



REPORT ON
**DISCRIMINATION AGAINST WOMEN WITH DISABILITY
IN RESOURCE-PRODUCING COMMUNITIES IN NIGERIA**

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Abbreviations

ASSM	Artisanal and Small-Scale Miners
CSOs	Civil Society Organisations
CSR	Corporate Social Responsibility
CT	Community Trust
EGCDF	Egbema-Gbaramatu Communities Development Foundation
FGD	Focus Group Discussion
GDP	Gross Domestic Product
GESI	Gender Equality and Social Inclusion
GMOU	Global Memorandum of Understanding
HOSTCOM	Host Communities of Nigeria Producing Oil and Gas
ICFDH	International Classification of Functioning, Disability and Health
ICT	Information and Communication Technology
IMF	International Monetary Fund
JONAPWD	Joint National Association of Persons with Disabilities
KII	Key Informant Interviews
LGA(s)	Local Government Area(s)
MOU	Memorandum of Understanding
MMSD	Federal Ministry of Mining and Steel Development
NEITI	Nigeria Extractive Industries and Transparency Initiative
NGOs	Non-Governmental Organisations
NNPC	Nigerian National Petroleum Corporation
PWD	Persons with Disability
RDCs	Regional Development Committees
SPDC	Shell Petroleum Development Corporation
WIM	Women in Mining
WWD	Women with Disability

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Executive Summary

Introduction

This is a report on the study of gender discrimination against women in resource-producing extractive communities across eight states (Ebonyi, Osun, Kogi, Niger, Ogun, Kogi, Benue, Zamfara) in Nigeria. The fieldwork spanned 24 days from June 5-29, 2021. The Nigerian state is richly endowed with different human and mineral resources (solid minerals and mining) across the length and breadth of the country which should naturally provide incentives for national development. However, despite these huge potentials, the state is still largely underdeveloped as the activities in the extractive industry are still carried out using outdated simple technology. Oftentimes, persons with disability, most especially women, are excluded from participating in these sectors for reasons such as culture, conflict, labour laws, nature of the sector, patriarchal nature of the Nigerian society, wrong perception of women leading to stigmatisation, etc., despite being affected by the environmental impacts the explorative activities have on their community, health and livelihood. This study assesses the link between women with disability and the extractive industry, especially as it relates to their exclusion or inclusion in the operation of these companies in resource-producing communities of Nigeria.

Objective

The broad objective of this work is to assess gender discrimination among women with disability in selected resource-producing communities in Nigeria to enable the increased integration and creation of opportunities for women with disability in these communities. It is expected that the outcome of this study will support a proposed documentary on exploring the resilience of women living with disability due to extractive practices within the selected communities. The specific objectives are to showcase the resilience of women with disability in resource-producing areas of the country; identify the challenges that women with disability face in the selected resource-producing communities in Nigeria; highlight the various ways extractive practices and policies specifically affect the health and well-being of women in resource-producing communities; identify new viable opportunities to further improve the livelihood and economic well-being of women with disability in resource-producing communities and enable a better understanding of the systems and structures, and leverage institutions that engender discrimination against women with disability in political, social and commercial life in resource-producing communities.

Research Methodology and Approach

To achieve the objectives of the assignment, the study adopts the descriptive survey research design. Quantitative and qualitative data that described the socio-economic and livelihood conditions of women living with disability in resource-rich communities are used. The population of the study are women and men from Ebonyi, Osun, Kogi, Niger, Ogun, Kogi, Benue and Zamfara states in Nigeria. The purposive-random sampling technique is adopted for choosing states from across the resource-rich states in the country using the seven strategic minerals as identified by the Federal Ministry of Mines and Steel Development. The sampling is made up of 80 respondents (10 per states) purposively selected from the eight communities to participate in the study. The study also collected two sets of data, the primary and secondary data. The primary data are the key informant interviews (KII) conducted with stakeholders in the extractive sector, civil society organisations, women in mining, Federal Ministry of Mining and Steel Development, State Ministry of Mineral Resources, Federal and State Ministries of Women Affairs, Departments of Gender and Disability, etc. Focus group discussions (FGD) are also conducted with women with disability, women groups, traditional rulers, community leaders and other interest groups in resource-producing communities. The primary data were collated, analysed and interpreted using simple statistics. Triangulation was used on the data to allow for authentic results or findings. The study, therefore, combines three key development research approaches, namely, participatory approach, needs assessment approach and personal observation.

Study Areas

The study areas comprise eight resource-endowed states across the six geo-political zones in the Federal Republic of Nigeria. Nigeria is the popularly referred to as the most populous country in Africa with an estimated population of over 210 million persons, a landmass of 923,768km, making it the 32nd largest country by size and the 7th largest country by population in the world. Nigeria is one of the world's most multi-cultural and ethnically diverse nations with more than over 250 ethnic groups spread across the 36 states and 774 local government areas, all identifying with a wide variety of cultures. For administrative convenience, the country is further divided into six geo-political zones: South-West, South-East, South-South, North-Central, North-Central and North-East.

The extractive activities within Nigeria are less sophisticated with most mining activities done by artisanal and small-scale miners using simple and basic technology. The artisanal and small-scale mining tends to destroy and degrade the ecosystems (through habitat destruction, use of toxic chemicals, pollution of waterways, etc.). It is also a growing driver for activities that cause disability. The data from the Nigeria Demographic and Health Survey for 2018 show that an estimated 7 percent of household members above the age of five (as well as 9 percent of those aged 60 and older) experience some form of disability.

Findings

Findings from the study show that on demographic characteristics of the respondents, a large percentage of 58 percent are female while the remaining 42 percent are male. In terms of age, 78 percent (18-35years) are within the working age and, therefore, understands the issue discussed. On educational attainment, 74 percent of the respondents have formal education. Male secondary school certificates holders are slightly more than that of females leading to increase in society's discrimination against women. For the household sizes, the study reveals that the two southern states of Osun and Ebonyi states have the smallest household size, ranging between 2 and 3 persons, while states the North have average household sizes that range between 6 and 9 persons. The study shows that out of all the LGAs and states sampled, a large proportion of 80 percent of the respondents from Anka LGA in Zamfara live with disability, the highest across all the LGAs. Brass in Bayelsa State is the only LGAs without a person with disability among the respondents. The dominant form of physical disability is paralysis, blindness, stroke and lameness. While 24 percent of the respondents with disability suffer from blindness, 8 percent suffer from hearing/speech related problems across the LGAs. In Bayelsa, Delta and Ebonyi states, all the respondents with disability are female. However, in Kogi State, all the persons with disability among the respondents are male. In Zamfara, 75 percent of the respondents with disability are male.

The findings also reveal that the perception of the respondents differ on the challenges faced by women with disability. While 48 percent of the respondents agree that they are highly discriminated against because of the patriarchal nature of the Nigerian society which considers women as inferior to men and their contributions are usually not taken into consideration, 43 percent state that the difficult nature of the extractive industry is their major challenge. Responses from the key informant interviews (KII) collaborate this. Other factors that also hinder the involvement of women in the extractive industry are the culture, traditions, corruption and unfair government policies. On the coping strategy adopted by WWD to manage the challenges they face in society, majority of the respondents agree that they usually receive support from relatives. Other strategies highlighted are involvement in communal labour, assistance from NGOs, trading or subsistence farming and reliance on God for helps. These are further corroborated by responses from the KII participants. On how they cope with these challenges, WWD usually join social groups and NGOs to assist them in getting over discrimination and problems of non-inclusion.

The study shows that 91 percent of the respondents indicate that it is very difficult for women to gain entry into the sector. The general perception, therefore, is that it is considerably difficult for WWD to enter the extractive sector across all the LGAs surveyed, a finding also corroborated by the KII interviews. The difficulty experienced can be as a result of lacking the needed skills required to work in the sector. In Ebonyi and Zamfara states, however, WWD play roles in the leadership of their community. For all the other

states, the overwhelming majority of the respondents (except for Kogi) note that women with disability usually play no role in the leadership of the community.

The study also indicates that none of the WWD are employed in the extractive industry across the LGAs surveyed in all the states. From the focus group discussion (FGD), it is gathered that WWD are mostly unemployed (also highlighted as a challenge for many women across these communities), a high level of unemployment across the group. Other challenges identified as causes of this high level of unemployment among women and WWD are lack of opportunities, disability, lack of support from government/oil companies, corruption, unfair employment practices, lack of education, societal neglect, inconclusive skill acquisition programmes, remoteness of the location and lack of finance. The study finds that conflict, cultural factors, wrong perception of women leading to stigmatisation and discriminatory practices, labour laws and conflict, also play a role in the non-inclusion of women with disability in mining activities at the community level. In the focus group discussions with respondents in these communities, they mention that besides religious and cultural barriers, one of the reasons why women with disability are not involved in the extractive activities in the communities is due to insecurity.

Conclusion and Recommendations

The study concludes that men are usually described as the head of the patriarchal society, while the women are described as the neck. The head cannot sit on the body or effectively perform its functions without the neck. The contribution of every woman, therefore, whether disabled or otherwise, is important if any society is to achieve sustainable development. The government and other stakeholders in the extractive industry must, therefore, institute policies that will specifically promote the inclusion of women, most especially WWD, in the extractive sector. This will help make a reality the prediction of Nigeria's GDP growing by 23 percent by 2025 achievable.

The study recommends that the government should develop the extractive industry towards the use of more advanced technology, to encourage and allow more women with disability to participate in the sector. There should be an enabling environment for the inclusion of women with disability in the economic, commercial, social and political activities in resource-producing communities. The federal and state governments should implement a quota system that mandates all mining and oil companies to employ a certain number of women with disability. Incentives at all levels of the value chain should be provided for WWD to encourage them participate in the extractive industry.

The government should pass legislation outlawing discrimination against disabled women in any manner. It should then follow up with education on equitable chances in education, employment and involvement in resource extraction and exploitation. The private sector should adopt policies that promote the inclusion of women living with disability in resource-producing communities in the form of equal employment

opportunity, equal access to other social and economic benefits in the sector, e.g., incorporate gender and social inclusion (GESI) impact assessment into all new and ongoing projects. They should also prioritise the inclusion of persons with disability, most especially women, in the activities that strengthen social capital and economic empowerment programmes. The government should also strengthen advocacy on the rights of people affected by crisis and conflicts, particularly women and girls, by raising awareness about refugees and displaced persons in organisations for persons with disability.

Civil society organisations (CSOs) should prioritise evidence-based lobbying in order to persuade governments and businesses to implement policies that promote the participation of women with disability in the resource extraction, exploitation and other benefits that the sector provides. They should engage in public awareness campaigns on the need for communities to improve their attitudes about people with disability in general, and women with disability, in particular. Disability should not be regarded as a significant impediment to progress. They should purposely invite women with disability to programmes, and collaborate with disability rights organisations to guarantee that the concerns of women with disability are frequently addressed. They should invest in community-level capacity-building for women with disability to understand their rights and advocate for inclusion in all aspects of life. From planning to design through execution and evaluation, they should ensure that programming incorporates a GESI lens.

