid funding.

Within this political context, there are huge potential implications in the world of SRHR and women’s rights. Until now, the US was the largest bilateral for family planning. Although we consider ourselves fortunate not to be directly affected, organisations like IPPF will lose one-third of their budgets and UNFPA will have $75 million withdrawn. All of this has implications for the services and opportunities available to women in our programme countries, and a knock-on effect for Going for Gold. At this stage we are not aware what funding the Ghanaian and Tanzanian governments receive for family planning and maternal health services from the US government but there are sure to be implications for SRH services that directly impact the lives of women reached in Going for Gold. Initiatives such as SheDecides will go some way to fill the gap and we hope others will come forward to follow the example of the Dutch Ministry of Foreign Affairs.
Women are limited to certain specific positions in mines, and are systematically paid less than men.

Miners, and especially women mine workers, are exposed to health and safety risks.

Women do not have the same opportunities as men to engage in economic activities.

Women bear most responsibility for family caretaking and household expenditures.

Women lack access to start-up capital to invest in economic activities.

Neither men nor women question cultural norms and deeply rooted gender inequalities.

Awareness of SRHR and use of health services is low.

Awareness of GBV is limited and violence against women is widespread, but often goes unreported in mining communities.

Women are limited to certain specific positions in mines, and are systematically paid less than men.

Miners, and especially women mine workers, are exposed to health and safety risks.

Women do not have the same opportunities as men to engage in economic activities.

Women bear most responsibility for family caretaking and household expenditures.

Women lack access to start-up capital to invest in economic activities.

Neither men nor women question cultural norms and deeply rooted gender inequalities.

Awareness of SRHR and use of health services is low.

Awareness of GBV is limited and violence against women is widespread, but often goes unreported in mining communities.

Mining

- Cultural myths and practices limit women to specific positions within the mine value chain. For example, women are not allowed in the mine shafts due to the belief that they will “scare the gold away.” The jobs that are accessible to women mine workers are the ones that are poorly paid. In Ghana in particular, women face productivity constraints because they are not allowed to work during ‘taboo days’ and menstruation.
- Besides culture, women face constraints in mining as a result of limited education, limited mobility (due to household responsibilities) or financial resources. This applies also to engagement in alternative productive activities.
- Men and women fulfill different types of jobs in the mining industry. Most men work directly in the mine (mining ore, crushing ore), whereas less women work directly in mining and perform slightly different tasks (washing ore, fetching ore). Jobs such as drilling, operating machinery and supervision are solely held by men, and jobs linked to the mine value chain, such as selling tools, food and drinks are mostly performed by women.
- On average, women mine workers in Ghana make only $0.53 cents for every dollar men mine workers earn. However, in absolute terms mine workers in Tanzania earn far less than mine workers in Ghana (on average $104 dollars per month as opposed to $172 in Ghana).
- Most women mine workers are casual labourers or self-employed, they are more vulnerable, not protected by labour laws or rights to minimum wage, and are highly dependent on mine productivity.
- 1% of women (3% of men) in Tanzania and 0% of women (8% of men) in Ghana indicated that they had received trainings.
- Awareness of mercury related diseases is very limited, even among health care providers.
- Use of protective clothing is limited and mine workers receive minimal health care for mining related injuries.

Economic activities and access to resources

- In general, there seems to be a high level of acceptance of women’s engagement in economic activities in both countries: 68% of women in community in Tanzania, and 82% in Ghana work to earn an income (In Tanzania, 9% work in mining; In Ghana, 7% work in mining).
In Tanzania, men commonly decide over partner’s use of SRH services. In Ghana, there is mistrust and lack of information about contraceptives. Use of health services is limited. People self-medicate and buy over-the-counter medication.

GBV

Awareness of what constitutes GBV is very limited, which leads to under-reporting of GBV cases.

Violence against women is widespread in communities, yet reporting is very limited due to mistrust of local authorities, as well as low awareness. Physical, sexual, economical and psychological violence between partners is common.

Violence between partners increases in times of high productivity of the mine.

By-laws prohibit unwanted sexual behaviours at mine premises, but they are not strictly enforced.

In Tanzania, 9% of community women report that they have been forced by their partner to have sexual intercourse. 20% of women report having experienced physical violence by their partner.

In Ghana, 18% of community women, 13% of women mine workers report having experienced physical violence by their partner.

In Ghana, adolescent girls (10-15) engage in transactional sex as a livelihood to survive. They avoid health services due to stigma and the attitude of health care providers.

(Involuntary) cohabitation is a common and accepted phenomena in the mining communities which often leads to GBV.

