



## Technical Assistance to Public Finance Management Reforms in Malawi

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### MWEITI Gender Mainstreaming Study

*Final Report*

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## List of Abbreviations

CSOs	Civil Society Organisations
DRMS	Domestic Revenue Mobilization Strategy
EI	Extractive Industries
EITI	Extractive Industries Transparency Initiative
GEI	Gender Equality Index
GPS	Global Positioning System
IA	Independent Administrator
KRA	Key Result Area
MAWIMA	Malawi Women in Mining Association
MoG	Ministry of Gender
MoFEA	Ministry of Finance and Economic Affairs
MWEITI	Malawi Extractive Industries Transparency Initiative
MNS	MWEITI National Secretariat
MSG	Multi-Stakeholder Group
NAO	National Authorising Office
NKE	Non-Key Expert
OECD	Organisation for Economic Co-operation and Development
RPD	Revenue Policy Division
TEVETA	Technical, Entrepreneurial and Vocational Education and Training Authority
ToR	Terms of Reference
UN	United Nations
UNDP	United Nations Development Programme

## Definition of Terms<sup>1</sup>

### Gender

A social and cultural construct, which distinguishes differences in the attributes of men and women, girls and boys, and accordingly refers to the roles and responsibilities of men and women.

### Gender Diversity

Gender diversity is a term that recognizes that many peoples' preferences and self-expression fall outside commonly understood gender norms.

### Gender Division of Labor

The way each society divides work among men and women, boys and girls, according to socially established gender roles or what is considered suitable and valuable for each sex.

### Gender Equality

The concept that women and men, girls and boys have equal conditions, treatment and opportunities for realizing their full potential, human rights and dignity, and for contributing to (and benefitting from) economic, social, cultural and political development.

### Gender Equity

Being fair to women and men. To ensure fairness, measures are often needed to compensate for historical and social disadvantages that prevent women and men from otherwise operating as equals. Equity leads to equality.

### Gender Gap

Any disparity between women's and men's condition or position in society.

### Gender Impact Assessment

A policy tool for the screening of a given policy proposal, to detect and assess its differential impact or effects on women and men, so that these imbalances can be redressed before the proposal is endorsed.

### Gender Mainstreaming

A strategy for making the concerns and experiences of women as well as men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic, and societal spheres, so that women and men benefit equally, and inequality is not perpetuated.

### Gender Neutrality

Treatment of a problem without recognition of gender.

### Gender Sensitivity

Awareness of and the ability to address gender differences.

### Unconscious Bias

Unintentional and automatic mental associations based on gender, stemming from traditions, norms, values, culture and/or experience.

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<sup>1</sup> UNICEF Regional Office for South Asia (2017). Gender Equality: Glossary of Terms and Concepts. Available [here](#)

## Executive Summary

The Government of Malawi, in partnership with the European Union, launched the "Chuma Cha Dziko" program to enhance public finance management—a crucial component of Malawi's long-term development strategy, Malawi 2063. This initiative seeks to improve domestic resource mobilization, expand the revenue base, and foster an investment-friendly environment, particularly in the extractive sector, through robust policy enforcement and governance. Central to this program is the third Key Result Area (KRA 3), which focuses on increasing the effectiveness of revenue policy enforcement and strengthening the Malawi Extractive Industries Transparency Initiative (MWEITI). Aligned with the 2023 Extractive Industries Transparency Initiative (EITI) Standard, MWEITI enhances transparency and accountability in managing natural resources. Since joining EITI in 2015, Malawi has produced six EITI reports and established a dedicated Multi-Stakeholder Group (MSG).

Recent updates to the EITI Standard have significantly emphasized gender inclusivity, as evidenced by the 2019 and 2023 updates, which introduced requirements for gender impact reporting and fostered gender-responsive practices within the sector. MWEITI has initiated a gender mainstreaming study with two primary objectives: first, to identify the existing gender disparities within the organization; and second, to devise strategies that enhance gender diversity. These strategies are designed to integrate gender equity into MWEITI's transparency and governance frameworks smoothly. By doing so, MWEITI ensures that policies and financial decisions are equitable across all genders, contributing to the elimination of inequality. This strategic approach not only aligns with international standards but also supports Malawi's broader goal of creating a more inclusive and equitable extractive industry.

Significant strides have been made in outreach and dissemination; MWEITI actively promotes its reports across various media channels, including radio and television, and publishes summaries in local languages to enhance accessibility. The MWEITI Bill and Policy are nearing completion, and gender-responsive practices have begun to integrate into operations, including promoting gender-balanced selections for MSG members and alternates. Currently, MWEITI is updating its reporting templates to include gender-disaggregated data at the project level, compelling companies to collect and disclose gender-specific data, particularly regarding employment. This enhancement will deepen stakeholders' understanding of the distribution of benefits and challenges across genders.

However, a significant concern has arisen regarding gender representation within the MSG for the 2024-2026 period, with women's participation being starkly limited. An analysis of the current MSG composition reveals severe gender disparity: out of 15 main members, only one is a woman, representing just 6.7% female participation. This level of representation is substantially below international benchmarks and the objectives of MWEITI to promote gender balance within its governance structures. While there is consensus on promoting inclusion in the MSG, sectors such as mining companies and civil society have demonstrated a lack of commitment, as evidenced during the selection process for the current MSG membership. This underrepresentation not only contravenes principles of gender equity but also diminishes the diversity of perspectives essential for effective decision-making. This underscores the need for more structured efforts to ensure women's inclusion and leadership in the MSG. Reevaluating selection processes and enforcing policies to enhance gender diversity are essential to correcting imbalances and promoting inclusivity in the MSG. To this end, the MSG Chairperson should take decisive action by mandating that each represented

institution includes at least one woman in the current MSG term. This affirmative action is crucial, particularly as there is no specific EITI legislation or an official MWEITI policy that endorses the 60:40 gender representation ratio recommended by the National Gender Policy of 2015. Furthermore, the study reveals that the MWEITI reporting template lacks mechanisms for capturing gender-disaggregated data, which is crucial for integrating more comprehensive gender information into the EITI report.

Despite this shortcoming, MWEITI still celebrates the positive impacts that have emerged, with civil society at the local level adopting a gender sensitive approach to engage stakeholders in mining in Balaka. MWEITI has made significant strides in promoting gender inclusivity through focused communication and outreach strategies. These strategies include actively involving women journalists during media tours and integrating women's voices into communication content, increasing their visibility and bringing diverse perspectives to discussions on extractive industries. Furthermore, MWEITI's adoption of culturally sensitive and gender-inclusive outreach methods, such as gender-sensitive budgeting and theatre for development, has broadened engagement across various communities. These methods have been crucial in ensuring that outreach efforts are adaptable and responsive to the specific needs and roles of different genders, thus fostering a more inclusive approach to community engagement in the sector. Continued emphasis on gender mainstreaming is placed on training and capacity-building sessions for all stakeholders, enhancing their ability to effectively support and advocate for gender mainstreaming within the extractive industries. This report highlights the existing gender disparities within MWEITI and presents a comprehensive plan to align MWEITI with EITI standards.

## 1. Introduction

The Government of Malawi, supported by the European Union, is enhancing its public finance management through the "Chuma Cha Dziko" programme. This initiative, spearheaded by the collaboration between Malawi's NAO and DAI Brussels, aims to significantly improve domestic resource mobilization. This effort is crucial for achieving the ambitious goals outlined in Malawi's long-term development strategy, Malawi 2063<sup>2</sup>. The focus is on expanding the revenue base and stimulating investment to create a favorable climate for investments and promote good natural resource governance in the extractive sector.

Central to this effort is the KRA 3 of the project, which aims to enhance the effectiveness and efficiency of revenue policy enforcement and strengthen the MWEITI. By joining EITI, Malawi has committed to strengthening transparency and accountability of its extractive sector management by implementing the EITI Standard<sup>3</sup>. In Malawi, as in other implementing countries, this initiative is driven by a MSG.

Since joining the EITI in 2015, Malawi has made considerable progress, demonstrated by the production of six EITI reports and the establishment of a dedicated MSG. The EITI standards have evolved to address gender equality, introducing explicit requirements for gender impact reporting and promoting gender-responsive practices within the sector with the 2019 EITI Standard and updated 2023 EITI Standard versions.

This report draws attention to the gender disparities within the MWEITI and offers global and regional perspectives on aligning MWEITI with EITI standards, emphasizing gender-sensitive EITI reporting in Malawi. It outlines a comprehensive plan for adopting strategies to bolster Malawi's commitment to gender diversity in the extractive industries. This plan includes detailed actions, responsible entities, timelines, and the necessity for resources and technical support, aiming to meet the gender-responsive reporting requirements of the 2023 EITI Standard. This strategic approach signifies Malawi's broader objective of fostering a more inclusive and equitable extractive industry at the national level.

## 2. Gender-Responsive EITI Reporting in Malawi: The Background

The EITI 2023 Standard strongly emphasizes gender mainstreaming within the extractive industries, advocating for the inclusion of women in all facets of sector governance, such as employment, business ownership, community involvement, and decision-making. This recognition is essential for the equitable management of mineral resources. The Standard requires the collection and publication of gender-specific data, particularly in employment, enabling stakeholders to better understand and address the distribution of benefits and challenges across genders, supporting more informed policymaking. Moreover, the EITI highlights the importance of giving women equal opportunities in resource governance decision-making processes, pushing for more inclusive policies within the sector.

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<sup>2</sup> National Planning Commission. (2020). Malawi 2063. Lilongwe: Government of Malawi. Available [here](#).

<sup>3</sup> EITI Standard 2023. Available [here](#)

2019 EITI standard has Requirements 1.4 (a.ii); 6.3 (d); 7.1 (a.ii); and 7.4(a.v) and the updated 2023 Standard introduces 12 new and enhanced provisions designed to strengthen gender-related disclosures in EITI Requirements 1.4(b.vii); 1.5 (a.i)(b.iv); 2.2 (a.ii); 5.3 (a.i); 6.1 (a)(d); 6.3 (a.iv); 6.4 (a)(b)(c); and 7.1 (c.iii). A description of key 2019 and 2023 Requirements has been annexed. This expansion emphasizes the EITI's commitment to improving transparency and inclusivity in the governance of extractive industries. Also, the EITI International Secretariat assists member countries in implementing these gender-sensitive approaches and collaborates with various stakeholders to enhance the effectiveness of these initiatives. Collectively, these efforts aim to integrate gender equity into the transparency and governance frameworks of the extractive industries.

As Malawi continues its journey with EITI, the validation processes and feedback received, such as the moderate overall score of 80 in the 2022 Validation Report<sup>4</sup> underscore the importance of integrating these evolving standards into national practices. Particularly, the call for enhanced efforts in disclosing gender-disaggregated employment data and incorporating gender considerations into EITI reporting systems and related activities point towards a more comprehensive approach to transparency, demanding a nuanced understanding and implementation of guidelines that go beyond traditional metrics.