Introduction

Nigeria, the most populous country in Africa, is indisputably one of the most richly endowed countries on the continent. It boasts of immense human and material resources which should provide opportunity for national development.¹ Apart from its huge potentials in crude oil and natural gas exploration and production which have contributed immensely to vast earnings, the federal government has identified over 40 different types of minerals in commercial quantity and economically viable spread across metallic and non-metallic divide. Alison-Madueke,² however, states that an estimated 50 solid minerals have been discovered in 500 different locations across the Nigerian state.

Adekoya³ states that Nigeria is endowed with abundant mineral resources which have contributed immensely to the national wealth with associated socio-economic benefits. Some of them include iron ore (Itakpe), cassiterite (Jos), columbite (Barkin Ladi), lead and zinc (Abakaliki), Kaolin (Nahuta), limestone (Ashaka), Marble (Toto), diatomite (Bularaba), gold (Ilesha), gemstones (Keffi), talc (Kagara), bitumen (east of Ijebu Ode), coal (Enugu), petroleum and natural gas (Niger Delta). The country also produced a variety of other industrial minerals such as gypsum, barite, diatomite, and bentonite in the 1900s and gemstones of comparable size to the metallic and industrial mineral.⁴

The mining sector has been viewed as a key driver of economic growth and development process, and as lead sector that drive economic expansion which can lead to higher levels of social and economic well-being.⁵ However, before the minerals can make such impact on the national economy, they must first of all be explored, wrestled from the earth, processed and used to manufacture goods. In the process of passing through these stages of mineral exploitation, certain damages are done to the environment.

¹ Oyakorotu, V. (2008). Internationalisation of oil violence in the Niger Delta of Nigeria. *ALTERNATIVE, Turkish Journal of International Relations*. Vol. 7 No.1 P.1.

² Alison-Madueke, D. (2009). Opportunities in Nigeria's minerals sector. Ministry of Mines and Steel Development, Abuja, Nigeria, 22nd April 2009

³ Adekoya, J.A., (1995). Negative environmental impact of mineral exploitation in Nigeria. Proceedings of the Regional Training Workshop on Impact of Human Activities on the West African Savanna, held at the Federal University of Technology, Akure, Nigeria July 23-26, 1995; UNESCO - MAB Sponsored.

⁴ Nigeria Extractive Industry Transparency initiative (2011). Scoping study on the Nigeria mining sector. Abuja. Nigeria.

⁵ Bridge, G. (2008). Economic geography: natural resources. In Kitchin and Thrift (eds), *Elsevier International Encyclopaedia of Human Geography*.

In addition to that, Nigeria's mining sector has not developed as rapidly as its oil and gas sector with most of its mining still carried out by artisanal and small-scale miners (ASSM) using simple and basic technology.⁶

The problem with the artisanal and small-scale mining is that the environmental damage caused by it in various parts of the country by local people and private entrepreneurs, is far less but more difficult to detect and control due to the isolated and nucleated spatial distribution of the effects. It also causes other environmental impacts like erosion, gully, rock fall, landslide, heaps of wastes, siltation of ponds and aquatic ecosystems, subsidence.⁷

In the last two decades, Nigeria has made significant strides in reforming its mining sector to complement revenue earnings from the oil and gas sector as part of its agenda to diversify its economy and reduce over-dependence on oil exports.⁸ For some experts, the reforms have yielded positive efforts, especially in opening up the mining sector for private investments resulting in 1,424 mining licences issued as of 2017, and the progressive revenue accruals which amounted to over ₦400 billion between 2007 and 2018. There are still more significant impacts to be made, especially in the area of the inclusion of persons, and especially women, with disability as active participants in the sector. Mining in communities puts unprecedented stress on women and other vulnerable groups such as persons with disability⁹ who face the health and environmental impacts that mining activities have on their communities and are often barred from engaging in these activities as a result of their gender and physical disability.

Generally speaking, persons with disability, both men and women, face discrimination in their struggle for equality as they are subjected to different forms of discrimination because of their conditions. Women with disability are at a further disadvantage because of the combined discrimination based on gender and disability. It can, therefore, be said that in a patriarchal society like Nigeria, women and girls with disability face double discrimination. Persons with disability face exclusion and widespread stigma while the women are excluded from decision-making processes, face pervasive violence and

⁶ Idris-Nda, A., *et. al.* Social-economic impact of artisanal and small-scale mining in parts of Niger State, central Nigeria.

⁷ Ugodulunwa, F.X.O. and Taiwo, A.O. (1997). Reduction of environmental impact of mining and mineral processing through environmental education. Proceedings of Environmental Education for Sustainable Development: Focus on Nigeria. Department of Arts & Social Science Education. University of Jos.

⁸ Nigeria Extractive Industry Transparency Initiative (NEITI) 2020.

⁹ Nigeria Extractive Industries Transparency Initiative (2020). Impact of mining on women, youth and others in selected communities in Nigeria.

insecurity.¹⁰ Thus, women and girls with disability face intersecting and interlocking forms of discrimination, marginalised because they are female and are disabled. Their gender and disability interact with other aspects of their identity such as age, ethnicity, poverty, rural/urban location and geographical realities.¹¹

To date, the situation of women with disability in Nigeria has not been given the visibility, attention and political importance it deserves and requires. Although, problems relating to women on the one hand, and problems relating to people with disability, on the other, are being addressed separately with lesser attention and urgency, no serious policy has been put in place by the government or private agencies to tackle the dual form of discrimination to which women with disability are subjected, particularly in resource-producing communities.

Purpose and Context

City Economics Limited was engaged by Arden & Newton Limited (A&N) as a consultant to carry out a comprehensive study on gender and disability discrimination in 16 selected local government areas (LGAs) across eight resource-producing states in Nigeria. The aim is to explore the link between extractive practices and disability amongst women in these communities especially as it relates to their inclusion or exclusion in commercial, social and political activities in these communities. The study, in particular, is intended to support a documentary on exploring the resilience of women living with disability in selected resource-producing communities. Another justification for the study is that with the collapse of oil price leading to a fall in government revenue and increasing unemployment among youth, the economic recession has made the government see the importance of diversifying the economy in order to increase its revenue. It is believed that mining sector can also make significant contributions to the economic growth and development of the country by reducing the overdependence. Finally, another justification for this study is to bring to limelight the challenges of gender discrimination most especially as it affects disabled women in the different sectors of the economy generally and the extractive industry in particular.

Objectives and Terms of the Consultancy

The broad objective of this work is to assess gender discrimination among women with disability in selected resource-producing communities in Nigeria to enable the increased integration and creation of opportunities for women with disability in these communities

¹⁰ British Council (2012). Gender in Nigeria Report (2012): Improving the Lives of girls and women in Nigeria.

¹¹ Nigeria Stability and Reconciliation Program (NSRP) (2015). What violence means to us. Women with Disabilities Speak.

in particular and Nigeria in general. It is expected that this information will support a proposed documentary on exploring the resilience of women living with disability due to extractive practices within the selected communities.

City Economics Limited, aside from coordinating and preparing a single report on this assignment, is disposed to also providing supporting information for the final document. Specifically, the analysis, with the quantitative and qualitative field surveys that are deployed, should provide adequate evidence-based information and data for City Economics Limited to achieve the following objectives:

- Showcase the resilience of women with disability in resource-producing areas of the country
- Identify the challenges that women with disability face in selected resource-producing communities in Nigeria
- Highlight the various ways extractive practices and policies specifically affect the health and well-being of women with disability in resource-producing communities
- Identify new viable opportunities to further improve the livelihood and economic well-being of women with disability in resource-producing communities
- Enable a better understanding of the systems, structures and leverage institutions that engender discrimination against women with disability in political, social and commercial life in resource-producing communities.

Background to the Study

For conceptual clarification, this study adopts the definition of disability by the United Nations Convention on the Rights of Persons with Disability (2006). The Convention defines disability as the outcome of complex interactions between health conditions and features of an individual's physical, social and attitudinal environment that hinder their full and effective participation in society. This definition refrains from a narrow framing of disability as just a medical issue. Hahn (1998)¹² states that an overly medicalised view of disability fails to address the social factors, discrimination, prejudice and inaccessibility which, as noted by Groce (2009)¹³ prevents full participation and contribute to the overall disability experience. A wider and more holistic framing of disability highlights the interaction between persons with physical impairment and the environmental barriers that hinder their full and effective participation in society on an equal basis.

This definition of disability, according to The International Classification of Functioning, Disability and Health, highlights the fact that disability is not a fixed concept. The condition of disability strictly depends on the impairment on the one hand, and the contextual factors on the other; the environmental characteristics (e.g., social attitudes, architectural characteristics, social and legal structures) and the personal characteristics (e.g., gender, age, coping styles, social background, education, profession, past and current experience temperament). When this interaction between the person's functioning and the environment is not balanced, it can lead to limitation of activities and restriction in participation.

Generally, persons with disability usually face many obstacles in the struggle for equality as they are subjected to discrimination because of their conditions. Women with disability are at a further disadvantage when compared to their male counterparts because of the combined discrimination based on gender and disability.

To date, the situation of women with disability in Nigeria has not been given the visibility and political importance it deserves and requires. Although, problems relating to women and problems relating to persons with disability are being addressed separately with lesser attention and urgency, no serious action has yet been taken to tackle the dual form of discrimination to which women with disability are subjected.

¹² https://www.researchgate.net/publication/7869536_Disability_Identity_and_Attitudes_toward_Cure_in_a_Sample_of_Disabled_Activists

¹³ <https://doi.org/10.1177%2F104420739700800209>

There is still an insufficient level of awareness of the existence of this dual sources of discrimination. Because its effects have not been largely researched, it remains masked behind each of its constituent parts and any measures taken appear to be based on the idea that the two aspects of the discrimination should be dealt with separately. Such an approach, however, is common in Nigeria and many African countries. They do a disservice to women with disability and to the society as a whole which has much to lose as a result. First, it is not an appropriate way of dealing with the problems of women with disability and has been completely overtaken by the gender mainstreaming approach which these same countries are in the process of adopting. Second, in practice, it prevents the society from harvesting and benefiting from the potential capacities and experiences of women with disability.

Discrimination between women with disability and even men with disability, is of the same type as normal societal discrimination between women and men in general. This discrimination is based on the difference in roles traditionally assigned to women and men, still to be found to a larger or lesser extent in Nigeria. This difference is a vestige of the view that the interior of the home is the woman's territory while the wider world is deemed to be the natural province of the man. The woman is expected to look after the home and the family while the man's role is to find employment, earn the financial resources to support the family and contribute to society.

In the case of women with disability, this persistent discrimination is exacerbated by all the disadvantages resulting from their disability which, in turn, vary by the nature and seriousness of the disability. However, it is not an accumulation of disadvantages. Women's disability significantly magnifies the difficulties they are already confronted with and, at the same time, are used to justify the continued discrimination against them. Where prevalent notions about women's employment or education are in themselves discriminatory, people will more readily assume that a woman with disability should be supported by others, even if she is capable of studying or working, whereas they will expect more of a man with disability. Since family and domestic responsibilities primarily fall on women, life will be particularly hard for a woman with disability who has to manage alone all that she has to do.

Accordingly, there is need to adopt a mainstreaming approach to equality matters, including for women with disability. This means that policies for people with disability should be adopted, designed and evaluated bearing in mind that one of the objectives should be to secure equal treatment for women. Account should be taken of the differences and the necessary measures to ensure that these differences, e.g., family responsibilities, do not undermine the effectiveness of these policies. Some areas can be identified as crucial for the status of women with disability. These are education and training, employment, social policy, participation and access to decision-making,

sexuality, prejudices and social representation, motherhood, family and domestic life and violence.