Household decision-making

Men contribute very little to household chores and expenditures, women have the largest share of responsibility. Women bear the double burden of household chores and productive work, contributing to a lack of time, flexibility and capital to invest in engagement in economic activities.

Women and men each decide over spending of own income, but women bear the main responsibility of household expenditures. This is particularly true in Tanzania where women’s income is spent on the household and family, while that of men is spent on alcohol and women.

Only 23% of community women in Tanzania and 36% in Ghana have access to credit.

Differences in Income Levels

<table>
<thead>
<tr>
<th></th>
<th>Tanzania</th>
<th>Ghana</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men mine worker</td>
<td>$117</td>
<td>$225</td>
</tr>
<tr>
<td>Women mine worker</td>
<td>$97</td>
<td>$118</td>
</tr>
<tr>
<td>Women community members</td>
<td>$55</td>
<td>$76</td>
</tr>
</tbody>
</table>

SRHR

44% of community women in Tanzania, and 34% in Ghana think it is not acceptable for a woman to say no to sex with their partner.

39% of community women in Tanzania, 13% in Ghana, think it is not acceptable for a woman to decide herself whether to use contraceptives.

20% of community women in Tanzania, and 21% in Ghana think it is not acceptable for women to decide herself to go to health service.

In Ghana, 35% of married couples and 57% of couples living together but not married are doing something to delay/avoid getting pregnant. In Tanzania, 40% of married couples and 36% of couples living together but not married are doing something to delay/avoid getting pregnant.

In Tanzania, men commonly decide over partner’s use of SRH services. In Ghana, there is mistrust and lack of information about contraceptives. Use of health services is limited. People self-medicate and buy over-the-counter medication.

In Ghana, adolescent girls (10-15) engage in transactional sex as a livelihood to survive. They avoid health services due to stigma and the attitude of health care providers.

(Involuntary) cohabitation is a common and accepted phenomena in the mining communities which often leads to GBV.

“Miners were all over me, they were abusive, grabby and lusty (...) I had to do something to gain their respect, I learned something from being a woman in such settings: get married or get every man upset. I opted to stay with a man I barely knew so as to keep my job... That was the biggest mistake I have ever made. We had other arrangements inside our hut, we were nothing like a husband and a wife. At first ... life was fun, he was my shield, my protector. However, it was not as easy as it sounds, that man raped me more than I could remember. I got beaten and bruised. I had nowhere to report, everyone but us knew we were a husband and wife.”

– Woman mine worker, Tanzania
Women have very limited access to jobs in mining and face multiple barriers. As a result, women in direct mining jobs currently indicate a preference for other work (due to low pay, low status and limited access). In the GfG programme, we hope to change this by improving their access to different positions, and their overall safety and salary. The baseline findings made us even more aware of how essential it is to keep a balance between these different elements in order to reflect women’s personal priorities and have a positive impact on women’s empowerment. We will do this by carefully sequencing interventions in mines and maintaining a flexibility that allows women to choose themselves the type of work they want to engage in, rather than deciding for them.

Baseline findings confirm the value of providing training for women (lack of skills). This is in line with assumptions and programme design. Training needs will be addressed by facilitating women to access technical training for different positions in the mines, as well as providing business skills training for women within the EA$E groups.

Since cultural myths and taboos form some of the main barriers for women’s opportunities in mines, it is essential to address this in the programme. We will build on our own and other’s experiences and previous successes in the way we address these cultural practices.

Though most women are engaged in some form of economic activity, opportunities are very limited, as well as the control that women have over their earnings. It is important to highlight that in this programme, we do not just aim to increase the number of women engaged in economic activities, but we want to enhance women’s opportunities and their economic empowerment.

There is a need for more information on women’s current opportunities to access credit and the costs involved from both formal and informal financial mechanisms, because it is shown to be one of the main barriers to women’s economic advancement.

The baseline further confirmed the deeply rooted inequalities in household responsibilities and decision-making. This underlines the importance of working with both women and men to highlight the differences in spending and economic burden through the EA$E gender discussion series.
The qualitative baseline identified young girls involved in commercial sex work in Ghana as a very vulnerable group. Although this target group is technically beyond the scope of our programme, we hope to reach them indirectly through a) more economically stable households which eliminates the poverty driver for (parents to allow) girls to engage in this work, and b) improving access to health services for these young populations, via the healthy entrepreneurs network.

The different studies conducted so far (qualitative and quantitative baselines, Needs Assessment) report mixed findings regarding the levels of violence against women. This shows how difficult it is to gather reliable information on gender-based violence. Current reporting within the baseline is low; previous experience means we expect this to increase as awareness and trust go up. The EA$E groups create a level of trust between the women and the facilitator that might allow for more reliable data on GBV to be gathered. Furthermore, by engaging community leaders and male mine workers through EMAP we aim to create more understanding of violence against women and women’s SRHR which should create better capacity amongst men who are mediating disputes, hopefully these improved referral mechanisms will increase reporting.