### 3. Objective of the Assignment

As part of its efforts to assess progress in integrating gender mainstreaming into MWEITI's policies and programs, MWEITI commissioned a study to support the MSG and the MWEITI National Secretariat. Gender mainstreaming helps identify disparities by examining differences in access, participation, and benefits among genders. This approach aims to address inequalities and establish more equitable systems, as noted by the UNICEF Regional Office for South Asia in 2017<sup>5</sup>. Insights from the study will inform policymaking, emphasizing how nuanced impacts on different genders steer decisions toward more equitable outcomes for MWEITI. The study suggests strategies for inclusion, advocating for the equal participation of women and men in MWEITI and in decision-making circles within the extractives industry to ensure that a broad spectrum of perspectives shapes policy and practice. Moreover, the insights gained from stakeholders have informed recommendations and a roadmap for implementation that will refine program designs to meet the specific needs of different gender groups, enhancing both their effectiveness and equity. Lastly, it evaluates the impact of these policies and programs, promoting continual adjustments aimed at better serving all stakeholders.

Specifically, the assignment aimed at assisting the MSG and MWEITI National Secretariat with:

- The assessment of MWEITI Gender Mainstreaming practice;
- The production of the MWEITI Gender Mainstreaming Study report considering the country's specific context and good international practice, and;

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<sup>4</sup> Malawi 2022 Validation Report. Assessment of progress in implementing the 2019 EITI Standard. Available [here](#).

<sup>5</sup> UNICEF Regional Office for South Asia (2017). Gender Equality: Glossary of Terms and Concepts. Available [here](#).



- The revision of the MWEITI reporting template to reflect/align to gender considerations on capturing the gender-disaggregated EITI data.

#### 4. Conceptual Framework Guiding the Mainstreaming Process

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)<sup>6</sup> and the United Nations Development Programme (UNDP) Gender Equality Strategy 2022-2025<sup>7</sup> are key widely recognized gender instruments and relevant for EITI in integrating gender equality and women's empowerment into all areas of governance and development work and ensuring institutional transformation. EITI's Gender-Responsive Step-by-Step Guide<sup>8</sup>, as aligned to these instruments, facilitates how EITI processes can ensure women's leadership, representation and meaningful participation in governance processes, ensuring an integrated approach to gender equality and works towards dismantling structural barriers through work plan, accountability in gender mainstreaming processes such as in the consultation process for contracts and licenses allocation, disclosure of employment data disaggregated by gender, disclosure of environmental, gender and social impact management and monitoring, disclosure of gender disaggregated data on the beneficiaries of social and environmental expenditures and transfers, including among others gender aspects, the type of inclusive outreach and dissemination activities to better adapt to the needs of different genders and groups, including accessible messages to foster strategic dialogues with stakeholders.

The EITI Gender-Responsive Step-by-Step Guide, alongside insights from UN Women, OECD, and Oxfam, presents a comprehensive approach to integrating gender considerations into extractives governance and development initiatives. Gender responsiveness is about recognizing and addressing the unique needs of different gender groups, ensuring equitable participation and outcomes in programs, including those aimed at improving natural resource governance like EITI. Gender mainstreaming is outlined as a critical strategy for embedding a gender equality perspective in all governmental actions, ensuring policies and financial decisions benefit all genders equally and contribute to the elimination of inequality<sup>9</sup>. This approach, endorsed since the 1995 Fourth World Conference on Women and crucial to the Beijing Platform for Action and the 2030 Agenda for Sustainable Development, emphasizes the importance of evaluating the gender-specific impacts of any planned action and integrating both women's and men's experiences throughout the policy and program lifecycle. It highlights the significance of meaningful participation, where women's engagement and influence in leadership and decision-making extend beyond numerical representation to substantial impact, aiming to achieve gender equality as the ultimate goal.

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<sup>6</sup> United Nations General Assembly. (1979). Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). Adopted and opened for signature, ratification, and accession by General Assembly resolution 34/180 of 18 December 1979, entry into force 3 September 1981, in accordance with article 27(1). Available [here](#)

<sup>7</sup> UNDP Gender Equality Strategy (2022-2025). Available [here](#).

<sup>8</sup> EITI Requirements 1.4, 6.3, 7.1 and 7.4. Gender-Responsive EITI Implementation Guidance Note. Available [here](#).

<sup>9</sup> UN WOMEN Guiding Framework on Gender Mainstreaming. Available [here](#).



Figure 1: Gender Mainstreaming Strategies adopted from <https://eige.europa.eu/>

The 2023 EITI Standard includes provisions that aim to improve the participation of women in extractives sector management and encourage the publication of data by gender. Ensuring equal participation in decision-making in the extractive sector is critical to addressing inequalities and ensuring that the sector is managed in the interest of all citizens. By recognizing and promoting the participation of women in the extractive sector – as employees, business owners, community members and decision-makers on resource governance – governments and companies can ensure that resources are managed more equitably.

To this end, the EITI encourages women’s participation in extractives governance and EITI processes, as well as reporting on the gender distribution of employment in the sector. EITI routinely tracks gender representation and reporting to monitor countries’ progress in this area and collaborate with partners to deliver guidance on gender-sensitive EITI implementation and promotes capacity-building sessions. The International Secretariat also releases guidance notes, policy briefs, and reports, and creates blog posts related to the EITI Standard thematic areas, to promote guidance, raise awareness and share practical examples from EITI implementing countries. A more targeted support may include additional country-level capacity building or high-level engagement by the country context.

## 5. Methodology

The study utilizes two primary sources of information: (i) secondary data obtained from documents and reports issued by the EITI International Secretariat and the MWEITI Secretariat, and (ii) primary data collected through key informant interviews and questionnaires.

Coordinated by the MWEITI Secretariat, the study employed a participatory approach to ensure comprehensive stakeholder engagement and feedback. The study adopted the EITI Gender-Responsive Step-by-Step Guide as its methodological basis. A comparative analysis with countries like Guinea, Senegal, Sierra Leone, the Democratic Republic of Congo and Zambia informed the research with international best practices. It also leveraged

For a more detailed EITI Gender Responsive Step-By-Step Guide, please refer to the following link: [https://eiti.org/sites/default/files/2023-03/EN%20GN\\_Gender.pdf](https://eiti.org/sites/default/files/2023-03/EN%20GN_Gender.pdf).

*Figure 2: Gender-responsive EITI guidance note*

analytical frameworks like Gap Analysis Theory<sup>10</sup>, the Harvard Analytical Framework, and the Moser Gender Analysis Framework<sup>11</sup>. The objective was to understand gender dynamics within the mining, oil and gas, and forestry sectors. This method significantly improved analytical precision, enabling the precise identification and assessment of gender disparities, and generated strategic and actionable recommendations for integrating gender considerations into MWEITI's implementation process.

Key activities included examining national gender policies, reviewing the MSG's strategic documents, investigating literature on gender-responsive management in the extractives, and evaluating MWEITI's gender inclusivity. Stakeholder perspectives were gathered through group discussions and key informant interviews and questionnaires, focusing on enhancing gender-responsive EITI management and disclosures. The study also aimed to recommend improvements for MSG ToR, the MWEITI Draft Policy, and the MWEITI Bill in addressing gender balance.

The resulting report outlines the current status of women's representation in Malawi's MSG and assesses the gender responsiveness of the MSG-approved work plan. It recommends ways to improve gender-disaggregated data disclosure by companies and identifies barriers to gender mainstreaming in the consultation process for contract and license allocations. It evaluates the disclosure of employment data by gender and the incorporation of gender considerations in environmental and social impact assessments. The study will conclude with a workshop to present and validate the report, recommendations, and roadmap for implementing gender-responsive reporting policies.

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<sup>10</sup> Kim, S. and Ji, Y.,(2018). Gap analysis. *The International Encyclopedia of Strategic Communication*, pp.1-6. Available [here](#).

<sup>11</sup> March, C., Smyth, I., & Mukhopadhyay, M. (2005). *A Guide to Gender-Analysis Frameworks*. Oxfam GB. Available [here](#).

## 6. Gender in the EITI International Standard and MWEITI Implementation Status

EITI Requirement	Description of the Requirement	Implementation Status	Barriers to Implementation
<b>2019 EITI Standard. Requirements 1.4 (a.ii); 6.3 (d); 7.1 (a.ii); and 7.4(a.v)</b>			
<b>Requirement 1.4 (a.ii)</b>  (Multi-Stakeholder Group)	<p>a) The government <b><u>is required</u></b> to commit to work with civil society and companies, and establish a multi-stakeholder group to oversee the implementation of the EITI. In establishing the multi-stakeholder group, the government must:</p> <p>(ii) Ensure that stakeholders <b><u>are adequately represented</u></b>. This does not mean that they need to be equally represented numerically. The MSG must comprise appropriate stakeholders... [...]. Each stakeholder group must have the right to appoint its own representatives, bearing in mind the desirability of pluralistic and diverse representation. The nomination process must be independent and free from any suggestion of coercion. The MSG and each constituency should consider gender balance in their representation to progress towards gender parity.</p>	<p>Partially implemented. While other requirements, such as stakeholder representation and freedom have been significantly adhered to, gender representation has not been seriously addressed. While the policy explicitly calls for gender balance within the Multi-Stakeholder Group (MSG), constituents and institutions have not fully committed to this mandate.</p> <p>The current composition of the MSG shows a marked gender imbalance, with only one woman among the 15 main members. It is critical to reassess the selection processes and enforce policies that promote gender diversity to fulfill this requirement.</p>	<p>Constituencies, including mining companies and civil society, have not demonstrated a commitment to promoting gender balance during the MSG membership selection process.</p> <p>Gender mainstreaming is widely recognized as challenging, largely due to a mismatch between the skills and needs required at the MSG level and the balance needed to meet the EITI gender requirements. Key skills are essential at the MSG level, necessitating a balanced approach between gender representation and skills.</p>
<b>Requirement 6.3 (d)</b>	Implementing countries <b><u>must disclose</u></b> , when available, information about the contribution of the extractive industries to the	Efforts to integrate gender-disaggregated data at the project level are underway with the development of project-specific reporting template by MWEITI.	The current mechanisms and templates require updates to adequately capture this data. MWEITI has revised the reporting