The mining and extractive industries are a major source of revenue for a resource-rich economy like Nigeria and are central to its economic growth and social development. An extractive industry can provide opportunities for communities and can also lead to new tensions within the population itself. These opportunities and tensions include the employability of workers from the communities. Due to their specific requirements and the technical nature of the job, this employability tends to be low, which leads to greater competition for jobs. Sometimes, a gap can arise between workers from the communities and other members of the same communities without jobs in the extractive sector. The communities are susceptible to internal divisions where no previous conflicts existed. These internal conflicts may be due to discrimination based on gender or disability or both. This factor is also observed when workers arrive from outside the community and generate significant growth in the local economy, with new inhabitants in the area who are foreign to rural traditions and rhythm.

There has been sufficient literature which reveal that resource-producing communities are considered hotspots for violent conflicts and are susceptible to divisions as competition for leadership positions is fiercer and more hotly contested. The implication of these is that women and other vulnerable groups, such as persons with disability, are often discriminated against when it comes to participating in social, political and economic activities in these communities.

There is, thus, the need for states to put in place policies that would enable effective women's participation in resource-producing communities.

Conceptual Framework and Literature Review

Introduction

Nigeria is richly endowed with vast natural resources that are widely distributed across the country. Among these are solid minerals, petroleum and natural gas. About 50 solid minerals have been discovered in 500 locations in the country).¹⁴ As a result of this, there are both legal and illegal mining activities in virtually all parts of the country. Mining and extractive industries are viewed as key drivers of economic growth and the development process. They are considered as lead sectors that drive economic expansion which can lead to higher levels of social and economic well-being.¹⁵ Aside from, and before, oil and gas, coal and tin ranked high as Nigeria's foreign exchange earners during the colonial period and after the country's independence in 1960. Other minerals such as limestone, gold, marble, clay, etc., were also mined to lesser degrees mainly for local consumption.¹⁶

In Nigeria with a variety of solid minerals ranging from precious metals, gemstones to industrial minerals, the federal government has identified 40 minerals which contributed only about 0.74 percent to the country's gross domestic product (GDP) of ₦67.93 billion in 2018.¹⁷

The extractive and mining industries can potentially transform life in a developing resource-rich country like Nigeria if optimally utilised. They can help drive economic growth, create jobs and, thus, reduce poverty. For women in particular, the extractive industries can provide opportunities for a better life, including increased employment opportunities, access to revenues and expanded investment opportunities in the local community. Women-led businesses can flourish in the industries' supply chain. Working with, and investing in, women also makes good business sense as it provides a veritable source of labour. For example, many companies are now recruiting women to drive trucks and operate machinery as they have often found these women drivers to have an impressive safety record and reduced maintenance of equipment. However, in the same

¹⁴ Alison-Madueke, D. (2009).

¹⁵ Bridge, G. (2008). Economic geography: natural resources. In: Kitchen and Thrift (eds) *International Encyclopaedia of Human Geography*. Elsevier.

¹⁶ Adekeye, J.I.D. (1999). Solid minerals development: Nigeria's economic mirage. *Earth Sciences Research Communications* 1(1), pp. 10-24. Published by Research Communications, Lagos. For a lucid description of Nigeria's mining and extractive industries, see Olalekan, Afee and Ayodele, An empirical analysis of the contribution of mining sector to the economic development in Nigeria. *Khazar Journal of Humanities and Social Sciences*, Vol 19, Number 1, 2016.

vein, such work exposes the women to the risk of dangerous working conditions that may ultimately cause disability.

While some women have lived with disability over a long period of time, some have even suffered these disabilities from birth and some due to accident or disease. It is not possible to prevent all impairments. In many instances, disability in babies are caused by harmful conditions in their mothers' lives. If women can get enough nutritious food to eat, protect themselves from work environment with toxic chemicals, and get good healthcare, including care at the time of childbirth, then many disabilities could be prevented.

Dangerous working conditions may cause disability in women. Women in extractive communities who often work long hours without enough rest are likely to have accidents due to fatigue. Women who work in factories, mines or on farms can be exposed to dangerous machinery, tools or chemicals. Accidents, overwork and exposure to chemicals can all cause disability.

A growing number of women have also been permanently injured due to violence at work place. Supervisors sometimes use violence and threats to make women work harder and faster. Sometimes, the authorities use force to stop women from striking or protesting against unsafe working conditions.

Promoting gender equality of opportunities for, and inclusion of, people with disability is central to the social and economic development of communities and the nation at large, and it is consistent with the achievement of the sustainable development goals (SDGs). Generally, persons with disability face many obstacles in the struggle for equality. Although men and women with disability are subject to discrimination because of their disability, women with disability are at a greater disadvantage because of the combined discrimination based on gender and disability.

In Nigeria, the deplorable living conditions and poverty among persons with disability cannot be overemphasised. Despite the presence of persons with disability in the mining communities, limited attention has been paid to exploring their experiences and living conditions.

Conceptual Issues

Perhaps, a good starting point in exploring the richness of the literature that guide the approach taken in this study on gender and disability discrimination in the extractive sector is to have an acceptable working definition that straddles these two terms that so easily lend themselves to such a wide range of interpretations.

A concise definition of gender refers to the social attributes and opportunities associated with being a female or a male, and the relationships between women and men, and girls and boys. These attributes, relationships and opportunities, are seen as being socially constructed and acquired in the process of socialisation (ILO Bureau of Gender Equality, 2010).¹⁸ Gender equality does not mean that women and men are, or should become, the same. Rather, it does mean that women and men should have equal rights and equal opportunities in all spheres of life. It is based on women and men being equal partners in their homes, their communities and their societies. However, gender equality in the context of community economic development should mean that participation in governance and access to decent employment opportunities and conditions of work, resources and service, are not negatively influenced by the fact that one is a female or male.

Gender equality has almost, always, meant exclusive female empowerment. As a result, the promotion of gender equality is seen as an encouragement to greater economic prosperity as female economic activity is a common measure of gender equality in a society. The positive contribution of women to economic growth, poverty reduction and societal well-being cannot be overemphasised and has been well-documented in many studies.

Women must have equitable access to jobs, education and participation. They must be included in making decisions that affect their lives. Gender-sensitive consultation is essential to ensuring that analysis, training and policies in the extractive industries not only meet the needs of women, but also enhance their well-being. The World Bank Group helps countries and companies develop their extractive industries so that they become engines of growth and poverty reduction. It promotes good governance along with equitable and inclusive sharing of benefits. It works with stakeholders to reduce potential environmental, social and economic risks. The Gender and Extractive Industries Programme, managed by World Bank's oil, gas and mining unit, raises awareness of the gender dimensions of the extractive industries to ensure that all the Bank's supported projects consider the needs and contributions of both men and women.

For conceptual clarification, this study has adopted the definition of disability by the United Nations Convention on the Rights of Persons with Disability (2006).¹⁹ The Convention defines disability as the outcome of complex interactions between health conditions and features of an individual's physical, social and attitudinal environments that hinder their full and effective participation in society. This definition refrains from a narrow framing of disability as a mere medical issue. Hahn observes that an overly medicalised view of disability fails to address the social factors, discrimination, prejudice

¹⁸ https://www.ilo.org/wcmsp5/groups/public/---dgreports/gender/documents/publication/wcms_179106.pdf

¹⁹ https://www.un.org/en/udhrbook/pdf/udhr_booklet_en_web.pdf

and inaccessibility,²⁰ which, as Grose notes, prevent full participation, and contribute to the overall disability experience.²¹ A wider and more holistic framing of disability highlights the interaction between persons with impairments and the environmental barriers that hinder their full and effective participation in society on equal basis. Groce opines that it has become standard practice to call attention to the double discrimination against both gender and disability under which women with disability suffer. If women with disability find themselves at a greater disadvantage because of these prejudices, their lives are often even more severely curtailed in much of the developing world where poverty and traditionally negative attitudes toward women with disability abound, although by no means universally found. This report provides an overview of some of the most prominent issues faced by women with disability in a developing country like Nigeria.

The definition of disability by the International Classification of Functioning, Disability, and Health (ICFDH) highlights the fact that disability is not a fixed concept. The condition of disability strictly depends on the impairment (on the one hand) and contextual factors (on the other), the environmental characteristics (e.g., social attitudes, architectural characteristics, social and legal structures) and personal characteristics (e.g., gender, age, coping styles, social background, education, profession, past and current experience, temperament). When this synergy between the people's functioning/activities and the environment is not balanced, it can lead to limitation of activities and restriction in participation.

Persons with disability, especially women, are likely to be unemployed or earn less than those without disability, not minding the type of job. Many work in an unprotected and informal environment. Few have access to skill development and other opportunities that will bolster their chances of being employed.

Literature Review

To date, the situation of women with disability in Nigeria has not been given the visibility and political importance it deserves and requires. Although, problems relating to women, on the one hand, and, problems relating to people with disability, on the other, are being addressed separately with lesser attention and urgency, no serious approach has yet been taken to tackle the dual form of discrimination to which women with disability are subjected.

There is still insufficient level of awareness of the existence of this two-fold sources of discrimination because the effects have not been largely researched and remain masked

²⁰ Hahn, 1998.

²¹ Groce, 2009.

behind each of the constituent parts. Any measures taken appear to be based on the impression that the two aspects of the discrimination should be dealt with separately. Such an approach, however, is common in Nigeria and many African countries do a disservice to women with disability and to the society as a whole, which have much to lose as a result. First, it is not an appropriate way of dealing with the problems of women with disability and has been completely overtaken by the gender mainstreaming approach which these same countries are in the process of adopting. Second, in practice, it prevents society from benefiting from the potential capacities and experiences of these women with disability.

Discrimination between women with disability and even men with disability is of the same type as discrimination between women and men in general. This discrimination is based on the difference in roles traditionally assigned to women and men, still to be found to a lesser or greater extent in Nigeria. This difference is a vestige of the view that the interior of the home is the woman's territory while the wider world is deemed to be the natural province of the man. The society considers it a woman's role to look after the home and the family while the man's role is to find employment, earn the financial resources to support the family and organise society.

Resource-dependent countries such as Nigeria have greater gender inequality, lower educational levels and more patriarchal norms after taking the gross domestic product per capita into account. A review of the empirical literature shows that the extractive and mining industries have highly gender-specific effects where the economic impacts, such as job creation, interact with gender norms, e.g., gender segregation in labour markets, to determine labour and markets, fertility and violence. Health, including sexual, reproductive and infant health, is determined by environmental factors, such as pollution, counteracted by economic opportunities. Programme evaluation research, such as this exercise, ought to explore how to strengthen the beneficial effects while mitigating the undesirable.