The high level of cohabitation (and related risk of abusive relationships and GBV) among migrant women was a surprising finding. We need more insight into the living situation of women and men, and how it related to migration, in order to find out how we can tackle this issue.

We recognise a need to further specify the key subgroups we aim to reach in our Theory of Change. Although our ToC is designed as an integrated approach, we cannot guarantee a 100% overlap between activities. This means that where we refer to ‘women’ in the ToC we do not always refer to the same women. Where we do reach the same women with multiple activities, we need to carefully sequence our interventions to maximize our impact.

ToC validity

Key assumptions and new insights

The following page depicts some of our key assumptions and new insights from the Going for Gold inception phase and baseline evaluation. The full Theory of Change can be found in Annex 1.
Going for Gold

1.1 Strengthen core capacities of new and existing partners in support of structural changes in women's lives.

1.2 Current awareness and application of fair mining practices is low.

Gold mines operate according to fair mining practices in support of women's needs and rights.

1.3 Women face restricted opportunities in mining compared to men (income, job security, type of jobs).

Women have improved working conditions within gold mines.

1.4 Women have improved positions.

Women in mines have improved positions.

1.5 Women in mining communities have improved SRHR.

Women in mining communities have increased access to and control over resources.

1.6 Women have very limited job opportunities in the mining value chain.

Women have limited access to credit to finance operations.

Existing credit models adapted and pilot tested in gold mining communities.

Women mine owners lack access to credit to finance operations.

Comprehensive gender-sensitive mining policies and practices have been implemented.

Women have increased access to credit.

Provision of opportunities for women to take (different) positions in mines.

Locally held taboos and beliefs are among the main barriers restricting women’s opportunities in mining.

Health services providers have limited expertise on SRHR and dangers of mercury, and do not make services accessible for vulnerable populations.

Coordinating and informing local and national health authorities on importance of gender equality.

Train health service providers on women-friendly services.

Accessing health services in Tanzania controlled by men.

Effective national lobby for gender-sensitive gold mining policies.

Women have limited control over how they spend their money.

Engage men and miners on gender equality.

Women are better organised and able to demand their rights.

Engage health service providers on women-friendly health services.

Women have increased access to and control over resources.

Effective national lobby for women-friendly health services.

Women run viable health businesses.

Health services providers on women-friendly health services.

Women in mining communities have increased access to and control over resources.

Women are aware and able to take (different) positions in mines.

Women in mining communities have increased access to and control over resources.

Women have limited access to credit.

Women have access to credit to finance operations.

Gold miners know how to apply fair mining practices.

Women in mines have improved positions.

Women in mining are better organised and able to demand their rights.

Men are more aware of the importance of gender equality.

Effective national lobby for gender-sensitive gold mining policies.

Women in mining communities have increased access to and control over resources.

Women have increased access to credit.

Women in mining communities have increased access to and control over resources.

Women in mining communities have increased access to and control over resources.

Women in mining communities have increased access to and control over resources.
Lessons learned

What we learnt in 2016

The Going for Gold programme team has taken an extended period for inception and start-up. Project start-up always requires careful planning and additional time investments, however this is especially true when working together with consortium partners. As we recognize that better planning results in more effective implementation and greater outcomes, we believe this investment was worthwhile. Also, in light of our interest to learn from this programme and test our approach, we have taken time to check our assumptions, clarify local values and needs, and adjust our approach accordingly. This has led to a programme design and a revised ToC that is truly needs based and suitable for the contexts. As such, we are positive that the programme will bring about positive change in the lives of women in gold mining areas.

This process confirmed our belief that one of the main barriers to women’s (and men’s) participation and progression in the mining sector is access to education, skills and training. This is already a focus of activities within the programme, however, additional attention will be given to provide support for women to access training. Our findings also show that, as we anticipated, women face additional barriers relating to child care and domestic responsibilities (unpaid work). Our plan to use the EA$E and EMAP methodologies within the programme is intended to address this gender-based division of labour and responsibilities.

In Ghana we learned that mines that are operating illegally while waiting for legal registration are generally run by the most vulnerable people. Obtaining legal registration is a complex process which they may not be able to complete without support. Providing support for the registration process could help reduce the numbers of illegal mines operating. In Tanzania, although there are several women-owned mines, they are not as successful as those owned by men because of the cultural barriers that women face accessing loans. Providing support to women mine owners to access credit could be a strategy within this programme.