The contribution of the extractive sector to the economy	<p>economy for the fiscal year covered by EITI implementation. It is required that this information includes:</p> <p>(d) Employment in the extractive industries in absolute terms and as a percentage of the total employment. The information should be disaggregated by gender and, when available, further disaggregated by company and occupational level.</p>	This initiative aims to compel companies to collect and disclose gender-specific data, particularly regarding employment, to enhance stakeholders' understanding of the distribution of benefits and challenges across genders.	template to collect and report gender-disaggregated data.
<p><b>Requirement 7.1 (a.ii)</b></p> <p>(Public debate)</p>	<p>The multi-stakeholder group <b><u>must ensure</u></b> that government and company disclosures comprehensible, actively promoted, publicly accessible and contributes to public debate. Key audiences should include government, parliamentarians, civil society, companies and the media. (a) The multi-stakeholder group is required to:</p> <p>(ii) Ensure that the information is comprehensible, including by ensuring that it is written in a clear, accessible style and in appropriate languages and consider access challenges and information needs of different genders and subgroups of citizens.</p>	<p>This has been implemented.</p> <p>MWEITI actively disseminates its reports through various media channels, including radio and television, and publishes summaries in local languages to improve accessibility. These initiatives aim to make the information understandable and accessible to diverse genders and citizen subgroups. Currently, MWEITI is refining its communication and engagement strategy to enhance public debate and ensure broader information dissemination.</p>	<p>There is room for improvement in making information more open and accessible through various mediums. This can be achieved by considering the access challenges and information needs of different genders and subgroups at various levels, each with distinct information requirements, and by robustly implementing the communication and engagement strategy. However, the biggest barrier is the lack of sufficient financial support for dissemination and the absence of a dedicated team to ensure the implementation of the communication and engagement strategy. At the time of this study,</p>

			there was no communication officer in place.
<b>Requirement 7.4 (a.v)</b> (Review the outcomes and impact of EITI implementation)	The multi-stakeholder group <b>is required</b> to review the outcomes and impact of EITI implementation on natural resource governance. (a) The multi-stakeholder group is required to document their annual review of impact and outcomes of EITI implementation in an Annual Progress Report (APR) or through other means agreed by the multi-stakeholder group. This should include any actions undertaken to address issues that the multi-stakeholder group has identified as priorities for EITI implementation. The annual review of impact and outcomes must include: (v) A narrative account of efforts to strengthen the impact of EITI implementation on natural resource governance, including any actions to extend the detail and scope of EITI reporting or to increase engagement with stakeholders.	This has been implemented. MWEITI is making significant strides in promoting gender inclusivity through focused communication and outreach strategies.	MWEITI lacks a structured approach to documenting the annual review of the impact and outcomes of EITI implementation. There is a clear need for more organized efforts to include women in leadership roles within the MSG, as this would improve the effectiveness of outcome and impact reviews. Although there is no specific EITI legislation or official MWEITI policy endorsing the 60:40 gender representation ratio recommended by the 2015 National Gender Policy, progress in achieving this ratio remains insufficient.
<b>2023 EITI Standard. Requirements 1.4(b.vii); 1.5 (a.i)(b.iv); 2.2 (a.ii); 5.3 (a.i); 6.1 (a)(d); 6.3 (a.iv); 6.4 (a)(b)(c); 7.1 (c.iii).</b>			
<b>Requirement 1.4(b.vii)</b> (Approval of work plans and oversight of implementation)	The multi-stakeholder group <b>is required</b> to consider issues related to the governance of the extractive industries, including complementary activities such as	This has been implemented. The review of Annual Work Plans (AWP) reveals that the MSG has consistently integrated gender requirements into its activities.	Expanding activities into other areas identified in this report.

	gender equity and artisanal and small-scale mining (where applicable).	Notably, the inclusion of a Gender Mainstreaming study by the MSG has been instrumental in identifying and addressing these requirements, which directly initiated this gender study.	
<b>Requirement 1.5(a.i)</b> (Artisanal And Small-Scale Mining)	The work plan <b>must include</b> EITI implementation objectives that reflect national priorities, including issues related to gender equity and artisanal and small-scale mining (where applicable).	Partially implemented. The work plan aligns with national priorities, including mandated gender equity, but lacks clear execution of these gender equity goals. Promotion of artisanal and small-scale mining (ASM) is notably limited, compounded by the absence of a national ASM policy. Additionally, updated data on the number of women in the ASM sector is missing, although the MWEITI EITI reports and the ToRs do include sections addressing ASM.	Lack of specific activities and targeted efforts by MWEITI to promote gender equity in ASM and enhance reporting.
<b>Requirement 1.5 (b.iv)</b> (Work plan, monitoring and review)	(a) The multi-stakeholder group <b>is required</b> to undertake an annual progress review of the work plan, which should inform the subsequent work plan. The progress review must include: (iv) A fully costed budget that identifies sources of funding.	This has been implemented. The annual progress review, designed to evaluate the effectiveness of gender mainstreaming efforts, is conducted. There have been few gender-specific initiatives implemented so far.	Similar to 1.5 (a.i), the lack of detailed reporting on the progress and challenges specifically related to gender objectives within the work plan hinders follow up on implementation.
<b>Requirement 2.2(a.ii)</b> (This could include the number of people consulted, disaggregated by gender, and a summary of how views on the project's impacts were collected and considered)	Where the process for awarding or transferring a license mandates consultations with impacted communities, countries and companies <b>are expected</b> to include a description of how the	This is partially implemented. Even though contracts are now available on open data sources, there is no evidence that the awarding or transferring of licenses has been conducted in consultation with impacted	There is a need for a deliberate requirement in all ToRs for MWEITI and its partners, particularly reporting entities, to adhere to this standard. This can be achieved through engagements and consultations.

	consultation process was conducted.	communities. The government and companies should provide details on consultation processes, including how women were consulted.	
<b>Requirement 5.3 (a. i)</b>  (Additional information on revenue management and expenditures)	(a) Implementing countries <b><u>are encouraged</u></b> to disclose further information on revenue management and expenditures, including: (i) A description of any extractive revenues earmarked for specific programmes, including those related to gender, or for geographic regions. This should include a description of the methods for ensuring accountability and efficiency in their use.	This is underway. Initiatives are currently underway to integrate gender-disaggregated data at the project level. This process involves developing a project-specific reporting template designed to provide additional information on revenue management and expenditures, including descriptions of any extractive revenues earmarked for programs benefiting specific genders.	Efforts to ensure project specific reporting are underway.
<b>Requirements 6.1(d)</b>  (Social expenditures and environmental payments)	Countries <b><u>are encouraged</u></b> to provide gender disaggregated data on the beneficiaries of discretionary social and environmental expenditures and transfers.	This is not implemented. The Community Development Agreement (CDA) is a recent initiative that has not yet been implemented. At the time of this study, the MMA 2023 Regulations had not been finalized. Furthermore, gender-disaggregated data on beneficiaries and social and environmental expenditures were not being generated, as the MWEITI reporting templates were not designed to be gender-sensitive.	There is a need to redesign the MWEITI EITI reporting template to include gender-disaggregated data on social and environmental expenditures, among other items. Additionally, training should be provided to reporting entities on handling gender-disaggregated data.



<p><b>Requirement 6.3(a)(iv)</b> (Granular Data On Employment)</p>	<p>Countries <b><u>are required</u></b> to disclose employment data disaggregated by gender and occupational level, as well as how employment is distributed between local and foreign nationals.</p> <p>Companies <b><u>are encouraged</u></b> to disclose their gender pay gap</p>	<p>MWEITI has not made progress on reporting gender disaggregated data at country level. The revised reporting template will show gender-disaggregated employment data.</p> <p>Currently, the data on the number of women directly and indirectly benefiting from the sector, whether as employees or miners, is outdated.</p>	<p>The presentation of information in the MWEITI EITI report needs improvement.</p> <p>The informal nature of certain sectors, such as artisanal and small-scale mining, complicates the collection of accurate and comprehensive gender-disaggregated data.</p>
<p><b>Requirements 6.4(a)</b> (Environmental, Social And Impact Assessments)</p>	<p>Countries and companies <b><u>are required</u></b> to disclose an overview of [...] rules regarding environmental permits and licenses, including social, gender and environmental impact assessments</p>	<p>The requirement not adequately and clearly addressed.</p> <p>Malawi has progressed in legal and administrative frameworks for environmental and social impact management in the extractive sector. The 2023 Mining and Minerals Act mandates Environmental and Social Impact Assessments (ESIA) and development agreements for the benefit of local communities, including women. However, it falls short in integrating gender considerations during mine closure. The National Environmental Policy and the 2019 Environmental Management Act guide environmental licensing with a sustainability focus. The draft MWEITI Policy advocates for integrating Gender Impact Assessments (GIA) with ESIA.</p>	<p>There is a need for both MWEITI and EITI reports to cover these requirements in much more detail than before. Training may be required for companies and reporting entities to start adhering to these requirements.</p>

		Oversight is provided by the Malawi Environmental Protection Authority (MEPA) and the Department of Mines. The MSG is encouraged to monitor and influence gender-related extractive issues in line with the EITI standard.	
<b>Requirements 6.4(b)</b> (Environmental, Social And Impact Assessments )	Countries and companies <b>are required</b> to ensure that public environmental, social and gender impact assessments, monitoring reports that are mandated by law or contract are publicly accessible in practice	Partially implemented. The reports are available upon request but are not published on websites or made publicly accessible. Public accessibility of environmental, social, and gender impact assessments by mining companies is a requirement for license applications.	This could be addressed through systematic disclosure, which MWEITI has already developed and is implementing.  Apart from MEPA and Environmental Affairs Department, civil society does not have a legal mandate to monitor implementation of ESIA at community level.
<b>Requirement 6.4 (c)</b> (Environmental and social impact of extractive activities)	Companies <b>are encouraged</b> to disclose further information about their social, gender and environmental management and impact.	This has been implemented. The MMA of 2023 mandates an ESIA for all extractive projects and requires mining license holders to create development agreements that ensure local communities, including women, benefit from mining operations.  Information on ESIA is made available during consultations.	There currently exists no gaps through CSO's are encouraged to follow up on implementation of the ESIA.
<b>Requirement 7.1(c)</b> (Artisanal And Small-Scale Mining)	The MSG <b>is encouraged</b> to use EITI implementation to disclose data beyond the EITI Requirements that would enhance public debate on extractive sector governance,	This has been implemented. EITI has served as a platform for multi-stakeholder debates on governance in the extractive industries. As a result, constituencies such as civil society	There is no available data to determine how these efforts have benefited different gender groups.

	including on... gender equity and artisanal and small-scale mining, as determined by the MSG	have leveraged it to hold the government accountable for enforcing anti-corruption laws. Consequently, an MWEITI anti-corruption strategy was developed, influenced by the active participation of MSG members.	
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### 6.1. Stacked Bar Chart Highlighting MWEITI 2019 Implementation Status