Green Kenny's recent Oxfam position paper²² posits that there is a growing recognition that the persistent structural gender inequality within the mining and extractive industries continues to undermine women's rights and their development potential in the sector. Women face systemic discrimination in all phases of the extractive industry activity and all along the value chain. The challenges faced by people living in mining communities have been well explored in the literature. According to the World Disability Report of 2011, over 25 million Nigerian have at least one disability or the other. More than 50 percent of these 25 million Nigerians are female. Despite reports showing that

²² [Oxfam-us/www/static/media/files/EI_and_GJ_position_paper_v15_FINAL_03202017_green_Kenny.pdf](https://www.oxfam-us.org/static/media/files/EI_and_GJ_position_paper_v15_FINAL_03202017_green_Kenny.pdf)

over 15 percent of Nigeria's population lives with at least one form of disability or another, the country still neglects its most vulnerable group.²³

In Ghana, a qualitative study involved one-to-one and focus group interviews with 21 persons with disability in three mining communities in the Brong-Ahafo Region of Ghana.²⁴ Findings suggest a substantial loss of sources of livelihood for persons with disability in the communities. Besides the negative attitudes which participants experience because of living with disability, the presence of the mining company in the communities harms the livelihood of participants in terms of loss of land and high cost of livelihood. The limitations and recommendations for future research, as well as the need to create economic opportunities for persons with disability, are explored in the research. Too often, however, these opportunities do not materialise and the extractive industry delivers as much, or more damages than, the benefits. Thus, maximising the development gains that the extractive industries has in stock for women in particular depends on understanding and managing such risks.

Mining, oil drilling and gas extraction, all have environmental, social and economic impacts that change women's lives, often in ways that are dramatically different from their effects on men. Ensuring that men and women have equitable access to the benefits of resource development and that neither is disproportionately placed at risk, requires a commitment to understanding and acting on the gender dimensions of the sector. This means including women in community-level project consultations and national-level policy dialogues on extractive industries.

Moreover, the extractive sector and associated activities are frequently linked to a host of direct and indirect negative health effects. These include workplace exposures, environmental contamination and resource depletion with the latter two also leading to reduction or loss of livelihoods. Large-scale foreign acquisitions of land for export-oriented agriculture may result in diminished food sovereignty and water security. Dispossession and displacement associated with large-scale resource development can give rise to stress-related health issues, including those resulting from the material effects of lost livelihoods and accompanying spiritual and cultural violation of sacred natural resources, especially for indigenous populations who are often subject to extraction-related degradation and dispossession. Repression of resistance to such displacement and the destructive effects of extraction has increasingly involved violence against protesters, including rape and targeted killings.

²³ <https://www.who.int/publications/i/item/9789241564182>

²⁴ <https://blogs.worldbank.org/nasikiliza/social-inclusion-persons-disabilities-nigeria-challenges-and-opportunities>

Regarding the opportunities and challenges relating to the social inclusion of persons with disability in Nigeria, Martinez and Vemuru²⁵ argue that institutions are manned by individuals and individual attitudes shape the environment and institutions. So, when the attitudes of a community are negative towards a particular vulnerable group, the group will struggle much more to realise their potential. Persons with disability are more likely to experience extreme poverty in Nigeria than those without disability. While there is no clear estimation of the number of people with disability in Nigeria, data from the 2018 Nigeria Demographic and Health Survey show that an estimated 7 percent of household members above the age of five (as well as 9 percent of those aged 60 and older) experience some level of difficulty in at least one of the following functional domains, namely, seeing, hearing, communication, cognition, walking and self-care.

Along the same line, Ako and Ekhatör²⁶ examine the role of the civil society organisations (CSOs) and the regulation of the extractive industry in Nigeria. They argue that the role of CSOs in impacting trends and developments in the extractive industry in Nigeria is very visible in bringing together extractive corporations and the communities in the initiation of management development programmes. For example, CSOs pressure government to promote accountability and probity in the management of the sector that is beset by ineffectual regulation, alleged collusion with multi-national corporations which result in environmental degradation and human rights abuses and ineffective judicial processes, among others. However, CSOs are increasingly playing prominent roles in collaborations with the extractive corporations in the initiation and management of development programmes. The Niger Delta has been a hot spot of protests due to the activities of multinational oil corporations and the inactions of governmental agencies. CSOs and many communities have been at the forefront of promoting the interests of the people living in oil-producing communities such as in the Niger Delta. Recently, the activities of the CSOs have impacted the regulatory framework in the extractive sector in Nigeria.

Although extractive activities within the Niger Delta region are more sophisticated due mainly to the presence of multinational corporations, there are also artisanal and small-scale oil extraction activities that persons with disability can engage in. According to Idris-Nda *et al*,²⁷ a variety of mining activities is carried out in Nigeria by a diverse group of people and mining companies. A lot of these mining activities in Nigeria are undertaken by artisanal and small-scale miners (ASMs) using simple and basic technology. Artisanal and small-scale mining refers to informal mining activities carried out manually or using low technology/minimal machinery. They argue, however, that this type of mining tends

²⁵ <https://blogs.worldbank.org/nasikiliza/social-inclusion-persons-disabilities-nigeria-challenges-and-opportunities>

²⁶ See Ako, Rhuks and Ekhatör, Eghosa O. *Journal of Sustainable Development, Law and Policy*. Vol. 7: 1: 2016. Afe Babalola University.

²⁷ Idris-Nda, N.M. Waziri, A.D. Bida and S. Abdullahi. *International Journal of Mining Science (IJMS)* Volume 4, Issue 3, 2018, pp 21-30.

to destroy and degrade the ecosystem (through habitat destruction, use of toxic chemicals, pollution of waterways, etc.) and threatens the practices on which the mining populations depend, e.g., gathering firewood, hunting bush-meat, timbering for construction, etc. It is also the growing driver for activities that cause disability.

Study Design and Methodology

Study Design

Research design is a master plan specifying the methods and procedures for collecting and analysing the needed information. This is to ensure that the information collected is right and appropriate for solving the research problem.²⁸ The research design for this study is the descriptive survey and case study method. The descriptive survey research method is adopted because of its measurement effectiveness in attitudinal and behavioural studies. It allows a systematic collection of data from a representative sample drawn from the population. The findings can, therefore, be generalised on the whole population.

Methodology

A research methodology refers to a system of investigation used for the purpose of providing solution to a problem in a particular field of study. Merwe²⁹ defines methodology as a system of methods and rules that facilitates the collection and analysis of data. To him, it provides the starting point for choosing an approach made of ideas, theories, definitions and concepts of the topic. This chapter deal with the proposed research design, study population, sample and sampling techniques. The procedure that used in carrying out the research, the method of data collection, and how the data collected, will be analysed.

Sample and Sampling Techniques

The team adopted a systematic and purposive random sampling of the resource-rich communities across the country. In selecting the particular communities, the team examined the seven strategic minerals as identified by the Federal Ministry of Mines and Steel Development and their locations, including crude oil. The seven strategic minerals are:

- limestone
- coal
- gold
- iron ore

²⁸ Olayinka, A.I. *et al.*, (2004). Methodology of basic and applied research. Ibadan, Postgraduate School, University of Ibadan.

²⁹ Merwe (2011). Empirical Research. In, Lategan, L.O.K., Leus and Friedrich-Nel, H. (eds). Doing Research. Bloemfontein: Sun Media, pp 29-46.

- barite
- lead/zinc
- bitumen.

Following the identification of the strategic minerals, the team purposefully selected crude oil and four key strategic minerals with the highest production activity, as per the latest Solid Minerals Audit Report³⁰ released by the Nigeria Extractive Industries and Transparency Initiative (NEITI). The team followed it up by identifying the states with the highest production capacity of these strategic minerals (and crude oil) as at the latest audit report, having covered states with artisanal mining and refining activities and ensured spread across the geopolitical zones in Nigeria. For security reasons, the team only included one state in the North-West (Zamfara) and excluded states from the North-East region. However, efforts were made to interview key resource persons with knowledge of the subject-matter in those regions. Also, at least two communities were randomly selected from each of the states identified as shown in Table 1.

Table 1: Randomly selected states, communities and mineral type

S/N	Mineral type	States with significant mining or exploration operations	Communities
1	Crude	Delta and Bayelsa	Benikrukru (Warri South-West LGA), Kokodiagbene (Warri South-West LGA) and Sangana (Brass LGA), Epebu (Ogbia LGA).
2	Limestone	Ogun and Benue	Ewekoro (Ewekoro LGA), Shagamu (Sagamu LGA) and, Igumale (Ado LGA), Mbayion (Gboko LGA), Owukpa (Ogadigbo LGA)
3	Gold	Osun, Niger and Zamfara	Itagunmodi (Atakunmosa West LGA), Ifewara Atakunmosa West LGA), and Shakira (Rafi LGA), Magama (Rafi LGA), Bagega (Anka LGA), Darega (Anka LGA), Yargalma (Bukkuyyum LGA),
4	Coal	Kogi and Benue	Okobo (Ankpa LGA), Itobe (Ofu LGA)
5	Lead /Zinc	Ebonyi	Enyigba (Abakaliki LGA) and Ishiagu communities (Ivo LGA)

Data Collection Method

The study collated both quantitative and qualitative data that described the socioeconomic and livelihood conditions of women living with disability in resource-rich communities. Two sets of data, primary and secondary data were acquired to ensure that no aspects of data were left uncollected. The output of the study forms the basis for the

³⁰ Nigeria Extractive Industries Transparency (NEITI, 2019), Solid Minerals Audit.

design and implementation of sustainable programmes to address the focal issues. In doing this, three key development research approaches are combined:

Participatory Approach

This approach is used to engage stakeholders during the collection of the primary data required for the overall report and to facilitate needs assessment. The choice of participatory methodology is to allow for a bottom-top approach that gives the beneficiaries first-hand opportunity of contributing to the plan.

Needs Assessment Approach

This technique is deployed to elicit opinions of the stakeholders on the plan of actions to be deployed using a semi-structured questionnaire.

Field Visits and Observation

The team visited communities hosting extractive activities across nine states using an observation checklist designed to guide the observation, data collection and data capture.

Literature Review

The secondary data was elicited through reviews of relevant literature as related to the subject matter, namely, existing literature on disability, the extractive sector, gender discrimination, etc. Some literature of focus include:

- related needs assessment reports of women with disability in resource-producing communities in Nigeria
- socio-economic aspect of baseline studies within the resource-producing communities in Nigeria
- relevant journals and seminar papers on the subject matter and region
- legal, policy and institutional frameworks governing the extractive sector in Nigeria
- solid minerals audit reports of the Nigeria Extractive and Transparency Initiative (NEITI).

Questionnaire Method

This was deployed to collate independent data from the sample population. A survey questionnaire was used to elicit sensitive information such as demographics and income data that need to be gathered privately from a maximum of 80 respondents, i.e., ten respondents per community.

Key Informant Method

Using oral interviews (with semi-structured questions), the team conducted key informant interviews with a smaller sample of the extractive sector actors as well as key civil society actors such as the Joint National Association of Persons with Disabilities (JONAPWD), CSR-in-Action, Women in Mining (WIM), etc. The interviews were also conducted with very experienced professionals/leaders in the larger resource extraction sector of the respective communities. Experts in the mineral resources sector within the communities like Federal Ministry of Mining and Steel Development (MMSD), the State Ministry of Mineral Resources, the Department of Extractive Minerals, the Federal and State Ministries of Women Affairs, Departments of Gender and Disabilities, job creation offices, etc., were also interviewed as key sources to provide government policy directions and professional inputs to the study.

In the course of the study, the research team prioritised interviews with women and men with disability to provide an opportunity for comparing different perspectives on issues as they affect the two genders.

