

**FEDERAL REPUBLIC OF NIGERIA  
MINISTRY OF MINES AND STEEL DEVELOPMENT**

**MINERAL SECTOR SUPPORT FOR ECONOMIC DIVERSIFICATION  
PROJECT (MinDiver)**

**Terms of Reference for the engagement of a Technical Expert  
Consultancy Firm for the development of a Comprehensive Action  
Plan to create opportunities for Women in the Mining and Steel  
Sector and to mitigate risks that are unique to Women**

**1.0 INTRODUCTION**

The Federal Government of Nigeria has obtained a credit from the International Development Association (IDA) to fund the Mineral Sector Support for Economic Diversification (MinDiver) Project. The project has the following development objectives:

- a. To improve the attractiveness of the Nigerian Mining sector, as a driver for economic diversification, for long-term private sector investment in the exploration and production of minerals.
- b. To create a globally competitive sector capable of contributing to wealth creation, providing jobs and advancing our social and human security.

**2.0 BACKGROUND**

The Federal Government of Nigeria has embarked on an economic diversification campaign with the aim of leveraging on the Nation's vast natural resources to diversify the economy from the oil and gas sector to achieve economic emancipation.

The sector's growth and contributions to GDP have remained less than ideal, accounting for only about 0.33% in 2015. To address this, the Ministry of Mines and Steel Development (MMSD) recently developed a roadmap for mining growth and development with objectives to deepen sector reforms, attract new investors and collaborate with a wide network of partners and stakeholders to rejuvenate the sector and build a prosperous economy propelled by inflows from the solid minerals sector. The overall objective of the MinDiver Project is to link with the Roadmap and enhance the mining sector's contribution to the economy by strengthening key government institutions, improving information infrastructure

and knowledge, and fostering domestic investment in the sector. The Project consists of the following parts:

**Part A. Establishing a Strong Foundation for Mining Sector Development**

1. Carrying out of a program of activities designed to strengthen the MMSD's capacity for governance and administration of the mining sector;
2. Carrying out of a program of activities designed to strengthen the Nigerian Geological Survey Agency as well as geological knowledge and information infrastructure for the mining sector,
3. Implementing a program of activities designed to strengthen the Recipient's capacity for management of environmental, health and social impacts in the sector

**Part B. Facilitating Downstream Sector Development and Enhancing Competitiveness**

1. Strengthening administration of the artisanal and small scale mining sub-sector,
2. Implementing a program of activities designed to leverage the mineral sector for regional development
3. Implementing a program of activities designed to enhance value addition to mineral products (including upstream development of industrial minerals and dimension stones domain) in the mining sector,
4. Implementing a program of activities designed to advance proof-of-concept investments and to attract private sector investments

**Part C. Project Management and Coordination**

1. Strengthening the capacity of the MMSD for implementation, supervision and management of the Project through the provision of goods, consulting services, non-consulting services, operating costs and training for the purpose.
2. Supporting quality control of Project activities and outputs as well as monitoring and evaluation of Project outputs and results.

The key results of the project will include:

- i. Increased availability of precompetitive geo-science data enhancing mineral transactions;
- ii. Institutional information systems integrated with multi-sector planning tools;
- iii. Incentives created for Artisanal and Small-Scale Mining (ASM) formalization;
- iv. Improved environmental and social compliance by mining industry operators

### **3.0 OBJECTIVES**

It is against this background that the MMSD is engaging the services of a Technical Consultant to support the MMSD in achieving the following:

1. Mainstreaming gender and increasing the economic participation of women in all spheres of the mining sector
2. Stimulating entrepreneurship to improve their livelihoods and social well-being in a socially-responsible manner
3. Mitigating risks that are unique to women that may result from mining activities
4. Increasing the opportunities for women to contribute to socio-economic development of the economy and their communities

### **4.0 SCOPE OF WORK**

The consultant can draw extensively on experiences from other World Bank projects, which have specifically targeting women such as NSP, AREDP, MISFA, and ASDP (Skills Development Project) to the following phases.

#### **Strategy and Action Plan Update**

1. Review the MMSD gender strategy prepared in 2013 against the Government-approved Roadmap, National Gender Policy (updated), African Mining Vision, International Labour Organisation women and child labour strategies, Sustainable Development Goals, and other relevant policies, legislations and regulations related to women and gender. This will include assessing the current situation and constraints faced by women in the mining industry against the analysis in the strategy. Update the risk matrix based on current

and potential risks that are unique to women in mainstreaming gender in the mining sector and in Nigeria;