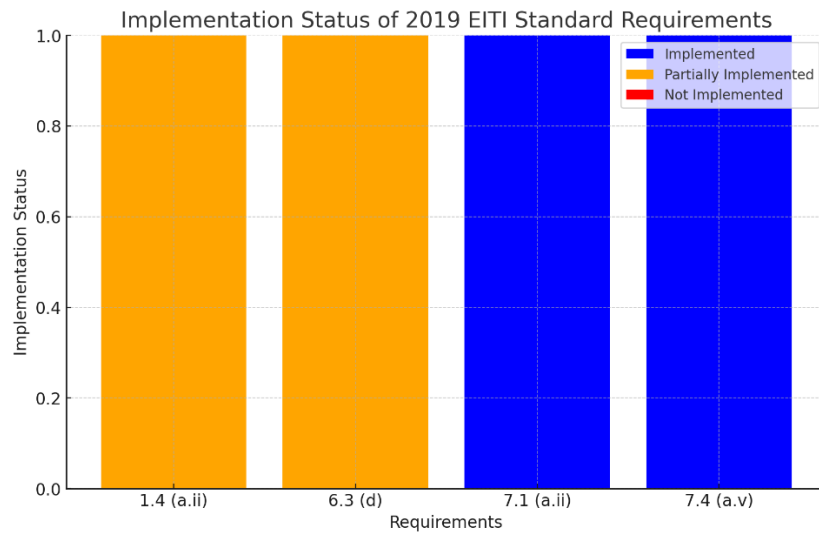


Figure 3: 2019 MWEITI implementation status

### 6.2. Stacked Bar Chart highlighting MWEITI 2023 Implementation Status

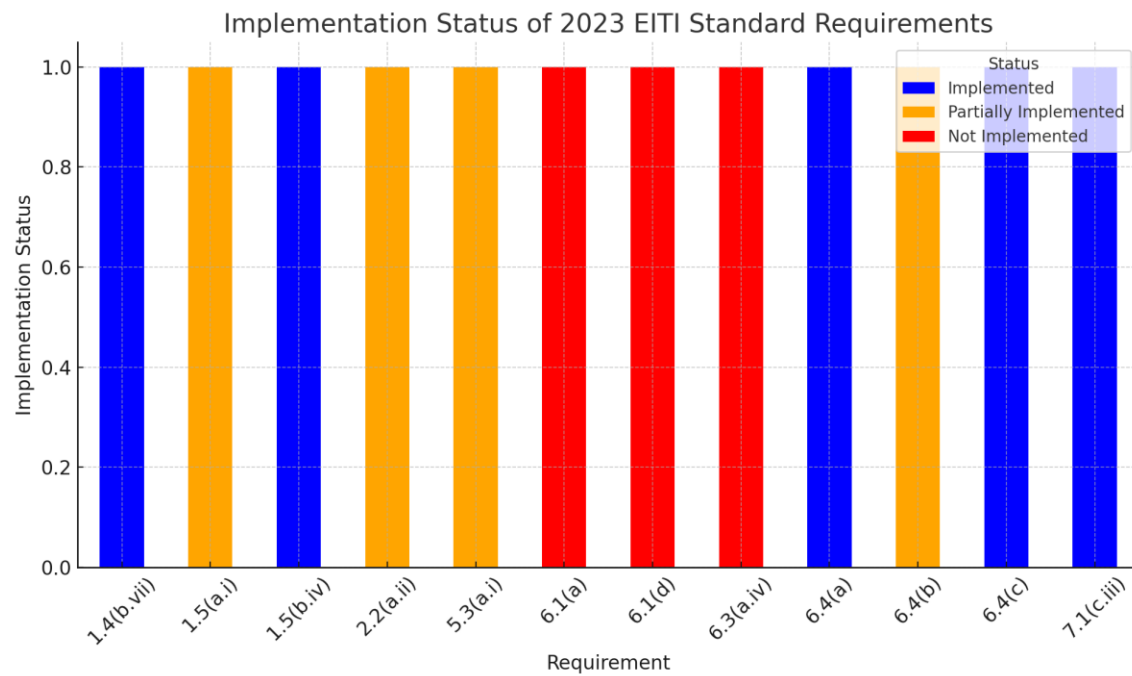


Figure 4: 2023 MWEITI implementation status

## 7. Study Findings

### 7.1. MWEITI's Gender Mainstreaming Efforts

#### Policy and Legislative Framework

National efforts are reinforced by Malawi's Constitution, which establishes a foundational legal framework for gender equality by prohibiting discrimination based on sex or gender and affirming the rights of women as equal citizens. This ensures equal protection under the law. In addition, MWEITI utilizes both international and national guidance, recognizing policies and legislation such as the National Gender Equality Law of 2014, the National Gender Policy of 2015, and sector-specific acts and policies such as the Mines and Minerals Act of 2023, the Mines and Minerals Policy of 2013, Draft National Artisanal and Small Scale Mining Policy 2014, the Petroleum (Exploration and Production) Act of 1983, the National Petroleum (Exploration and Production) Policy of 2023, the Forestry Act of 1997 (amended in 2019) and the National Forest Policy of 2016. MWEITI has developed a draft policy and a draft legal framework. These documents are crucial in promoting gender equality, addressing violence against women, and securing equal opportunities within the extractives sector.

Specifically, the National Gender Equality Law of 2014 is dedicated to promoting gender equality, addressing violence against women, and securing equal opportunities across political, economic, and social realms. This law emphasizes the importance of implementing measures to achieve gender balance and safeguard women's rights. The Act mandates that both genders should be represented in all governmental and public bodies by at least forty percent (40%) and not more than sixty percent (60%) of either gender, promoting gender balance in decision-making positions. Building on existing legislation, the National Gender Policy of 2015 provides a detailed framework for incorporating gender considerations across all sectors of society, such as the 60:40 representations of men and women. It delineates strategies and actions aimed at reducing gender disparities and advancing the participation of women in decision-making and development initiatives. The Ministry of Gender however encourages sectors to develop tailored gender strategies based on specific needs.

The Mines and Minerals Act of 2023<sup>12</sup>, though not specifically focused on gender, sets a foundational framework for integrating gender inclusion within the mining sector. It requires mining license holders to create CDA, which ensure that local communities, including women, benefit directly from mining operations. The Act highlights the importance of employing and training Malawians, with a particular emphasis on increasing women's participation in the mining workforce and supporting women-owned businesses through a business development assistance plan. Furthermore, it mandates environmental management considerations that incorporate gender perspectives, promoting equitable distribution of the impacts and benefits of mining activities.

Conversely, the Petroleum (Exploration and Production) Act of 1983 is outdated, and lacking in gender-specific provisions. In response, the National Petroleum (Exploration and Production) Policy of 2023 provides strategic direction and aims to improve governance in the upstream petroleum subsector. This

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<sup>12</sup> The Mines and Minerals Act of 2023. Available [here](#).

policy covers a wide range of issues including governance, fiscal regime, revenue management, environmental management, corporate social responsibility, local content, and community development.

The draft ASM Policy of 2014, which is pending approval, recognizes the specific challenges women face within the ASM sub-sector. These include difficulties in securing financial, technical, and legal support, societal perceptions that negatively impact their status, and cultural norms that constrain their family responsibilities as well as their independence and mobility. The Forestry Act of 1997, amended in 2019, does not specifically address gender inclusion. The Act broadly focuses on the management and conservation of forest resources, participatory forestry, sustainable use of forest products, and enhancing community involvement in forestry management. The National Forest Policy of 2016 in Malawi does not specify provisions or strategies for gender inclusion. The policy primarily focuses on broader goals of sustainable forest management, community involvement, and the development of forest-based industries. While it emphasizes the participation of local communities and various stakeholders in forest conservation and management, it does not specifically address gender dynamics or outline targeted strategies for enhancing gender equality within the forestry sector.

The MWEITI Bill of 2023 establishes a legal framework for managing and ensuring transparency in extractive industries, though it lacks specific provisions for gender inclusion or strategies to promote women's participation. The MWEITI policy of 2022, yet to be adopted, recognizes the importance of gender considerations by designating 'Gender and Extractive Governance' as Priority Policy Area 3, aimed at improving gender and women's representation in the extractive industry.

The MWEITI policy advocates for the inclusion of Gender Impact Assessments (GIA) alongside the mandated ESIA in extractive projects, even though the Mines and Minerals Act of 2023 only requires ESIA. This recommendation aims to deepen the understanding of gender-specific impacts within these projects. Importantly, the Mines and Minerals Act of 2023 stipulates that all extractive projects must conduct ESIA to assess their environmental and social effects. Hill, C., Madden, C., and Collins, N. (2017) provide a guide on how GIA can be conducted for mining, oil, and gas projects to ensure that these projects respect the rights of both women and men; promote women's empowerment and participation in community decision-making processes; identify and mitigate potential impacts; and increase the benefits of mining, oil, and gas projects. MWEITI policy defines indicators to measure women's participation in the extractive industries with a 60:40 gender representation ratio as a target. It also emphasizes improving the ToR for the MSG, including rotational Vice Chairs to ensure gender balance. It also advocates for inclusive and dynamic MSGs that incorporate representatives from the ASM sector, including those led by women, who represent a significant portion of female miners in Malawi. The exact size of this sector is unclear; however, it is estimated that about 40,000 people are actively involved in the ASM sector<sup>13</sup>. It is said that a large percentage of these are women, and recommends training programs and recruitment strategies to enhance female participation in decision-making within the extractive sector.

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<sup>13</sup> Malawi ASM Profile available [here](#)

MWEITI's Anti-Corruption Strategy (ACS), 2023 highlights the role of integrating gender perspectives in combating corruption within the extractive industries. Although it mentions gender perspectives, there are limited detailed measures or plans to ensure these perspectives are integrated into anti-corruption strategies effectively. The strategy needs to provide specific training on the gendered impacts of corruption for the MSG and stakeholders involved in the anti-corruption efforts.

### **Gender Disaggregated Data**

The 6th MWEITI report covers the period from June 2020 to July 2021. During this reporting period, MWEITI requested reporting templates from six government agencies: Malawi Revenue Authority (MRA), Department of Forestry (DoF), Department of Mines (DoM), Technical Entrepreneurial and Vocational Education and Training Authority (TEVETA), Ministry of Transport and Public Works (MoTPW), and the Geological Survey Department (GSD). These agencies had received payments from extractive companies.

During the study, four of the institutions—namely MRA, DoF, DoM, and TEVETA—were engaged to understand their experience with reporting gender-disaggregated data. It was emphasized that the collection and reporting of gender-disaggregated data in Malawi's extractive sector are areas needing improvement. Although MWEITI is committed to gender mainstreaming, there is a recognition of the need for more proactive measures to ensure that gender-disaggregated data is accurately captured and reported. This could be enhanced by revising the MWEITI reporting template to integrate gender considerations more comprehensively, ensuring that gender-specific data, particularly on employment and benefit distribution, is collected and disclosed consistently. The current reporting template only captures the total number of employees, without detailing their gender or employment level. This data is important to better understand and address the nuanced ways in which employment influences livelihoods and decision-making across different genders and socioeconomic statuses. Moreover, disaggregating expenditure on social payments has been a challenge. Therefore, it is imperative to develop and integrate a robust methodology into the reporting template to effectively track and analyze expenditures on social payments, including the potential benefits that accrue to each gender from the projects.