Focus Group Discussions

Focus group discussions, using semi-intensive interview guides, were conducted with women with disability, women groups, traditional rulers, community leaders and other interest groups in resource-producing communities, to put to test the data collected from the two methods mentioned above.

Analysis and Presentation of Findings

Data Analysis

The essence of employing three primary data gathering techniques is to allow for triangulation of information which ultimately leads to rich and authentic results or findings. The primary data gathered was collated, analysed and interpreted using simple descriptive statistics.

Data Presentation and Results

Respondents' Attributes and Distribution

Two LGAs each were covered across Bayelsa, Benue, Delta, Ebonyi, Osun and Zamfara states, while three were surveyed in Benue State and one each in Kogi and Niger states. As shown in Figure 1, the distribution of the respondents across the states is almost even except for Benue State where three LGAs were surveyed.

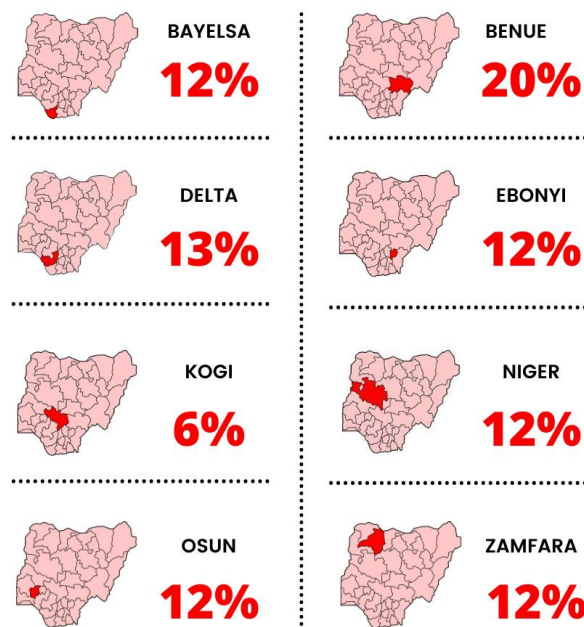


Figure 14: Distribution of respondents across the states

Demographics and Socio-Economic Attributes

A large proportion of 58 percent of the respondents are female while the remaining are male. In terms of age, 78 percent are between the ages of 18 and 35 years while 7 percent and 15 percent belong to the under 18 and over 35, respectively. This simply means that each gender is well represented in the study and most of the respondent used are of working age, implying they have first-hand knowledge in the subject under discourse.

On marital status, 38 respondents indicated being single while the largest proportion (60 percent) responded as being married. A total of 14 percent reported being divorced or separated while the remaining are widowed. Most of the respondents (78 percent) are currently married or were once married in the past. This simply means that they are expected to contribute certain quota in their homes because they have people depending on them as either children, husband, parent, siblings or acquaintance.

The educational attainment shows wide distribution across categories. However, 34 percent (most frequency response) of the respondents have a secondary school certificate, while 24 percent have no formal education. Educational attainment across this population is low, as about 74 percent attained only secondary school certificates and below. This could indicate a barrier to gainful employment across society. The data is graphically presented in Figure 2.

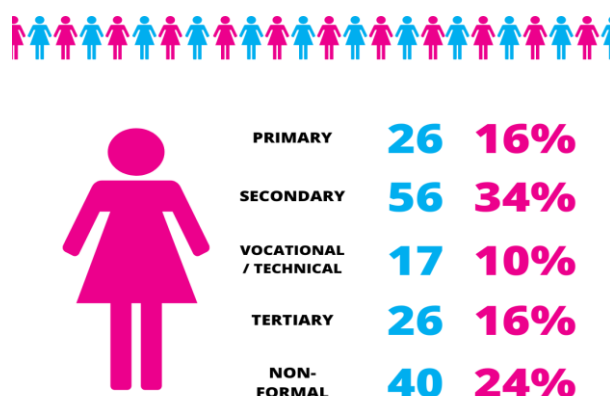


Figure 15: Distribution of highest educational attainment among respondents

The distribution of educational attainment across gender shows that significantly more women have only primary school certificate or no formal education at all. The proportion of males with secondary school certificates is slightly higher than that of females. More men have technical/vocational education as well as tertiary education (Table 2). This

indicates bias in the society towards the female gender while also indicating it cuts across the different regions of the country.

Table 2: Cross tabulation of highest educational qualification and gender

Educational Attainment	Gender	
	Male	Female
Primary	23.10%	76.90%
Secondary	50.90%	49.10%
Vocational/Technical	58.80%	41.20%
Tertiary	61.50%	38.50%

Household sizes across the LGAs show that there are wide variations across the locations. At the highest level is Brass LGA with an average of 11 persons per household. LGAs in Osun and Ebonyi states have the smallest household sizes ranging between two and three persons. For Benue, Delta, Kogi, Niger, and Zamfara states, the average household size ranges between six and nine persons. Thus, apart from LGAs in Osun and Ebonyi states, all the other LGAs have average sizes above the national average size of six, indicative of above-average household sizes in these communities. This indicates a dependency ratio with the implication for creating barriers for the girl-child and most significantly for persons with disability (both male and female). Figure 3 graphically presents the data.

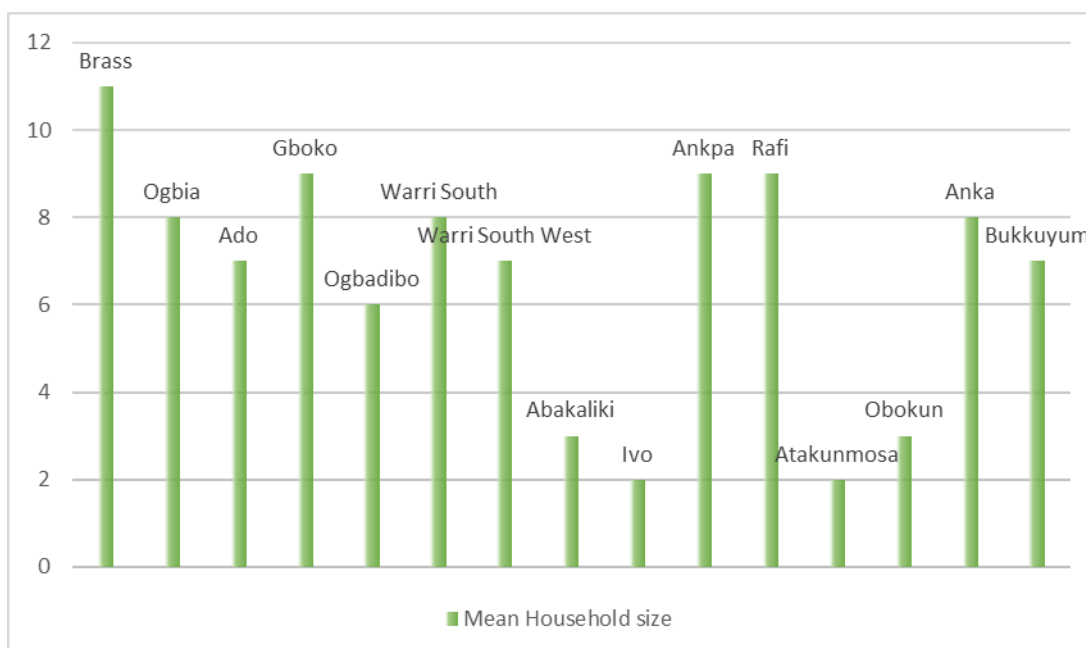


Figure 16: Mean household size across LGAs surveyed

Disability among Survey Respondents

The survey respondents were asked to indicate if they have any form of disability. The proportion that affirmed they have a disability is highlighted in Figure 4. A large proportion of 80 percent of the respondents from Anka LGA in Zamfara State are living with disability. This is the highest across all the LGAs surveyed. In Ogbia LGA, 18.2 percent of the respondents have disability and 15.8 percent of the respondents in Warri South-West have disability, accounting for less than 20 percent of the population. All the others have 20 percent and more of the respondents as persons with disability. Brass LGA is the only LGAs in which the respondents did not indicate any disability. This gives a potential indication of how easily disability can be observed across the communities surveyed in each of the LGAs. It also shows from a glance that disability is highest in the LGAs that are located in the northern part of the Nigeria. This confirms the demographic knowledge of the North having the largest number of people living with disability in the country when compared to states in the southern part of the country.

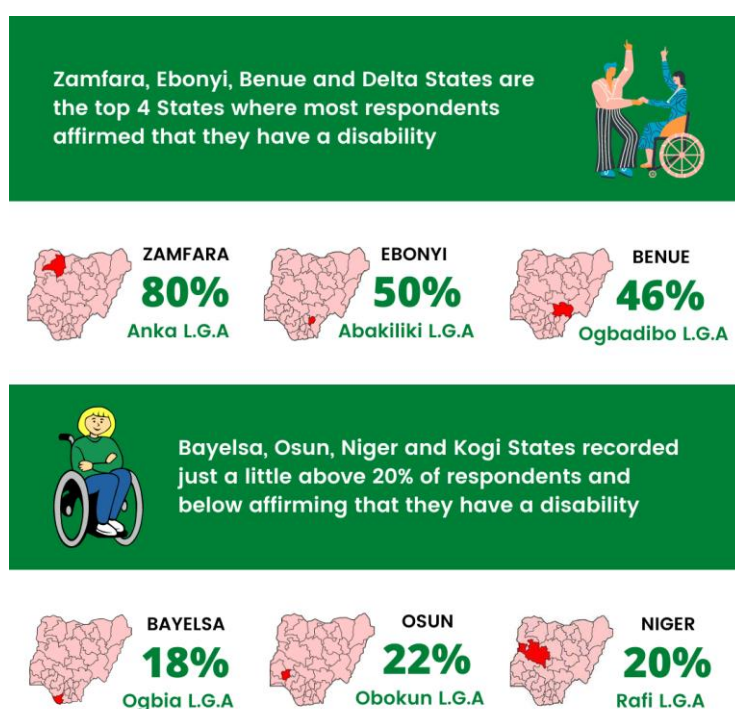


Figure 17: Distribution of affirmative responses to being PWD among respondents

Content analysis of the focus group discussion (FGD) indicates that there are women with disability across all the communities. Many of the respondents identified discrimination across the society towards persons with disability in general and women with disability in particular. The respondents indicate that they are viewed as “people who cannot do anything”; referred to as “less privileged”; sometimes treated “as if not human”; some have “relocated because of safety”, while others have “resorted to begging” to survive.

This is an indication of the challenges faced by women with disability across the communities.

Forms of Disability Distribution

Across the segments of the respondents with disability, physical disability (paralysis, stroke, inability to walk) is the most dominant form of disability reported, accounting for 68 percent of the responses; 24 percent of the respondents suffer from blindness or low vision condition; 5 percent suffer from deaf/hard of hearing and 3 percent have speech/language disability as shown in Figure 5.

The distribution of disability among the respondents across the states shows that the largest proportion of people reporting disabilities are from Benue followed by Ebonyi, Niger and Osun States as shown in Figure 6.