2. Undertake a mapping exercise to identify existing women groups engaged in different phases of the mining industry (exploration, mining, processing, and provision of ancillary services) and according to types of commodities at large, medium, and small-scale levels, and at artisanal levels. The mapping exercise should also include civil society and community based groups and other relevant stakeholders supporting female participation in the mining sector at the national level. Develop the baseline data using the results from the mapping exercise;
3. Identify and assess the opportunities for women participants in the mining sector to have access to Federal Government financial inclusion and social investment interventions, particularly as they relate to boosting women's economic empowerment. These include several social intervention programs to empower women and girls to thrive, financial access and inclusion projects.
4. Identify the opportunities for MMSD collaboration with the United Nations Women (UN Women), the ILO and other international conventions on women and how the MMSD and women groups on mining can benefit. Develop a framework for collaboration
5. Engage 'Women in Mining', a women's organization, and other similar groups, and understand the *modus operandi* of the group and determine related programmes that will engender the confidence in women's involvement in mining
6. Review the mandate and operations of the MMSD ASM Department and design an all-inclusive programme that will assist the department to promote women's empowerment in mining and increase women's access to productive resources and optimize participation and benefits in the value chain;
7. Thereafter, using information from the analysis undertaken above, update the strategy, action/implementation plan, results framework (monitoring and evaluation) and other gender tools. The focus will be on understanding the gender dynamics, divisions and challenges and improving the opportunities for women to benefit from the mining sector in a sustainable manner in policy, regulatory, operational, and commercial (large scale, medium scale, small scale, and artisanal levels) roles. In this regard, the consultant is expected to integrate the following issues in assistance strategies and action plan within the scope of ASM development: namely gender equity, female participation,

ending child labour, female livelihood improvement, access to social and productive infrastructure as well as access to finance through community managed development and also for medium and large-scale operations. These should all be based on global best practice. The action plan should be delivered through a variety of gender inclusive programs to support the creation of opportunities for women in the mining sector

## **Strategy and Action Plan Implementation**

### **Gender Mainstreaming and Equality Implementation**

In line with the updated strategy, support the MMSD in making the delivery of gender-inclusive strategies operational and sustainable. This involves the following:

1. Practical mainstreaming of gender into policies, laws, regulations, institutional restructuring, programs, and activities and ensuring that all MMSD policies and programs are gender sensitive
2. Support the implementation of women-designed programs at the Nigerian Institute of Mining and Geosciences (NIMG) to ensure that women also participate in the educational and training programs offered by the NIMG
3. Strengthening institutional collaboration between the MMSD and the Federal Ministry of Women and Social Development and other relevant MDAs as well as development partners and donor agencies supporting women development
4. Develop a proposal for the governance and institutional support structure required within the MMSD and NIMG in order to make the delivery of gender-based strategies operational and sustainable;
5. Conduct stakeholders' workshops and road shows in each of the geopolitical zones of the country as a means of nationwide sensitization on women's involvement in mining;
6. Facilitate knowledge building and mainstreaming of gender in related aspects of the sector;
7. Build capacity of government officials at different levels, to recognise the livelihood needs of ASM communities, and particularly the significant roles played by women in securing livelihoods;
8. Train, and provide capacity building support for ASM staff, women operators and other Ministry officials;

9. Suggest and implement a study tour for representatives from MMSD staff (ASM and technical), women's groups and NGOS to a country with exemplary women's groups programmes, which could be adapted to women's groups in Nigeria;
10. Develop and maintain a network with ASM departments at Government Head Quarters, and State levels
11. Propose a mechanism for building a database of women, engaged in the mining sector, to enhance systematic monitoring and information management.

### Pilot Program Design and Implementation

In line with the updated strategy, support the MMSD in designing and implementing a pilot program in selected locations.

1. Design criteria for selecting locations for a one-year gender entrepreneurship and livelihood development pilot project and work with the MMSD to determine and select pilot locations. Also design the success factors and the criteria for scaling up the program based on pilot results
2. Undertake a mapping exercise to identify existing women groups engaged in the mining sector across the entire value chain in the pilot location. Identify civil society and community based groups and other relevant stakeholders supporting female participation in the mining sector already operating within the pilot location and beyond. Identify opportunities for linkages between the network of women groups at the national level and within the pilot locations for capacity development, advocacy support, negotiation support, entrepreneurship development support etc.
3. Conduct a disaggregated needs analysis to identify the economic, social (health, education, and welfare), and capacity needs of the women and their children. Classify the women using variables of age, economic status, education, disability, place of origin etc. and assess their economic and social status as well as the environmental and social impacts of mining on the women and their children, including sexual and physical violence committed against them, if relevant.
4. Identify the cultural and social norms existing in the pilot location and the impact it has had on participation of women in the mining sector within the community

5. Identify alternative economic livelihood opportunities that are available within the community for women to participate in beyond the life of the mines and mineral availability
6. Using a participatory approach involving the women, civil society organisations, community based organisations and based on the analysis carried out under this phase, design a pilot program that would economically empower the women and improve their social wellbeing and reduce their exposure to adverse environmental and social impacts. The program should target the following issues, amongst others, as defined in the updated strategy and action plan:
  - a. Improving access to geological information, market and business information, entrepreneurial education and training, finance, equipment, access to international supply and trading initiatives supporting women in mining, among others.
  - b. Providing them with technical and processing skills, financial literacy skills;
  - c. Supporting them in participating in decision making and consultation processes for granting consent for exploration, participating in consultations for environmental and social impact assessment development, negotiating Community Development Agreements (CDA). This requires improving their capacities for meaningful participation and representation in any consultation on mining. Particularly, it involves designing strategies to enhance their voice and agency in decision making, leadership, and peace-building are other important skills that the program should cover;
  - d. Providing access to social welfare and protection strategies. This requires working with other Ministries, Departments, and Agencies as well as other stakeholders (CSOs, CBOs, research institutes, foundations) in relation to healthcare, education, and other social protection delivery programs
7. Support the MMSD in implementing the pilot program in the pilot location in conjunction with other MDAs and stakeholders