Each of the reporting institutions exhibits varying degrees of commitment and ability in the collection and reporting of gender-disaggregated data. Institutions like the Department of Forestry and TEVETA are actively pursuing inclusivity and transparency. However, others, such as the MRA, have not yet effectively integrated these measures into their processes. This inconsistency underscores the necessity for more uniform and structured implementations across sectors to fully meet EITI standards. MRA does not collect gender-specific data, as data is collected per entity. MRA cited challenges related to the design of reporting templates that would allow for such data collection. Integrating gender-disaggregated data may also require redesigning tax returns to accommodate gender-based data. This presents a significant challenge for both the Authority and the taxpayers.

On the other hand, the DoF has taken proactive steps toward gender inclusivity, especially in local governance. The department ensures significant female representation on committees managing forest resources, where it is perceived that females are less likely to engage in corrupt activities and more likely to view forests as sources of livelihood than men. However, the department does not report gender-disaggregated data on female participants in forest management and those awarded licenses related to

forests. The department recognizes the need for a revised reporting template that includes such data to enhance transparency and manage gender components in forestry management effectively.

Similarly, the DoM implements structured approaches to incorporate gender considerations, such as including women in committees at community level. The department collects gender-disaggregated data from mining companies using DoM's standard monthly statement of operations form, which details the number of persons employed disaggregated by gender, including age and total monthly wages. During their routine inspection exercises, the department emphasizes the impact of mining activities on different genders by engaging in a series of targeted activities that also address broader social issues. These activities include conducting occupational health and safety inspections at mine sites and quarries, which are crucial for ensuring a safe working environment for all, regardless of gender. The inspections of the safe storage, handling, and use of commercial explosives, as well as the facilities that store these explosives (magazines), further highlight the department's commitment to safety and equality. Additionally, the department rigorously checks compliance with legal frameworks related to environmental impacts, the quality of water from mine effluents and downstream rivers and streams, sustainable mining practices, and the adherence to regulations regarding mineral production figures and royalty payments. These measures are designed not only to protect the environment but also to promote fair and equitable treatment of all community members. A comprehensive standard monitoring report is subsequently produced to thoroughly assess and address the varied effects of mining, ensuring that gender and social considerations are integral to regulatory oversight. Despite these efforts, the absence of a specific gender policy or strategy for the Ministry of Mining hinders the implementation of measures to track the effectiveness of gender-inclusivity activities to address challenges in gender data disaggregation strategically.

TEVETA collects gender-disaggregated employment data from extractive companies using a standard form, which companies complete to report employee numbers and other relevant information. With a gender policy in place, TEVETA strives to ensure that their training programs are inclusive, aiming for balanced enrollment of women and men in their courses.

The study further engaged selected companies and the Export Development Fund (EDF) to share their experiences with gender-disaggregated data collection and reporting. EDF does not specifically report gender-disaggregated data, as their procurement process is considered gender-neutral. The institution acknowledges that while their activities involve both men and women, men tend to participate more frequently in their operations and with larger volumes due to greater financial capacity. EDF has identified the nature of artisanal and small scale mining as raising security concerns and limited time availability as factors disproportionately affecting women's participation. Although EDF mentions providing incentives and support to women through training and equipment, they currently lack a structured mechanism for gender data reporting.

In contrast, some companies have a more structured approach to collecting gender-disaggregated data, explicitly stating that employment data is disaggregated by gender across all levels of the organization. They report this data as part of their EITI compliance and mention no current challenges in this reporting process. For example, one company indicates that 40% of their workforce in social and environmental fields are female, suggesting a proactive stance on gender inclusivity within their operations.



Other companies acknowledge disaggregating employment data by gender but report a gender-neutral approach to their work, as no specific policy or comprehensive framework is guiding this practice. Some companies have earmarked certain positions for women, such as Global Positioning System operators and logistics roles, creating an unconscious bias towards women for these specific roles that are perceived as easier to manage by women to protect them from harm as suggested by Piotr Rzymiski et al (2015). Despite this, the company notes that the absence of gender-specific questions in EITI reporting templates limits their capacity to report thoroughly on gender issues. Other companies suggest that mandating the collection of gender-disaggregated data in MWEITI laws could improve their reporting practices.

It was also reported that companies do not track gender-disaggregated procurement data to highlight how women and men benefit from supplying goods and services, as suppliers typically provide goods and services under company names rather than individual names. Therefore, MWEITI must collaborate closely with the Department of Registrar General to assess the beneficial owners of these companies. This collaboration is essential if progress is to be made in capturing data on access to benefits and the participation of women.

Consultation with the Independent Administrator (IA) who produced the 6th EITI Report revealed that the report does not include gender-disaggregated data. However, the MWEITI reporting template is currently being revised to better align with gender considerations, aiming to capture gender-disaggregated EITI data, specifically in areas like employment details and requirements on procurement. Collecting data from artisanal and small-scale mining presents significant challenges, particularly due to its informal nature. There is a recognized need for enhanced collaboration and financial support for monitoring activities to ensure targeted support and adherence to gender-related disclosures. To improve future gender-disaggregated data collection and reporting, it is suggested that the project-level reporting template be revised to include a specific section on employment that provides more detailed gender-specific information which would highlight women's participation and gender pay gap as encouraged by Requirement 6.3.

At the MSG level, there is generally a consensus about the need for greater female representation and ensuring that women assume leadership positions. The importance of gender mainstreaming has become a priority following awareness-raising efforts by the secretariat, as evidenced by the MSG's key steps to prioritize gender in the MWEITI policy. However, there is a noticeable gender gap and a strong need to ensure concerted efforts to increase the participation of female MSG members as a policy directive, and to continue supporting gender mainstreaming throughout MWEITI processes such as planning, implementation, monitoring, and reporting. The efforts of MSG members towards gender mainstreaming need to be mapped, tracked, supported, and reported.

## **Participation in EITI Processes**

The global composition of women in MSGs is currently at 25%<sup>14</sup>. An analysis of key documents from the MWEITI, such as the Handbook for EITI MSG (July 2023), the 2023 to 2024 work plan, a list of MSG

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<sup>14</sup> EITI and Gender Equality. Brief. (2018). EITI International Secretariat. Norway. Available [here](#).

members for 2021 to 2023, the MWEITI MSG Members for 2024 to 2026, and stakeholder feedback reveals varying levels of attention to gender integration and the participation of women in processes related to MWEITI. Gender mainstreaming is widely recognized as challenging, largely due to a mismatch between the skills and needs required at the MSG level and the balance needed to meet the EITI gender requirements. Key skills are essential at the MSG level, necessitating a balanced approach between gender representation and skills.

The MWEITI work plan for 2023 to 2024 includes a range of significant activities, such as the 'Technical Assistance: EITI Youth and Gender Mainstreaming Study.' A concept note and ToR for this study have been developed, with funding provided by the European Union through the Chuma cha Dziko project. The work plan also includes the organization of a webinar roundtable that will focus on gender dynamics within the MSG. Over the long term, the plan aims to develop a comprehensive Gender Policy/Strategy, establish a Gender and Diversity Policy, and facilitate gender-focused outreach and exchanges with other EITI members and donors.

Female participation in MWEITI's MSGs and other decision-making processes is acknowledged but identified as needing enhancement. While current efforts to ensure gender balance in MSGs are supported by policy directives, challenges remain in achieving meaningful participation of women. Progress has been made by ensuring gender representation in consultations with women groups such as Malawi

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*"I look forward to championing efforts to increase women's participation in the oversight of the extractive sector and ensure that the sector benefits men and women equally"* said Rt Hon. [Helen Clark](#), Chair of the EITI.

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Women in Mining and communities using the MWEITI communication strategy. In the 2021 to 2023 MSG, there were 15 main members (14 males and 1 female) and 15 alternate members (9 males and 5 females, with one seat vacant), despite guidance from MWEITI for alternating gender consideration. In the 2024 to 2026 MSG, the number of female representatives has decreased, with 15 main members (14 males and 1 female) and 15 alternate members (12 males and 3 females), all females representing government departments and agencies. More structured efforts are necessary to strengthen women's roles in these forums. Even though the current MWEITI National Coordinator is a woman, representation of women in MSG continues to get lower as evidenced by the current membership.

MWEITI could benefit from how the selection process of International EITI board members is done, particularly from the civil society constituency. To ensure gender-inclusive selection, the International EITI Secretariat adheres to various practices and guidelines aimed at promoting diversity within its governance structures. The organization has established policies calling for gender balance on the board, which include guidelines and targets to ensure equitable representation of both men and women. The nomination process encourages all stakeholders, including countries, companies, and CSOs, to consider gender balance, promoting a diverse pool of candidates. Also, the EITI Secretariat provides training and raises awareness about the importance of diversity, including gender balance, which helps stakeholders recognize the value of diverse leadership and encourages them to prioritize it. The EITI also monitors its board's composition and reports on gender statistics to ensure transparency and accountability in meeting its diversity goals, thereby fostering continuous improvement towards maintaining gender balance.

The MWEITI Secretariat provides guidance and encourages its members to ensure gender-sensitive selection of MSG members and their alternates. However, enforcement of and adherence to the 60:40 national gender policy guidance remains challenging due to the limited number of females in the extractive sector. Given the absence of EITI legislation and the non-adoption of the MWEITI policy, which mandates a 60:40 representation ratio, immediate action is required. The MWEITI champion or the MSG Chairperson should formally instruct MSG representatives to include at least one woman from each represented institution in the current MSG term as a measure of affirmative action. Additionally, MWEITI is advised to reinforce adherence to this guideline throughout the selection process. Likewise, during the planning stages of meetings, MWEITI should ensure that participant confirmations are secured in advance to guarantee equal participation of both males and females. In cases where male participants predominate, support should be provided to female participants to foster meaningful engagement during the meetings.

The Handbook for the EITI Multi-Stakeholder Group, created in July 2023, does not adequately address gender integration or women's participation. This oversight may stem from its development coinciding with the adoption of the 2023 EITI Standard. The handbook only briefly mentions that the MSG should "endeavor to abide by national gender policy," without providing explicit instructions on how to achieve this. A clear mandate for gender balance should be established in the handbook, specifying a minimum percentage of female participation within the MSG and other critical committees, as recommended by the National Gender Policy 2015 and the draft MWEITI policy. Additionally, gender mainstreaming training for all MSG members should be mandatory during onboarding to promote the understanding and implementation of gender-sensitive practices. One gender-focal person should be nominated to lead the mainstreaming efforts. Despite the emphasis on female participation, there is a noticeable lack of coordination with the Ministry of Gender to support mainstreaming efforts.

### **Access to Benefits**

The Gender Equality Index (GEI)<sup>15</sup> serves as a comprehensive measure of gender equality, covering areas like education, employment, and political involvement. Key insights derived from integrating the GEI with other studies highlight a significant gender division of labor and wage gap, where women typically earn less than men for similar roles and are often employed in lower-paid or informal sectors. These studies also reveal that women face barriers in accessing crucial resources such as education, land, and financial services. Ferrant, Gaëlle et al. (2014) further point out that women disproportionately handle unpaid care duties—such as childcare, eldercare, and household chores—which restrict their ability to engage in paid work or education, thereby perpetuating cycles of poverty. Additionally, women's lower incomes and limited access to social protections render them more vulnerable to economic shocks, including job losses, illnesses, and natural disasters, potentially exacerbating poverty risks or deepening existing poverty.