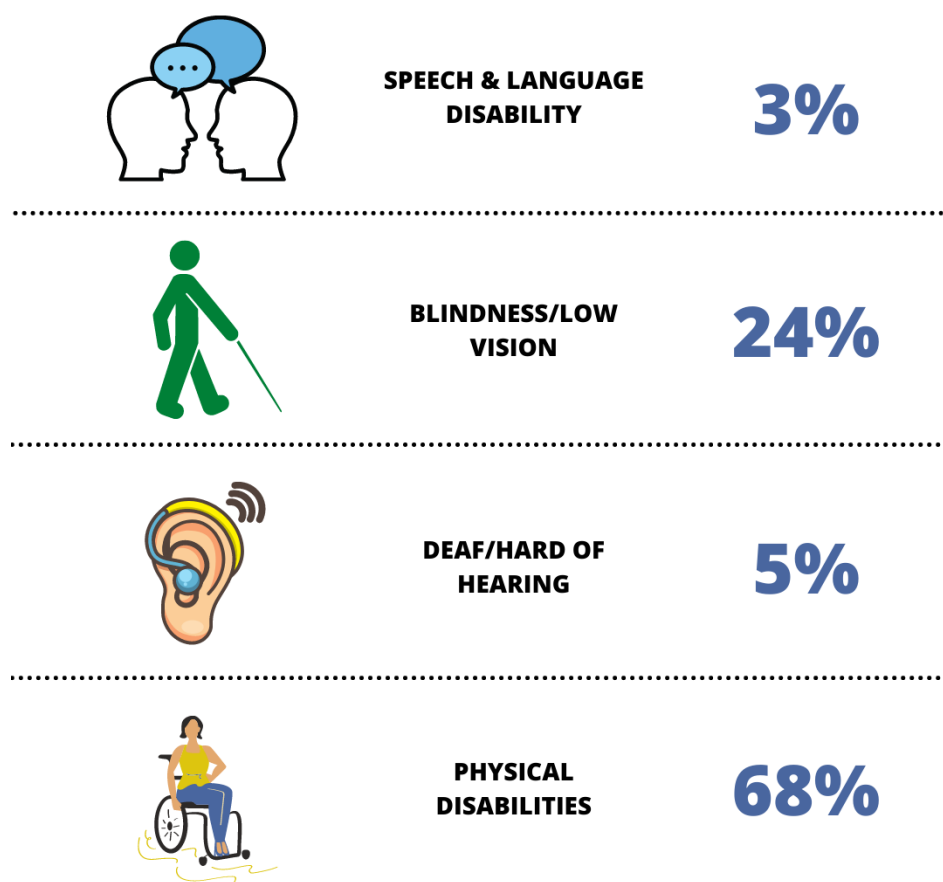


Figure 18: Distribution of reported classes of disabilities among respondents

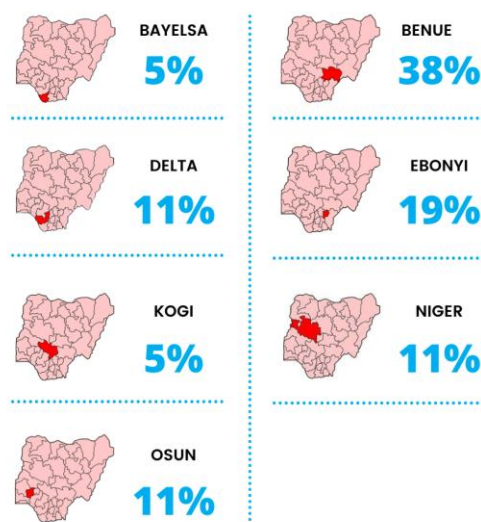


Figure 19: Disability reporting distribution by state

Disability across Gender

With the distribution of disability understood across the survey respondents, a comparison across gender is pertinent. The results of the analysis are presented in Table 3.

Table 3: Cross tabulation of state and disability reporting by gender

State	Disability Status	Gender	
		Male	Female
Bayelsa	Yes	0.00%	100.00%
	No	61.10%	38.90%
Benue	Yes	8.30%	91.70%
	No	38.10%	61.90%
Delta	Yes	0.00%	100.00%
	No	52.90%	47.10%
Ebonyi	Yes	0.00%	100.00%
	No	0.00%	100.00%
Kogi	Yes	100.00%	0.00%
	No	83.30%	16.70%
Niger	Yes	50.00%	50.00%
	No	62.50%	37.50%
Osun	Yes	50.00%	50.00%
	No	53.30%	46.70%
Zamfara	Yes	75.00%	25.00%
	No	33.30%	66.70%

In Bayelsa State, all the respondents who indicated having disability, are female. Similar observation was recorded in Delta and Ebonyi states. This is contrary to that of Kogi State where all those with disabilities among the respondents are male. In Zamfara State, 75 percent of the respondents with disabilities are also male.

Challenges facing Women with Disability (WWD) in Resource Producing Communities

Respondents were questioned on their perception of challenges faced by women with disability. Their responses are grouped into four categories, namely,

- discrimination
- hazardous nature of the work
- lack of required skill
- negligence by government.

The most recurring category is “Discrimination” with 48 percent response while 43 percent identify the “hazardous nature of the work” as the major challenge women with disability face. “Lack of required skill” is the least mentioned category while “negligence by government” is picked by 5 percent of the responses.

An examination of these themes across the states could highlight the variation in the perception of the problem across the different states. In Bayelsa State, “discrimination” is the only category mentioned as the challenge facing WWD, while in Benue State, the respondents it is discrimination (50 percent), hazardous nature of the work (25 percent), and government negligence (25 percent). In Delta, Ebonyi, and Osun states, two challenges are mentioned, namely, discrimination and hazardous nature of work. However, for Delta State, discrimination is highlighted more often than the hazardous nature of work while for Ebonyi State, both categories occur in equal frequency. In the case of Osun State, the hazardous nature of work is identified as a challenge by 90 percent of the respondents. In Kogi State, discrimination and negligence by the government are identified with the latter attracting 67 percent of the responses. Respondents in Zamfara State identify discrimination, hazardous nature of work and lack of skills as the challenges. While discrimination received 63 percent, hazardous nature of work received 27 percent of the responses.

From the foregoing, discrimination and the hazardous nature of the sector are the most recurring theme in terms of challenges faced by WWD in the sector. However, there is a slight variation for Kogi State where the most recurring challenge is identified as negligence by the government.

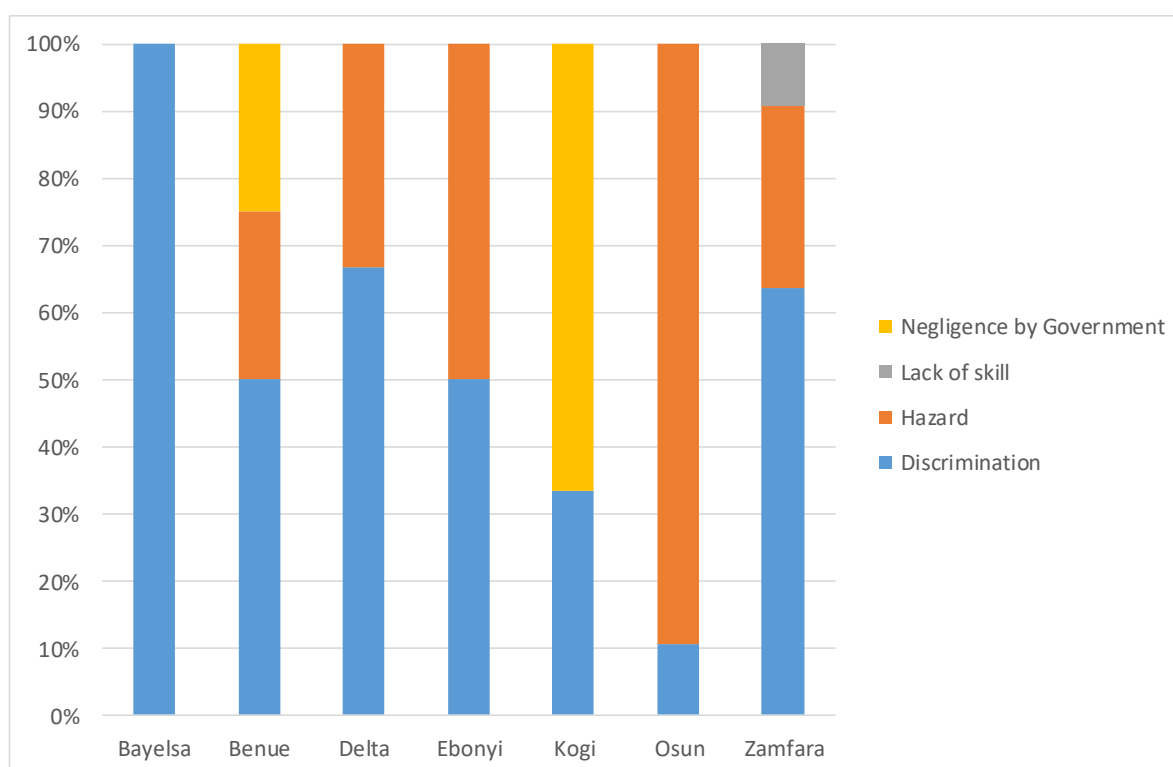


Figure 20: State-level distribution of the perceived problems encountered by WWD

Reaffirming the findings from the questionnaire, the key informant interviews (KII) thematic analysis shows that women are rarely included in the extractive activities in resource-producing communities. Respondents indicate that the situation is particularly worse for women with disability. When asked about the cause of these challenges, their responses can be grouped into four areas, namely,

- corruption
- culture and tradition
- nature of the sector
- unfair government policies.

As Figure 8 shows, the most recurring theme is the “nature of the sector” which 66 percent of the respondents considered as being unsuitable for women and WWD. This is followed by “culture/tradition” in which 23 percent of the respondents affirm that, according to the societal view, some jobs and sectors are unsuitable for women because of their nature (being seen as “the weaker sex”). About 8 percent of the respondents consider “unfair government policies” as one of the challenges for WWD in the sector while 3 percent consider it to be corrupt practices in employment in the sector. There is, thus, a conflation of issues because most of the respondents often relate their concerns

for WWD to that of women. This could be traced to the perceived general discrimination of women in workplaces, a patriarchal societal view.