Over the last year, we have gained added recognition and appreciation for the potential our multidisciplinary approach brings. We have firmly embedded women-centred programming at the heart of our approach and recognise the expertise and networks that each party brings to the table. The consortium can tap into a wide range of professionals from different disciplines, leading to shared learning and strong concepts.
Going for Gold
Theory of Change

STRENGTHEN CORE CAPACITIES OF NEW AND EXISTING PARTNERS IN SUPPORT OF STRUCTURAL CHANGES IN WOMEN’S LIVES.

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

- Women have improved working conditions within gold mines
- Women in mines have improved positions
- Women in mining communities have improved SRHR
- Women in mining communities have increased access to and control over resources

Gold mines operate according to fair mining practices in support of women’s needs and rights
- Gold mines have access to credit to implement fair mining practices
- Mining communities, especially men, recognise the importance of gender equality

Men are more aware of the importance of gender equality
- Women have increased access to quality health information, services and products

Communities demand better health services
- Women have increased access to credit
- Women have increased access to and control over resources

Market players are increasingly aware of importance of gender equal and fair mining practices
- Gold miners know how to apply fair mining practices
- Women are aware and able to take (different) positions in mines

Women in mining communities have increased abilities to engage in economic activities
- Women are better organised and able to claim their rights
- Women run viable health businesses

Market players demand responsible gold in support of women’s health needs and rights
- Mining communities, especially men, recognise the importance of gender equality
- Effective international lobby for gender-sensitive gold mining policies

Effective national lobby for gender-sensitive gold mining policies
- Effective national lobby for women-friendly health services

Gold miners know how to apply fair mining practices
- Women are aware and able to take (different) positions in mines
- Communities are more aware of the importance of gender equality

Communities demand better health services
- Women are better organised and able to claim their rights
- Women run viable health businesses

Women are better organised and able to claim their rights
- Women have increased access to and control over resources

Women in mining communities have increased abilities to engage in economic activities
- Mining communities, especially men, recognise the importance of gender equality
- Effective international lobby for gender-sensitive gold mining policies

Market players are increasingly aware of importance of gender equal and fair mining practices
- Gold miners know how to apply fair mining practices
- Women are aware and able to take (different) positions in mines

Men are more aware of the importance of gender equality
- Women have increased access to quality health information, services and products

Communities demand better health services
- Women have increased access to credit
- Women have increased access to and control over resources

Market players are increasingly aware of importance of gender equal and fair mining practices
- Gold miners know how to apply fair mining practices
- Women are aware and able to take (different) positions in mines

Men are more aware of the importance of gender equality
- Women have increased access to quality health information, services and products

Communities demand better health services
- Women have increased access to credit
- Women have increased access to and control over resources

Market players are increasingly aware of importance of gender equal and fair mining practices
- Gold miners know how to apply fair mining practices
- Women are aware and able to take (different) positions in mines

Men are more aware of the importance of gender equality
- Women have increased access to quality health information, services and products

Communities demand better health services
- Women have increased access to credit
- Women have increased access to and control over resources

Market players are increasingly aware of importance of gender equal and fair mining practices
- Gold miners know how to apply fair mining practices
- Women are aware and able to take (different) positions in mines

Men are more aware of the importance of gender equality
- Women have increased access to quality health information, services and products

Communities demand better health services
- Women have increased access to credit
- Women have increased access to and control over resources

Market players are increasingly aware of importance of gender equal and fair mining practices
- Gold miners know how to apply fair mining practices
- Women are aware and able to take (different) positions in mines

Men are more aware of the importance of gender equality
- Women have increased access to quality health information, services and products

Communities demand better health services
- Women have increased access to credit
- Women have increased access to and control over resources

Market players are increasingly aware of importance of gender equal and fair mining practices
- Gold miners know how to apply fair mining practices
- Women are aware and able to take (different) positions in mines

Men are more aware of the importance of gender equality
- Women have increased access to quality health information, services and products

Communities demand better health services
- Women have increased access to credit
- Women have increased access to and control over resources

Market players are increasingly aware of importance of gender equal and fair mining practices
- Gold miners know how to apply fair mining practices
- Women are aware and able to take (different) positions in mines

Men are more aware of the importance of gender equality
- Women have increased access to quality health information, services and products

Communities demand better health services
- Women have increased access to credit
- Women have increased access to and control over resources

Market players are increasingly aware of importance of gender equal and fair mining practices
- Gold miners know how to apply fair mining practices
- Women are aware and able to take (different) positions in mines

Men are more aware of the importance of gender equality
- Women have increased access to quality health information, services and products