For Malawi, the most recent scores in gender-related indices reveal significant gender disparities but also show gradual improvements over time. The Global Gender Gap Index (GGI) for Malawi in 2023 stands at 0.68, indicating that the country has closed approximately 68% of its gender gap across various

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<sup>15</sup> European Institute for Gender Equality (EIGE). Gender Equality Index 2022: Uncovering the True Cost of Inequality. Available [here](#).

dimensions<sup>16</sup>. Meanwhile, the Gender Inequality Index (GII) for Malawi improved from 0.71 in 1995 to 0.58 in 2022, reflecting a decrease in gender-based disadvantages in areas such as reproductive health, empowerment, and the labor market<sup>17</sup>.

The distribution of economic benefits in Malawi's extractive industries appears to be uneven, with few specific policies or measures in place to ensure equitable sharing between genders. While some sectors, like forestry, have initiatives that favour women in certain areas, such as license allocation, these initiatives are not comprehensive across the extractive sector. Licenses for mining are typically given on a first-come, first-served basis. Women often face structural and socio-economic barriers that limit their access to benefits. These include challenges in accessing markets, skills development and access to equipment for value addition to their produce, household responsibilities, and lower inclusion in higher-value activities within the extractive chain. Likewise, women face particular challenges due to the physically demanding nature of some mining activities and societal roles that limit their time in the field. When discussing the returns from their sales, EDF pointed out that women typically gather smaller quantities of gold due to factors such as security concerns and limited time available to remain in the field. EDF mandates high volumes which limits women to substantially benefit from their sales and participate on an equal footing with men, who often serve as middlemen and sell larger amounts.

There is generally a willingness among companies to submit the required gender-disaggregated data for the EITI reporting process, as long as it is legally mandated, including disclosures on procurement issues. The EITI platform provides clarity on company payments and government revenues at the project level, facilitating local communities' understanding of the funds they are entitled to receive.

The DoF has established a guideline that aims for significant female representation in local forest management committees (60% women), yet such structured participation does not seem widespread or enforced in other sectors. Rickard, S., Treasure, W., McQuilken, J., Mihaylova, A., Baxter, J., (ASI) (2017) also suggests that legal and regulatory frameworks should specify and implement quotas to support the participation and entry of women into the sector.

## **Capacity Building and Empowerment**

The EITI International Secretariat promotes capacity-building sessions at both regional and country levels. These sessions focus on helping national secretariats and MSGs implement the provisions of the 2023 EITI Standard, which includes new and refined gender-related disclosures. The MWEITI recognizes the need for targeted capacity development of its members and the communities and suggests incorporating training on gender and EITI requirements as part of the induction for new MSG members, which could help enhance women's capacities to participate effectively in the extractive sector.

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<sup>16</sup> Global Gender Gap Report 2023. Available [here](#)

<sup>17</sup> Malawi - Gender » Gender Inequality Index (GII). Available [here](#).

*“MWEITI struggled with gender integration because of the low levels of representation of women in the sector. It was therefore a high priority to ensure that gender representation was clearly demonstrated in the communications activities. This included taking deliberate measure to have women represented during communications activities such as women journalists during media tours; ensuring that the voice of women was incorporated into communications content”.* said Gloria Majiga, who served as the Chair of the Communications Subcommittee of MSG from 2021 to 2023.

There are significant challenges in sustaining targeted training and education programs aimed at empowering women within the extractive industries. Although some entities acknowledge the necessity of such programs, their implementation has not yet reached a scale that would bring about substantial change. Various organizations, including TEVETA, CSOs, EDF, the Ministry of Trade, and the Small and Medium Enterprises Development

Institute, have initiated efforts to enhance women's capacities in this sector. These efforts encompass skills development, equipment provision, formation of women's cooperatives, and support for starting businesses. TEVETA has implemented an institutional gender policy to integrate gender considerations into its programming. As part of this commitment, the institution has increased the enrollment of women and girls in their training programs, aiming for a 50:50 gender ratio during enrollment. Additionally, TEVETA's "Skills for a Vibrant Economy" program provides scholarships specifically designed to help girls enroll in TEVETA training.

### **Impact Assessments and Gender Sensitivity**

The integration of gender considerations into ESIA's in the extractive sector appears to be minimal. Including gender considerations in ESIA is crucial for addressing gender-specific impacts and promoting inclusive development. However, the sufficiency of this inclusion depends on the comprehensiveness of the gender analysis and feedback during stakeholder engagement but also on implementation and monitoring strategies to mitigate gender impacts. There is a call for incorporating gender-sensitive approaches to better understand and mitigate adverse impacts on women. This involves revising existing ESIA's to include gender issues and ensuring that these assessments are conducted in a gender-responsive manner. While there is a recognition of the need for gender sensitivity in impact assessments, actual integration seems limited. Mining companies engage with communities affected by mining and broader stakeholders to gather their views, incorporate their efforts, and propose mitigation measures to address some of the environmental and social concerns outlined in the ESIA.

### **Transparency and Anti-Corruption Measures**

The MWEITI Anti-Corruption Strategy, 2023 highlights the role of integrating gender perspectives in combating corruption within the extractive industries. The inclusion of gender perspectives in transparency and anti-corruption measures within the extractive industries is seen as beneficial. Although it mentions gender perspectives, there are limited detailed measures or plans to ensure these perspectives are effectively integrated into anti-corruption strategies. Women's participation is viewed as a crucial element in promoting good governance and transparency initiatives. There is an acknowledgment from stakeholders that engaging women in these processes can help strengthen oversight and accountability.

## **Stakeholder Engagement**

CSOs are crucial in advocating for gender mainstreaming, although there's a noted lack of connection between their programming and the EITI gender mainstreaming efforts. The selection processes within the EITI remain gender-neutral, and no specific gender roles are defined within the ToR for the MSG. To enhance stakeholder engagement in advocating for gender mainstreaming in the extractive sector, the MWEITI Secretariat recognizes the urgent need to update the ToR for the MSG. This update will ensure better gender representation and specifically prioritize women's involvement in communications to the MSG. Moreover, current efforts to include youth are inadequate, highlighting the necessity for more effective and deliberate inclusion strategies. The Communications Subcommittee has already begun to address these gaps by integrating gender considerations into its communication strategies. This includes ensuring women's and youth participation during communications activities and emphasizing gender issues in EITI reports.

Despite these steps, engagement with the Ministry of Gender remains limited, which underscores a significant disconnect with the MWEITI. This gap hinders comprehensive gender mainstreaming within the sector. Further barriers include limited access to information and reports and discriminatory policies that particularly affect the inclusion of women and youth in the EITI process. Recognizing the absence of the Ministry of Mining at the district level is crucial to leverage the presence of the Ministry of Gender, which has officers at this level. Furthermore, the involvement of women's groups, CSOs, and the private sector is vital for a broad-based approach to gender issues. To further enhance these engagements, it is essential to review communication strategies and ensure that all stakeholders are included in gender-related discussions and decision-making processes. In Balaka, the communities and civil society have piloted the People's EITI Platform, influenced by its wide and multi-stakeholder approach to engagement. This platform brings together key local structures, civil society, local authorities, traditional leaders, and community members, who are mostly women. This approach ensures good representation of women, youth, and men.

## 7.2. Key Considerations on Gender Mainstreaming

No.	Key Areas for Gender Considerations	Comparative Analysis	Collective Action
1	MSG Compositions and ToR	In Guinea, the civil society constituency amended their ToR to formally require that a third of their MSG representatives be women, which ensures gender balance in participation.	<p>The MSG Chairperson should take decisive action by instructing representatives to include at least one woman from each represented institution in the current MSG term. This affirmative action is crucial in the absence of specific EITI legislation or the adopted MWEITI policy that recommends a 60:40 representation ratio.</p> <p>Update the ToR to specifically include gender-related objectives, such as promoting gender equity in decision-making and addressing the gender-specific impacts of extractive industries.</p> <p>Clearly assign responsibilities to all MSG members to achieve the outlined gender-related objectives, ensuring each member understands their role in promoting gender equity.</p> <p>Select one individual as the gender focal person to lead the mainstreaming efforts. This person will coordinate all gender-related activities and ensure the integration of gender perspectives in MSG operations.</p> <p>Invite the Ministry of Gender to participate as permanent observers in MSG meetings to coordinate with the gender focal person and provide expertise and oversight on gender issues.</p>

			<p>Include regular training and capacity-building sessions for MSG members to enhance their understanding of and contribution to gender-related objectives.</p> <p>Develop a monitoring and reporting system that tracks progress on achieving gender balance and assesses the effectiveness of gender-related policies within the MSG.</p> <p>Formally increase the representation of women in the MSG to a minimum of 40%, implementing this as part of a formal policy to ensure sustained progress.</p> <p>Create mentorship programs to enhance women's leadership skills and their influence within the MSG and the broader extractive sector.</p>
2	Women's representation and meaningful participation in MSG	Sierra Leone has seen legislative support with the introduction of the Gender Empowerment Bill in 2021. Building on this, the EITI MSG has increased its membership of women from five to nine, integrating gender diversity in its strategic planning and implementation	<p>Increase the representation of women in the MSG to a minimum of 40%, as part of a formal policy.</p> <p>Establish mentorship programs to enhance women's leadership skills and influence.</p>
3	MSG Approved Annual Work plans	Zambia has demonstrated a high level of stakeholder engagement by ensuring that EITI implementations align with national priorities through their work plans. Their work plans include clear results chains linking activities to outcomes, with a focus on beneficial ownership disclosures, gender mainstreaming, and environmental disclosures. Zambia also excels in facilitating public debates by	<p>Include specific gender objectives in the annual work plans, such as increasing female participation in the extractive industries.</p> <p>Incorporate mechanisms for monitoring progress and evaluating the impact of gender mainstreaming efforts, with regular reporting to the MSG and other stakeholders and ensuring the work plan is developed with input from a wide range of stakeholders, including Ministry of Gender and Labour, women's organizations, and community representatives, to ensure it is comprehensive and inclusive.</p>



		disseminating EITI data through various platforms, including social media and local community meetings. They've even incorporated local languages and explicit focus on gender balance in their outreach efforts.	Analyze gender specific measures in ESIA's.  Develop and publish GIA on MWEITI online portal to promote accessibility, transparency and public engagement.
4	Annual Progress Reports	In its 2020 Annual Progress Report, EITI Mauritania detailed the status of two gender-related activities: a debate on achieving gender parity in the MSG and an analysis of informational barriers for women and vulnerable groups, which was delayed due to COVID-19 challenges.	Annual progress reports to include a dedicated section on gender-related achievements and challenges.  Incorporate a performance indicators for gender goals to track and publicize progress annually.
5	Legislation	Sierra Leone has seen legislative support with the introduction of the Gender Empowerment Bill in 2021. Building on this, the EITI MSG has increased its membership of women from five to nine, integrating gender diversity in its strategic planning and implementation	MWEITI should make gender disaggregated data reporting mandatory including procurement information.  Make 60:40 representation enforceable.
6	Policy	Zambia's approach includes dedicated training and workshops on gender, as well as the development and implementation of a gender policy and strategy.	Expedite the finalization of MWEITI policy.
7	Contracts and licenses allocation	Colombia, Nigeria and the Philippines have collaborated with the Open Government Partnership to ensure gender-responsive design and citizen consultation in extractive industry projects, emphasizing the inclusion of	Update the reporting template to include gender disaggregated data. To ensure an effective and transparent consultation process, include data on the number of participants consulted, broken down by gender, along with a summary of how their perspectives on the project's impacts were gathered and taken into account.