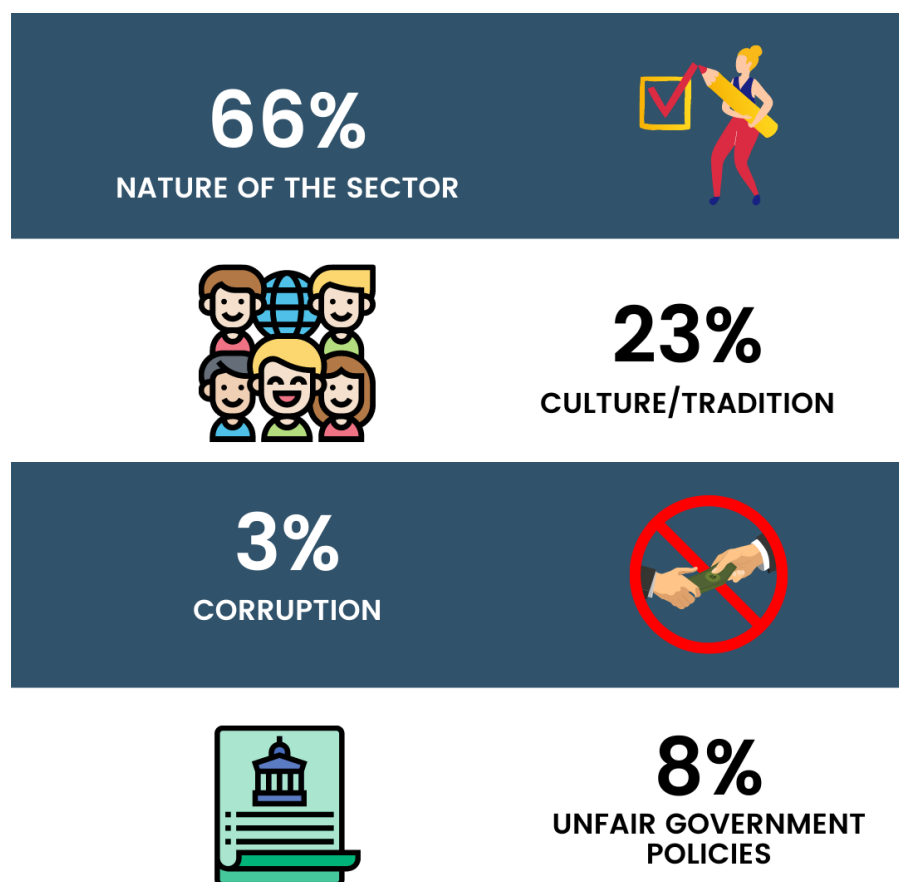


Figure 21: Summary of the perceived causes of challenges faced by WWD from KII participants

The key informant interviews (KII) results confirm these causes as the respondents' acknowledge that women are naturally discriminated against in many aspects of society. They attribute this to the culture and tradition of the communities, but opine that there is a negative impact of such tradition on the economy. They consider this as a loss to society since the contributions of women in terms of ideas, knowledge and perspective, are often left out, ignored or not taken into consideration.

Health Issue and Coping Strategies for WWD in the Sector

Asked if there are specific health for WWD in the sector, most of the respondents could not mention specific health issues of concern although some indicated there are health issues. The distribution of their responses is illustrated in Figure 9.

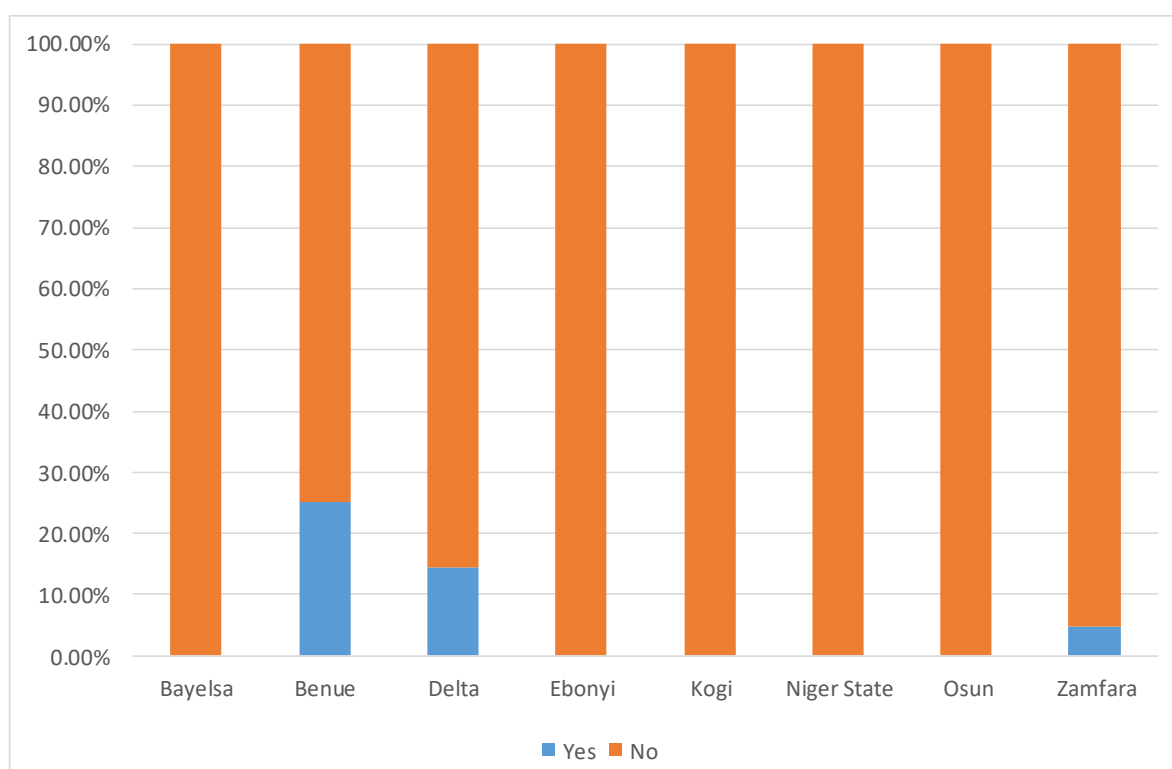


Figure 22: Responses on whether there are specific health issues for WWD in the extractive sector

On how WWD cope with the challenges they face in society, support from relatives is the most recurring theme. Other strategies highlighted are involvement in communal labour, assistance from women's groups, engagement in trading and homestead farming, donations and reliance on divine help. These are further corroborated by responses from the KII participants they indicate that in order to cope, women with disability often join social groups/cooperatives/NGOs/FBOs to assist them in getting over discrimination and problems of non-inclusion.

Challenges to Work in Terms of Skill Requirement

To understand what skill would be necessary to assist WWD gain entry into the extractive industry, respondents were asked to express their opinions on such skills. Figure 10 shows that about 67 percent believe more entrepreneurial skills would enhance the entry of WWD into the sector. However, for ICT/computer skills, technical skills and soft skills, a high percentage of 63 percent, 61 percent and 81 percent of the respondents, respectively, do not believe that they will enhance entry of WWD into the sector.

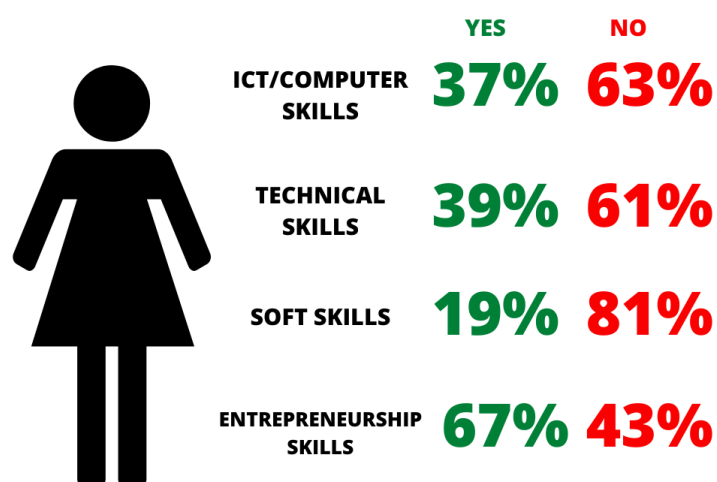


Figure 23: Distribution of responses on skills required by WWD for entry into the sector

Asked about special skills that could enhance entry for WWD in the sector, participants in the KII interview identified processing, cutting and marketing of gemstones, business management as necessary skills. However, some identified the need to focus on the barriers and deal with that first before skills acquisition. They argue that the skills are already there for some of the women (again focusing on women generally and not women with disability).

Enquiring about the entry of WWD into the sector, 91 percent indicate that it is difficult; 8 percent consider it moderately challenging while the minority considered it easy. This indicates that across all the LGAs in the states in the survey, entry into the sector for WWD is considered a difficult task. Furthermore, as illustrated in Figure 11, a breakdown of the responses by state show that it is only in Osun State that some respondents considered WWD entry into the sector easy and 30 percent of the respondents from the state also considered the ease of entry to be moderate. Across all the other states, a fewer proportion of respondents considered the ease of entry moderately difficult compared to the majority who believe it to be quite difficult. The general perception, therefore, is that it is considerably difficult for WWD to enter the extractive sector across all the LGAs surveyed.

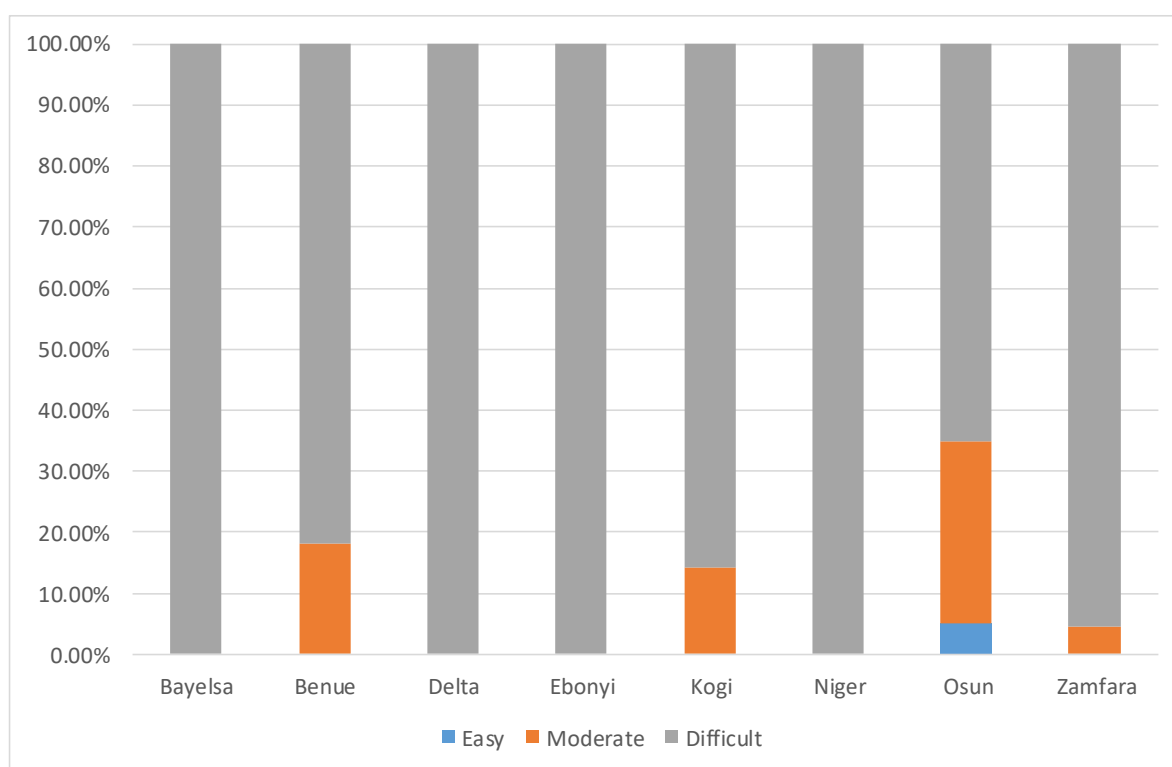


Figure 24: Responses across states concerning ease of entry for WWD into the extractive sector

To address these challenges, KII participants note that things need to change, requesting for more and sustained enlightenment, sensitisation and advocacy campaigns and workshops. Furthermore, they suggest that policies should be established to protect WWD including the need for the development of a holistic national policy and framework for WWD to provide a deliberate targeted action by the government. The example of Riki Alakija is mentioned as a success story of what deliberate action can generate. Other institutional mechanisms, like affirmative action, is also mentioned.

