



BRIEF ON THE NSANGI ARTISANAL MINERS' COHORT MENTORING SESSIONS, 2019

INTRODUCTION

This brief is a summary of the leadership mentorship sessions carried out by the Girls for Girls Project (G4Gs) in partnership with the African Energy and Minerals Management Initiative (AEMI) under its Women in Energy and Mining Empowerment Programme (WEM). The sessions were conducted in August at a stone quarry in Nsangi with 10 women (mentees) participating out of which 7 qualified for certificates. The quarry is situated 5km off Nsangi town, Nsangi Parish, Nsangi sub-county, Wakiso District, in Uganda's Central Region.

BACKGROUND

Artisanal stone quarrying is one of the non-agricultural or informal sector activities carried out in Uganda. small scale stone extraction/quarrying involves use of rudimentary tools such as hoes, pick axes, chisels and shovels; coupled with labor intensive activities like digging, breaking, panning, sorting and carrying by hand. Women between the ages of 20 and over 60 years are engaged in the trade and manual activities of stone crashing. Most of them engage in artisanal stone quarrying to make a living and to support their families.

These girls and women do face many challenges including economic, social and physical problems such as financial constraints, occupational safety and health hazards, high illiteracy levels and seasonality of the activities. Several other fears expressed were whether the women will get their children through the education system since most of them are single mothers. In fact, most of these women come to

work with their babies, infant children and toddlers. Another challenge was whether they could face high level professionals and community leaders in high offices which people they are aware they need to face on their way out of poverty.

EMPOWERMENT OF WOMEN AT NSANGI STONE QUARRYING.

MENTORSHIP SESSIONS:

As earlier noted, the mentorship sessions were spear headed by the African Energy and Minerals Management Initiative in conjunction with Girls for Girls. This program was carried out in a series of six sessions aimed at empowering the women with leadership skills. These included:

1. Introduction
2. Courageous Leadership
3. Art of Communication
4. Negotiations
5. Public Service and Running Office
6. Ethics and Values in Decision Making

INSIGHTS FROM THE MENTORSHIP PROGRAM WITH THE ARTISANAL MINERS

At the beginning, the ladies were generally skeptical on whether the sessions were going to uplift them to where they wanted to be. After introducing the G4G program, one lady particularly expressed the fact that they initially thought we had gone to provide them with financial support to start businesses and get out of poverty. By the end of the fourth session, the mentees had appreciated that knowledge is power and necessary before they can go out and seek the much-needed finances. After going through the session on the art of communication, one of the role plays was about going to a Bank Manager to request for a loan and the mentee ably applied the concepts of information gathering, telling your story, focusing on the bigger picture, the G4G courageous leadership concept of 'Your village' and the negotiation concept of 'Others'!

The sessions were a great success. The transformation in the ladies was tremendous! From timid, suspicious, resigned, very low self-esteem people, the AEMI and G4Gs team left very open-minded, vibrant, confident and strong women. By the end of the sessions, the ladies could proudly identify their strengths and weaknesses. Whereas lack of finances was initially considered their only obstacle, they understood that a lot could stand in their way of success in all their endeavors. The value and power of soft skills and all other lessons imparted in transforming their lives was appreciated.

“I have always wanted to start a business but didn’t have the courage. In fact, when we started these classes, I thought only money mattered and I had given up. But now I am very confident that I can start and sustain a business. I can now effectively communicate and negotiate with customers, I have already started gathering information and looking for people who can help me....”

- By Mumbejja Justine

“I am now confident I can start up my own dream business, despite all the hard conditions.... I won’t give up on my dream.”

- By Walubi Drenah

The ladies were also generally encouraged to run for leadership roles in their community and to be leaders wherever they are starting from their families.

Key Lessons

- Everyone has got the leadership potential
- We should strive to be examples/ leaders in all capacities.
- You do not have to be educated to be a leader, leadership can be exercised everywhere!
- Start now, do not be forced by circumstances to do the things you would have done earlier!

**Names of the Mentees who attended at least 4 sessions
and qualified to receive certificates from G4Gs and
AEMI**

1. Ms. Walubi Drenah
2. Ms. Kanyunyuzi Annet
3. Ms. Nalugwa Annet
4. Ms. Saturday Allen
5. Ms. Mumbejja Justine
6. Ms. Nambiro Aisha
7. Ms. Nakandi Christina

Names of the Mentors

1. Ms. Susan Nakanwagi
2. Ms. Gloria Tibakunirwa (G4Gs Team Leader)
3. Ms. Glorius Ayesiga
4. Ms. Cissy Joan Nansamba



Miss Susan (AEMI) hands over a certificate to Miss Kanyunyuzi Annet.



Mentors with a team of the women who undertook the training.

By: Susan Nakanwagi (Cohort leader) - *Project Manager AEMI Women in Energy and Mining Empowerment Program* and Glorius Ayesiga.