Communities demand better health services
- Women have increased access to credit
- Women have increased access to and control over resources

Market players are increasingly aware of importance of gender equal and fair mining practices
- Gold miners know how to apply fair mining practices
- Women are aware and able to take (different) positions in mines

Men are more aware of the importance of gender equality
- Women have increased access to quality health information, services and products

Communities demand better health services
- Women have increased access to credit
- Women have increased access to and control over resources

Market players are increasingly aware of importance of gender equal and fair mining practices
- Gold miners know how to apply fair mining practices
- Women are aware and able to take (different) positions in mines

Men are more aware of the importance of gender equality
- Women have increased access to quality health information, services and products

Communities demand better health services
- Women have increased access to credit
- Women have increased access to and control over resources

Market players are increasingly aware of importance of gender equal and fair mining practices
- Gold miners know how to apply fair mining practices
- Women are aware and able to take (different) positions in mines

Men are more aware of the importance of gender equality
- Women have increased access to quality health information, services and products

Communities demand better health services
- Women have increased access to credit
- Women have increased access to and control over resources

Market players are increasingly aware of importance of gender equal and fair mining practices
- Gold miners know how to apply fair mining practices
- Women are aware and able to take (different) positions in mines

Men are more aware of the importance of gender equality
- Women have increased access to quality health information, services and products

Communities demand better health services
- Women have increased access to credit
- Women have increased access to and control over resources

Market players are increasingly aware of importance of gender equal and fair mining practices
- Gold miners know how to apply fair mining practices
- Women are aware and able to take (different) positions in mines

Men are more aware of the importance of gender equality
- Women have increased access to quality health information, services and products

Communities demand better health services
- Women have increased access to credit
- Women have increased access to and control over resources

Market players are increasingly aware of importance of gender equal and fair mining practices
- Gold miners know how to apply fair mining practices
- Women are aware and able to take (different) positions in mines

Men are more aware of the importance of gender equality
- Women have increased access to quality health information, services and products

Communities demand better health services
- Women have increased access to credit
- Women have increased access to and control over resources

Market players are increasingly aware of importance of gender equal and fair mining practices
- Gold miners know how to apply fair mining practices
- Women are aware and able to take (different) positions in mines

Men are more aware of the importance of gender equality
- Women have increased access to quality health information, services and products

Communities demand better health services
- Women have increased access to credit
- Women have increased access to and control over resources

Market players are increasingly aware of importance of gender equal and fair mining practices
- Gold miners know how to apply fair mining practices
- Women are aware and able to take (different) positions in mines

Men are more aware of the importance of gender equality
- Women have increased access to quality health information, services and products

Communities demand better health services
- Women have increased access to credit
- Women have increased access to and control over resources

Market players are increasingly aware of importance of gender equal and fair mining practices
- Gold miners know how to apply fair mining practices
- Women are aware and able to take (different) positions in mines

Men are more aware of the importance of gender equality
- Women have increased access to quality health information, services and products

Communities demand better health services
- Women have increased access to credit
- Women have increased access to and control over resources

Market players are increasingly aware of importance of gender equal and fair mining practices
- Gold miners know how to apply fair mining practices
- Women are aware and able to take (different) positions in mines

Men are more aware of the importance of gender equality
- Women have increased access to quality health information, services and products

Communities demand better health services
- Women have increased access to credit
- Women have increased access to and control over resources

Market players are increasingly aware of importance of gender equal and fair mining practices
- Gold miners know how to apply fair mining practices
- Women are aware and able to take (different) positions in mines

Men are more aware of the importance of gender equality
- Women have increased access to quality health information, services and products

Communities demand better health services
- Women have increased access to credit
- Women have increased access to and control over resources

Market players are increasingly aware of importance of gender equal and fair mining practices
- Gold miners know how to apply fair mining practices
- Women are aware and able to take (different) positions in mines

Men are more aware of the importance of gender equality
- Women have increased access to quality health information, services and products

Communities demand better health services
- Women have increased access to credit
- Women have increased access to and control over resources

Market players are increasingly aware of importance of gender equal and fair mining practices
- Gold miners know how to apply fair mining practices
- Women are aware and able to take (different) positions in mines

Men are more aware of the importance of gender equality
- Women have increased access to quality health information, services and products

Communities demand better health services
- Women have increased access to credit
- Women have increased access to and control over resources

Market players are increasingly aware of importance of gender equal and fair mining practices
- Gold miners know how to apply fair mining practices
- Women are aware and able to take (different) positions in mines

Men are more aware of the importance of gender equality
- Women have increased access to quality health information, services and products

Communities demand better health services
- Women have increased access to credit
- Women have increased access to and control over resources