		women's perspectives in the award and transfer of license.	
8	Revenue collection, through taxes, royalties, and other payments	Sierra Leone EITI, detailed in its 2019 report (Annexes 14 and 17), breaks down company payments by flow, entity, and project. This disaggregated data allows women and women-focused CSOs, both within and outside the MSG, to trace funds and evaluate the impact of extractive projects on women and their communities.	The MSG could effectively utilize project specific data to understand how women and men benefit from the social payments. In cases where formal agreements such as CDA are signed between mining companies and communities, civil society can follow up to evaluate the impact of extractive projects on women and their communities. Moreover, MWEITI should serve as a dynamic platform for dialogue, fostering collaboration among extractive companies, government bodies, CSOs, and community representatives. This collaborative approach supports the thorough formulation and effective implementation of CDAs, ensuring that all stakeholder voices are heard and integrated into the decision-making process.
9	Revenue allocation and management	The Mozambique government and civil society co-hosted a national conference focused on strengthening the role of the parliament in ensuring that the extractive sector benefits women through gender-responsive revenue management policies and practices.	Ensure that gender considerations are integrated into decisions regarding the allocation and management of revenues, particularly those that fund social programs which predominantly affect women.  Ensure corporate social responsibility and CDA take into consideration gender needs.
10	Gender disaggregated data (Employment data and procurement)	Zambia reports data disaggregated by gender on employment.  EITI disclosures have shown that only 12% of the mining workforce in the Philippines is female, and few women occupy leadership positions. Recognizing the prevalence of structural gender inequality in the extractive sector, Philippines EITI conducted a study on the social, economic and environmental impacts of large-scale mining on women,	Promote the collection and reporting of gender-disaggregated data across all relevant government agencies and departments.  Revise reporting templates to include gender-specific fields to aid in consistent data collection and analysis on employment data.  Train relevant personnel in gender-sensitive data collection and analysis.  Monitor gender gaps in wages, leadership, and raise public awareness of barriers women face in the mining sector.

		<p>as well as barriers they face to participate in the sector.</p> <p>In Senegal, where women make up less than 10% of the workforce in the extractive industries, data released by Senegal EITI has fed into public debate on diversity. This has helped advocate for reforms such as the inclusion of women in the supply chain and local extractive sector policies.</p>	<p>Collaborate with the Registrar of Companies to assess the beneficial owners in mining procurement and supply chain in order to capture data on access to benefits and the participation of women.</p> <p>Leverage EITI data to actively engage institutions like TEVETA and higher learning institutions, promoting skill development for women in extractive-related courses.</p>
11	Gender disclosure aspects in the environmental and social impact management and monitoring of EITI	In 2022, Burkina Faso government published a study diagnosing gender-based violence in the mining sector, with recommendations on concrete actions needed to address and mitigate the issue .	MWEITI can advocate for a legal reform to include gender-responsive environmental and social impact assessments for all new and ongoing extractive projects.
12	Stakeholders' views on gender sensitive reporting in governmental and corporate systems.	EITI reporting in Mexico includes information on gender-related programs and activities organized by the state-owned company Pemex, covering topics such as masculinities, sexual diversity, and prevention of gender-based violence .	Annually engage with stakeholders to gather insights on the effectiveness of gender-sensitive reporting and use this feedback to improve governmental and corporate reporting systems.
13	Outreach and dissemination activities	The Guyana Communication Strategy and Action Plan 2021-2025 aims to implement targeted communication initiatives, emphasizing the integration of gender in data dissemination and messaging. It outlines a clear overview of gender issues within the sector and assigns a moderate priority to outreach	Malawi's EITI has already adopted a comprehensive communication strategy, actively promoting reports through various media, including radio and TV, and publishing summaries in local languages to ensure accessibility of information for women and men.

		efforts directed at community-based organizations.	
14	Outcomes and Impact	Reporting on the environmental impact of gender-sensitive issues, such as water usage, quality, waste, and energy usage at the project level, could enhance women's access to essential information about extractive activities. For instance, Mongolia's detailed reporting includes water usage by project, discrepancies between contracted and actual usage, water use fees, and any charges related to water pollution.	Develop a framework to measure the impact of gender mainstreaming initiatives on the extractive sector's governance and on the communities it affects. This should include both qualitative and quantitative metrics.

## 8. Recommendations

1. The MSG Chairperson should take decisive action by instructing representatives to include at least one woman from each represented institution in the current MSG term. This affirmative action is crucial in the absence of specific EITI legislation or the adopted MWEITI policy that recommends a 60:40 representation ratio.
2. MSG should select a gender-focal person to track progress and ensure effective oversight and continuous improvement of gender-related measures. This includes updating the ToR to explicitly define gender-related objectives aligned with gender priorities and provisions for inclusion and suggesting training and capacity-building plans for MSG members to enhance their understanding of and contribution to gender-related objectives.
3. The MSG should enhance collaboration by sharing responsibilities and costs, supported by key ministries and government departments such as the Ministry of Gender, Labour, the Department of Forestry, and the Ministry of Mining. In parallel, mining companies and CSOs must coordinate their efforts, integrating gender initiatives into their programs and regularly reporting progress at MSG meetings.
4. In line with EITI mainstreaming efforts, it is essential to integrate gender considerations. Reporting entities should disclose not only general information but also specific gender-related data. These reports should be made available on an online portal. This will ensure that EITI reports reflect the impacts of extractive activities on different genders, enabling more targeted and effective gender-sensitive interventions.
5. Specific gender objectives should be incorporated into the annual work plan. This plan should be developed collaboratively with a broad range of stakeholders, including the Ministry of Gender, women's organizations, and community representatives, to ensure comprehensive and inclusive strategies. Annual progress reports should also include a dedicated section on gender-related achievements and challenges, with clear performance indicators for gender goals published annually.
6. To deepen the impact and enhance the transparency of ESIAAs, civil society members within the MSG should collaborate to assess gender-related impacts of projects. Building on the ESIAAs conducted by companies, these gender impact assessments though not mandated by law, should feature detailed analyses of how projects differentially affect genders. This should involve data collection through surveys, focus groups, and stakeholder interviews. The findings should not only inform advocacy efforts and contribute to ESIA processes but also be published on the MWEITI online portal. This will enhance stakeholder engagement and inform policy development.
7. On the data front, making gender-disaggregated data mandatory in all reporting, including procurement information, will enable better analysis and more equitable policy decisions. This requirement should extend to modifying beneficial ownership reporting requirements to include gender data, thereby facilitating a deeper understanding of gender distribution among company owners in the sector.
8. To ensure the effectiveness of these strategies, it is crucial to engage with stakeholders annually to gather insights and feedback on the effectiveness of gender-sensitive reporting. This information will be used to continually refine and enhance governmental and corporate reporting systems.

9. The Export Development Fund and other entities responsible for purchasing gold and gemstones should begin collecting gender-specific data during their transactions. This data will be crucial for informing future policy considerations and evaluations.
10. Where the process for awarding or transferring a license mandates consultations with impacted communities, countries and companies are expected to include a description of how the consultation process was conducted. Any MWEITI consultation, engagement, and outreach program must ensure that consultations statistically cover women and other marginalized groups.

## 9. Gender Mainstreaming Roadmap

The table below indicates the costed Implementation Work Plan for the Recommendations and collective actions.

No.	Actions	Step-By-Step Approach	Responsible Parties	Timelines	Resource And Technical Assistance Needs	Associated Costs In MK
<b>Short term Actions</b>						
1	The MSG Chairperson should take decisive action by instructing representatives to include at least one woman from each represented institution in the current MSG term.	Letter of Instruction to the MDAs, Companies and CSOs without gender member	MSG Chairperson /National Coordinator (NC)/Head of Institutions	By Sept 2024	None	None
2	Update the ToR to specifically include gender-related objectives, such as promoting gender equity in decision-making and addressing the gender-specific impacts of extractive industries.	Included in the Agenda for MSG discussions and resolution	Secretariat/MSG members	March 2025	None	None
3	Select one individual as the gender focal person to lead the mainstreaming efforts. This person will coordinate all gender-related activities and ensure the integration of gender perspectives in MSG operations.	Include in MSG meeting agenda for discussion and resolution	Secretariat/MSG members	Dec 2024	None	None
4	Invite the Ministry of Gender to participate as permanent observers in MSG meetings to coordinate with the gender focal person and provide expertise and oversight on gender issues.	Include in MSG meeting agenda for discussion and resolution	Secretariat/MSG members	Dec 2024	None	None
5	Include regular training and capacity-building sessions for MSG members to enhance their understanding of and contribution to gender-related objectives.	Include Gender modules in any MSG training and capacity building programs	Secretariat/MSG members	March 2025	None	None
6	Develop a monitoring and reporting system that tracks progress on achieving gender balance and	Include gender aspect monitoring in the	M and E officer	March 2025	None	None

	assesses the effectiveness of gender-related policies within the MSG.	AWP monitoring and reporting systems				
7	Formally increase the representation of women in the MSG to a minimum of 40%, implementing this as part of a formal policy to ensure sustained progress.	Ensuring that the MWEITI Policy and Bill maintain the gender provision and that its adoption and enactment vis expedited	MSG/Secretariat	March 2025	None	None
8	Create mentorship programs to enhance women's leadership skills and their influence within the MSG and the broader extractive sector.	Sensitization meetings and gender promotion sessions	Secretariat/MSG Communication Subcommittee/CSOs	March 2025	None	None
9	Include specific gender objectives in the annual work plans, such as increasing female participation in the extractive industries.  Incorporate mechanisms for including relevant stakeholders in MWEITI processes, including Ministry of Gender and Labour, women's organizations, and community representatives, to ensure it is comprehensive and inclusive.	To be included in the AWP and APR.  IA and any MWEITI study to include gender approaches and gender disaggregation considerations  Consultations and MWEITI disseminations to include gender classification	Secretariat/MSG/IA	March 2025	None	None
10	Analyze gender specific measures in ESIA's.	Include gender specific studies and evaluations in the AWP and MSG/Secretariat activities	MSG/Secretariat/ME PA	March 2025	Yes	15,000,000
11	Develop and publish GIA on MWEITI online portal to promote accessibility, transparency and public engagement.	Developing, Soliciting and uploading the	Secretariat/MSG	March 2025	Yes	8,000,000



		documents on the website				
13	Annual progress reports to include a dedicated section on gender-related achievements and challenges.  Incorporate a performance indicators for gender goals to track and publicize progress annually.	Inclusion in the reports	Secretariat	March 2025	Yes	None
14	Update the reporting template and make gender disaggregated data reporting mandatory including procurement information.	Facilitate the review of reporting templates to review and incorporate gender aspects.  The MWEITI and other Legal framework to clearly capture the gender requirement	Secretariat/MSG	June 2025	Yes	None
15	Expedite the finalization of MWEITI policy.	Facilitate putting policy in place	Secretariat	June 2025	None	None
16	To ensure an effective and transparent consultation process, include data on the number of participants consulted, broken down by gender, along with a summary of how their perspectives on the project's impacts were gathered and taken into account.		MSG/Secretariat	June 2025	None	None
17	The MSG could effectively utilize project specific data to understand how women and men benefit from the social payments. In cases where formal agreements such as CDA are signed between mining companies and communities, civil society can follow up to evaluate the impact of extractive projects on women and their communities.	Facilitate Project level reporting implementation with clear Gender consideration	Secretariat/MSG/Reporting Entities	June 2025	None	None