#### Pilot Scale-up and Implementation

Pilot scale-up and implementation will depend on an independent evaluation of the pilot project. The evaluation would focus strongly on learning and provide

recommendations for future improvements and feed into future plans for expansion and scale-up of similar gender projects across the country. The learnings and recommendations from this pilot program will be also inform other ASM projects.

## **5.0 REQUIRED QUALIFICATIONS AND EXPERIENCE**

The Consultancy team/Advisory Firm shall include all the necessary expertise required to complete the work as specified within the terms of reference for the assignment. The experience required of the experts is as detailed below:

The experience required of the experts is as detailed below:

- a. Degree level qualifications in Social or Earth Science, Economics, Education, Environment, Health, Human Development, Information Science, or International Science or related field with at least ten (10) years cognate experience.
- b. Additional qualifications in the social sciences or sustainable development and experience of working as a consultant on World Bank assisted projects or similar Multilateral Institution environment such as ADB or similar organizations in the last 8-10 years would be useful.
- c. Knowledge of the mining sector and being conversant with international ASM practices, mineral policy development, and mineral economic impacts. It would be an advantage to have significant experience in coordinating women's empowerment in the mining sector;
- d. Skills and experience in assessing artisanal, small and large-scale mining activities and experience in gender analysis and programming. Having such experience in Nigeria is an added advantage;
- e. Substantial experience in design, monitoring and evaluation of gender projects;
- f. Track record of successful project management is essential;
- g. Good interpersonal skills will be essential, including the ability to work with Ministry and ASM team staff.
- h. Skills and experience in assessing artisanal and small-scale mineral operation activities, and in providing training, capacity building, advocacy and outreach. Having such experience in Nigeria is an added advantage;
- i. The team Project Manager will have significant demonstrable experience in this sector, and will be responsible for the day-to-day management in



carrying out the terms of reference of the consultancy. It is a requirement of the assignment that the Project Manager works full-time on the assignment.

## **6.0 REMUNERATION AND PAYMENT TERMS**

Remuneration of the consultancy firm is commensurate with those offered by international bodies for similar assignments. The assignment will be based in Abuja. However, the consultant team will also be reimbursed for operational expenses such as travel, accommodation, and telephone incurred while carrying out this assignment and in line with World Bank guidelines and procedures. Before reimbursement can be made, the consultant firm will need to submit a statement of expenses supported by valid documentation.

The successful consultant firm would be paid a lump sum amount in accordance with an agreed schedule of deliverables, on the agreed rate of professional fee and reimbursable expenses, subject to satisfactory performance and timely receipt of deliverables.

## **7.0 DURATION OF SERVICE**

It is expected that service of the Consultant is required for a period of twelve (12) months subject to adequate consultation periods with stakeholders.

## **8.0 DELIVERABLES**

The consultant will produce the following reports:

- a. **An Inception Report** to outline the work plan of the consultancy firm define its tasks and the planned implementation periods and schedules, identify target submission dates on each task. Particular attention will be given towards the planned coordination within other teams and preparation of a detailed schedule. Stakeholder mapping will be included in the Inception Report. The inception report will be submitted within one month of the commencement of the assignment and once approved and issued in its final form, will serve as the consultancy's baseline for the management and monitoring of the tasks;
- b. **Monthly Progress Reports** on engagements and findings with stakeholders in the industry; The Consultancy firm shall prepare consolidated Monthly Progress Reports covering progress towards achieving the objectives in this ToR as well as identified areas of weaknesses

- and strategies for improvement. The reports shall provide a brief but comprehensive end-of-month progress assessment and details of impediment to the works and proposals for overcoming them. These reports shall be submitted within the first week of the succeeding month. The report will be assessed and appraised by the Director ASM and the Project Coordinator.
- c. **Quarterly Progress Reports** will consolidate the information contained monthly reports together with a summary of consultant's activities and conclusions on all pertinent issues concerning the assignment. In addition the Quarterly Progress Reports will outline recommendations, for amendment or solutions to issues and matters raised or found in the course of the study and any other information considered necessary in respect of service delivery. Reports of the stakeholders' consultation, awareness and sensitization workshops will be provided together with comments and observations of the participants. Quarterly Progress Reports shall be submitted at the end of the first week of the succeeding quarter.
  - d. **A Draft Final Report**, within the first week of the penultimate month of the assignment.
  - e. **Final Report** bound in three (3) copies and an electronic copy in CD, within the last week of the assignment.

**All Reports Shall Be in English and Presented in Hard and Soft Copies**

#### **9.0 SELECTION METHOD**

The consultant will be selected through Quality and Cost-Based Selection (QCBS) selection method.