18	<p>Ensure that gender considerations are integrated into decisions regarding the allocation and management of revenues, particularly those that fund social programs which predominantly affect women.</p> <p>Ensure corporate social responsibility and community development agreements take into consideration gender needs.</p>	MSG should select a Gender focal person to ensure that the Gender considerations are integrated into decision making and practically implemented.	MWEITI Secretariat/MSG	July 2025	Yes	20,000,000
19	<p>Train relevant personnel in gender-sensitive data collection and analysis.</p> <p>Monitor gender gaps in wages, leadership, and raise public awareness of barriers women face in the mining sector.</p> <p>Collaborate with the Registrar of Companies to assess the beneficial owners in mining procurement and supply chain in order to capture data on access to benefits and the participation of women.</p>	<p>Capacity Building on MWEITI Gender mainstreaming programs for all reporting entities.</p> <p>The IA to revise the MWEITI reporting templates</p> <p>Every study and report to include gender aspects.</p>	Secretariat/MSG/Partners/Ministry of Gender	March 2025	Yes	30,000,000
20	Implement targeted communication initiatives, emphasizing the integration of gender in data dissemination and messaging. Outline a clear overview of gender issues within the sector and assigns a moderate priority to outreach efforts directed at community-based organizations.	<p>Enhanced implementation of the 2024-2029 Communication strategy,</p> <p>Follow the MWEITI communication strategy and do not ignore the gender consideration in the dissemination aspect.</p>	Secretariat/MSG Communication Subcommittee/Min of Information and Min of Gender/CSOs	April 2025	Yes	30,000,000
<b>Medium to Long Term Actions</b>						

1	Leverage EITI data to actively engage institutions like TEVETA and higher learning institutions, promoting skill development for women in extractive-related courses.	Engage academic Institutions and promote or advocate for more women participation in extractive related course and training	MWEITI/MoM/DoF/TEVETA	March 2028	None	None
2	MWEITI should advocate for a legal reform to include gender-responsive environmental and social impact assessments for all new and ongoing extractive projects.	Engagement exercise/meetings with Environmental Affairs Department and other relevant MDAs gender responsiveness	Secretariat/MSG/EA D/MoM/Companies	March 2028	None	None
3	Annually engage with stakeholders to gather insights on the effectiveness of gender-sensitive reporting and use this feedback to improve governmental and corporate reporting systems.	Include gender sensitization presentations on the key annual events on gender in extractive industries. Target Annual events of Min of Gender or Min of Labour.	Secretariat/MSG/Ministry of Gender/Ministry of Labour	March 2028	Yes	30,000,000
4	Develop a framework to measure the impact of gender mainstreaming initiatives on the extractive sector's governance and on the communities it affects. This should include both qualitative and quantitative metrics.	Develop terms of reference and identify an expert to help design a framework to evaluate the impact of gender mainstreaming.  conduct an evaluation study on gender mainstreaming	Secretariat/MSG Communication Subcommittee/Ministry of Gender	April 2028	Yes	30.000,000

## 10. Conclusion

The MWEITI's commitment to gender mainstreaming in the extractive industries is not only a reflection of global best practices but also a crucial step towards achieving sustainable development and equity in Malawi. Through the development and implementation of gender-specific policies and the integration of gender considerations into its operational and strategic frameworks, MWEITI has laid a foundation for more inclusive and effective governance. The ongoing efforts to monitor and report on gender participation and impact, as evidenced by interventions implemented over the last few years, demonstrate MWEITI's dedication to these principles.

The active involvement of various stakeholders, including government bodies, non-governmental organizations, and community groups, in advocating for and implementing gender-focused initiatives, has been key. These collaborations have not only increased awareness but have also fostered an environment where gender equity is increasingly seen as both a goal and a norm. MWEITI's role in facilitating these partnerships and its proactive stance on gender issues are commendable, but there remains a significant journey ahead. Strengthening these efforts requires continuous education, policy refinement, and the adoption of innovative approaches to integrate gender considerations more deeply into every aspect of the extractive industry.

Looking forward, MWEITI should focus on enhancing the tools and mechanisms for gender data collection, analysis, and reporting to ensure that the impacts of these initiatives are accurately measured and communicated. This will involve refining data collection methodologies to capture the nuanced effects of the extractive industry on different genders and utilizing this data to shape policies that are both responsive and impactful. MWEITI must continue to champion gender equality in leadership and decision-making processes within the extractive industries. By doing so, MWEITI will not only adhere to its mandate but also lead by example, inspiring similar entities both locally and globally to prioritize gender equality as a basis of ethical and effective resource management.

## 11. Annexes

### 1. List of stakeholders consulted

Name	Institution
1. Mr. Prajeesh, and; 2. Mr Spencer M'baka	Shayona Cement
3. Mr Titus Zulu and; 4. Mr Teddie Kamoto	Department of Forestry
5. Mr. Joseph Kampondeni, 6. Mr. Dickson Mwenitete and; 7. Mr. Jonathan Kaphiri	TEVETA
8. Ms Tatiana Camilo Eisenberg de Alvarenga	EITI International Secretariat
9. Ms. Rehema Patricks	CSO- Youth in Mining
10. Mr. Joy Chabwera	CSO-Youth in Mining
11. Mr Davie Khonje	MRA
12. Mr Ian Mwaanga	Zambia EITI
13. Mr Maxwell Kazako	Sovereign Services Limited
14. Ms Gloria Majiga	CSO- MSG Communication Sub Committee Chairperson, Centre for Environmental Policy and Advocacy former employee.
15. Mr Nicomedes Kajungu and, 16. Lucy Shao	HakiRasilimali/Publish What You Pay Tanzania
17. Mr Mtwalo Msoni	Ex EITI International Board Member- CSO Representative - Zambia
18. Mr Kennedy Rashid	Natural Resources Justice Network Coordinator
19. Ms Regina Kakwera	Ministry of Mining
20. Mr. Leonard Mushani	MWEITI Secretariat
21. Mrs Martha Kalumbi	Ministry of Gender
22. Mr. Lenius Daiton	Ministry of Labour
23. Mrs Elyvin Chawinga and; 24. Mr Mphande	Export Development Fund
25. Mr Emmanuel Chisale	MWEITI Independent Administrator
26. Ms. Emma Adams	Women in Mining
27. Ashley Simbeye Maleta	Women in Mining Central Region
28. Mrs Josephine Banda	Akantswiri Mineral Resources

## 2. Description of Key Gender-Related EITI Requirements

### a. EITI 2019 Standard<sup>18</sup>

1. **Requirement 1 (Oversight by the multi-stakeholder group):** This requirement focuses on the establishment and effective operation of a multi-stakeholder group (MSG), which is central to the EITI implementation process. It includes ensuring government, company, and civil society engagement and developing a work plan for EITI implementation that is publicly available.
2. **Requirement 2 (Legal and institutional framework, including allocation of contracts and licenses):** This requires disclosures on the management of the extractive sector, covering the legal framework, the allocation of contracts and licenses, and the roles of different government agencies. This information helps stakeholders understand the processes and responsibilities that govern the extractive sector, promoting transparency and accountability.
3. **Requirement 6 (Revenue collection and allocation):** This requirement involves disclosing information about how extractive industry revenues are collected, allocated, and managed by the government. It aims to provide clear information on the financial flows from the extractive sector to promote public understanding and oversight.
4. **Requirement 7 (Public Debate and data accessibility):** This focuses on ensuring that EITI data is comprehensible, actively promoted, and contributes to public debate. Key elements include making EITI reports widely available, providing opportunities for the public to debate the findings, and encouraging feedback on report findings to improve future EITI reporting.

### a. EITI 2023 Standard<sup>19</sup>

1. **Requirement 1.4 (Multi-stakeholder group):** This requirement aims to ensure an independent multi-stakeholder group oversees all aspects of EITI implementation. It emphasizes a balanced representation from government, industry, and civil society. The nomination process should be independent and transparent, focusing on diverse representation, including considerations for gender balance.
2. **Requirement 1.5 (Work plan, monitoring, and review):** The objective here is to establish a consultative work planning and monitoring cycle to ensure the relevance and accountability of EITI implementation to national stakeholders. The work plan should address themes relevant to natural resource governance, including gender equity. It also requires an annual progress review which should document how gender considerations and inclusiveness have been taken into account.
3. **Requirement 2.2 (Legal and institutional framework, contracts, and licenses):** This requirement involves disclosing the legal and institutional frameworks managing the extractive industries. It focuses on ensuring stakeholders understand the laws, procedures, and institutional

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<sup>18</sup> EITI 2019 Standard. Available [here](#).

<sup>19</sup> EITI 2023 standard. Available [here](#).

responsibilities related to the sector, which should include aspects of gender considerations where relevant.

4. **Requirement 5.3 (Data transparency and accessibility):** Focuses on the importance of making EITI data accessible and comprehensible to the public. This requirement aims to facilitate public understanding and debate about natural resource management, which includes data disaggregation by gender where applicable.
5. **Requirement 6.1, 6.3, and 6.4 (Revenue allocation and social expenditures):** These sections cover the transparency of revenue collection and allocation, including the disclosure of social expenditures by companies and governments. Gender perspectives are to be considered in how these revenues and expenditures impact different groups within the community.
6. **Requirement 7.1 (Public Debate and Communication):** This requirement encourages the dissemination of information resulting from EITI reporting to foster public debate and inform policy-making. It highlights the need for gender-sensitive communication strategies to ensure inclusive engagement with all stakeholders.

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