Respondents believe that they can help more by continuous advocacy for the WWD. However, none of them is aware of specific efforts at promoting the livelihood opportunities for WWD in resource-producing communities. Some mentioned that there are some policies in the pipeline to address the inclusion of WWD, but it was clear that there is a general misconception that providing for women in general is the same as providing for WWD. There was no mention of any specific programmes from the government for WWD. But someone indicate that the National Commission for Persons with Disability is an initiative tasked with making this inclusion work for the WWD.

On the issue of skills for women to enter the sector, the participants in the focus group discussion mostly identify the need for adult/further education, vocational/technical

education and entrepreneurial skills as the most necessary. Lack of finance is also highlighted as a challenge for women, especially WWD, in taking charge of their future.

Role of WWD in Institutions and Society

From the foregoing, it is evident that entry for WWD into the mining and extractive industries is difficult. The question then arises: how does society perceive WWD and its role in society? This question can further reveal how society places or recognises the contribution of WWD. From the analysis results, only in Ebonyi and Zamfara states did the majority of the respondents indicate that WWD played roles in the leadership of their communities. For all the other states, an overwhelming majority (except for Kogi) stated that WWD do not usually play any role in the leadership of the community. For example, in Bayelsa, majority opine that WWD are usually excluded from these spheres of activities in the society. A similar result was obtained for Delta State. For the other states, majority indicate that WWD are excluded from playing roles in the commercial, social and political spheres across their communities.

Analysis of the focus group discussion showed that participation in economic activities is often limited for persons with disability and, especially, women with disability. This problem also spills over to the social sphere. Other women without disability are reported to be playing visible roles in society. Some also highlighted that WWD are sometimes not privy to relevant information even when they are given roles in the society.

The results from the focus group discussion (FGD) further indicate that due to lack of opportunities, many WWD engage only in small homestead farming (where possible), petty trading, tailoring/sewing, and begging when there is no other alternative. They all agree that WWD are not engaged in the extractive sector and reaffirm that it is difficult for women in general to enter the sector and even more difficult for WWD.

The respondents indicate that the only area that WWD could be active in the sector is in trading, i.e., selling petty goods and items to the miners.

Non-Inclusion of Women with Disability in the Extractive Sector

Women and Employment Status

Most of the WWD surveyed across the states are either self-employed or unemployed. The only exception is in Osun State where a third of the respondents are self-employed. An equal percentage are engaged in temporary and permanent jobs, respectively. There is no report of seasonal employment or total unemployment. Unemployment is common among respondents in Bayelsa, Benue, Delta, Kogi and Niger states, thus, indicating that unemployment is a common situation among women across the LGAs under investigation.

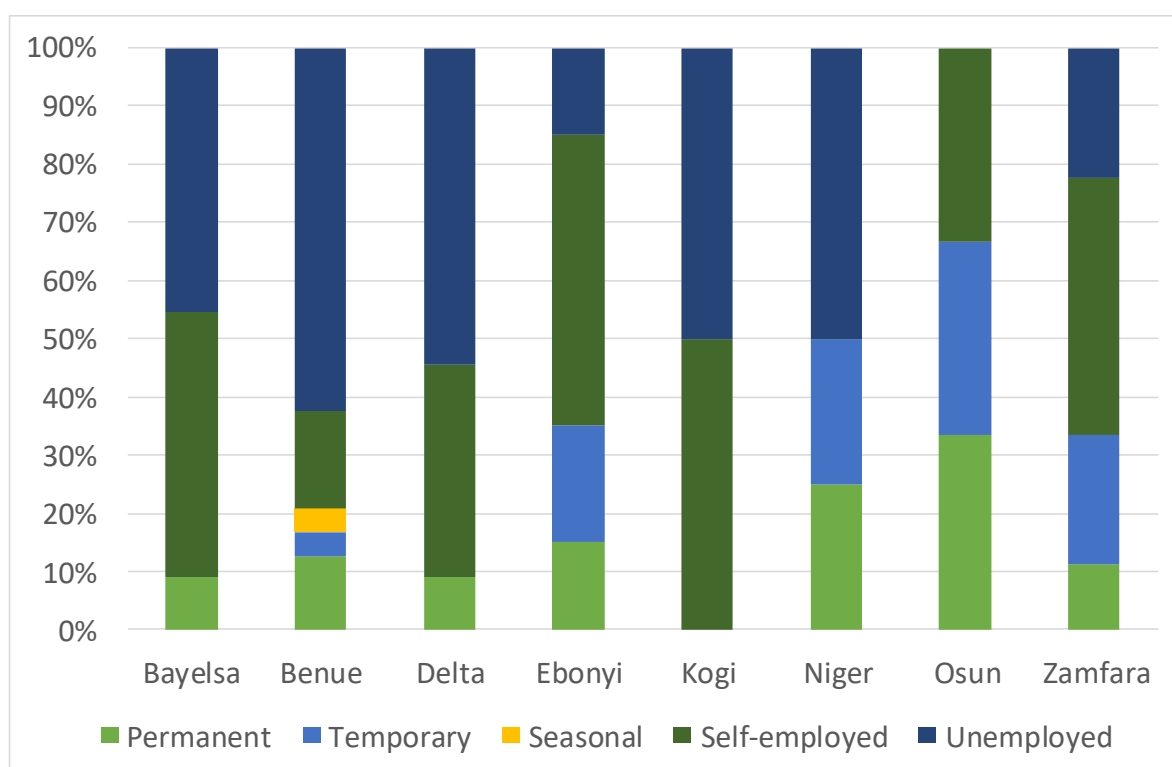


Figure 25: Employment status among respondents across states

WWD and Employment

A total of 34 WWD responded to the questionnaire across the states except in Kogi State. When asked about their employment status, most of them reported being unemployed while a handful reported being in permanent or temporary jobs or self-employment (Figure 13). This indicates the lack of opportunities or barriers in the society which makes it difficult for WWD to be gainfully employed.

Further analysis examines the employment in the extractive industry among WWD. The result show that none of the WWD are employed in the extractive industry across the LGAs surveyed in all the states.

Analysis of the focus group discussion show that WWDs are mostly unemployed, thus constituting a serious challenge for many women across these communities and resulting in a high level of unemployment across the group. They identify lack of education, employment opportunities, acquisition programmes, finance and support from government and oil companies, in addition to disability, corruption, unfair employment practices, societal neglect, inconclusive skills, remoteness of the location, as causes of this high level of unemployment among women and WWD.

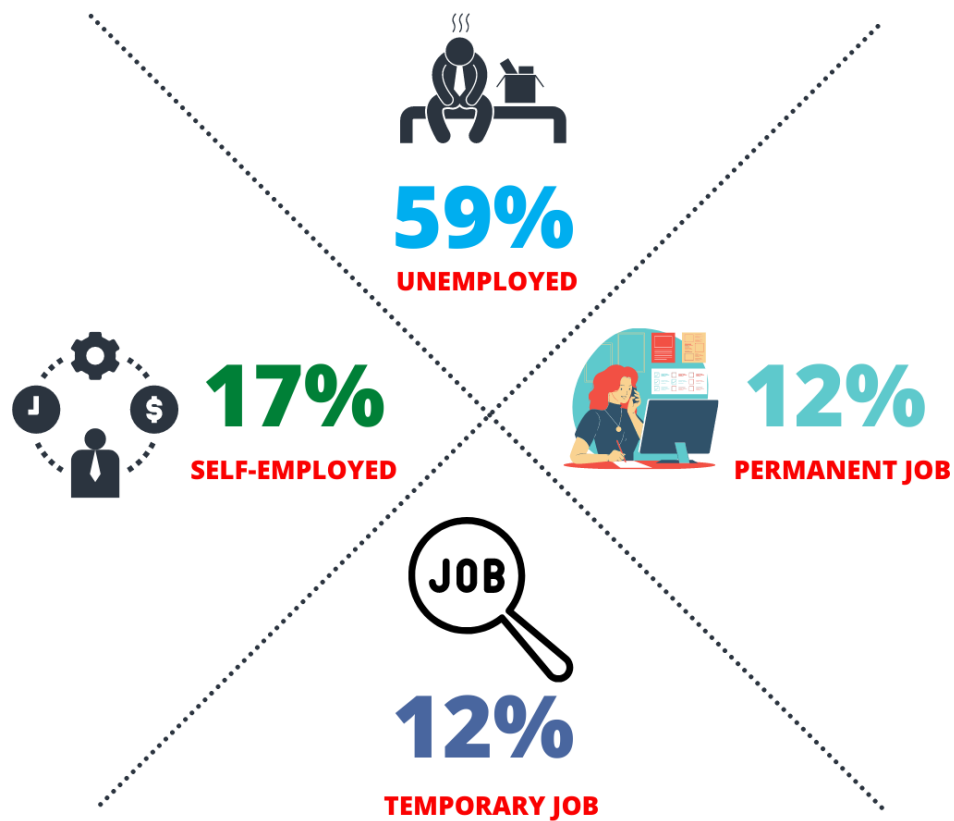


Figure 26: Employment status distribution across respondents

Despite the challenges faced by WWD, none of the participants in the focus group discussions reported conflicts as a result of exclusion faced by WWD in their communities. They explain that WWD are resigned to accepting their fate since engaging in conflict or protest around this issue could result in backlash from the people whom they currently depend on. Thus, protest or conflict because of the treatment of WWD in society is uncommon. Some recounted only a protest against the exclusion of women from the monthly allowances from international oil companies.

In many of the key informant interviews (KII), participants noted that the barriers to entry into the extractive industry is very high for women and virtually insurmountable by women with disability. Many respondents are of the opinion that working in mines require a lot of physical strength which women with disability lack because of their physical condition. This response presupposes that a lot of the extractive work carried out at the community level take place in the mines, and involves gruelling and intensive work

which women with disability cannot engage in. A further investigation reveal that many mining operations are structured in a manner that involves at least seven categories of persons,³¹ namely,

- “claim owners” who are the mining licence holders and are the “top dogs” in the mining sector
- “pit holders” who bear most of the risks as a result of their investments in the operations and extraction of the minerals
- “site managers” who supervise all the extractive activities and workers in the mines
- “grinders/sand washers” and “processors” who are involved in bagging and packaging
- “diggers” and “task performing casual workers”.³²

In most mining communities, there is the usual retinue of vendors, service providers and associates that provide an assortment of services such as food and beverages, petty trading, transportation services and those looking to run one errand or the other.

An examination of the structure of operations above reveals that there are very little opportunities for women with disability to become engaged in the operations of the mines except as food vendors and petty traders. In fact, many of the respondents stated in their questionnaire and focus groups discussions that the activities of women with disability are limited to petty trading in goods such as kola nuts, cigarettes, alcohol, biscuits, etc.

³¹ Nigeria Extractive Industries Transparency Initiative (2020). Impact of mining on women, youth and others in selected communities in Nigeria.

³² Nigeria Extractive Industries Transparency Initiative (2020). Impact of mining on women, youth and others in selected communities in Nigeria.

Issues Arising

Cultural Factors

Cultural factors play a major role in the non-inclusion of women with disability in the mining and extractive activities at the community level. In many extractive communities in Nigeria practicing patriarchal cultures, there is the belief that when women go to the mines, especially during their menstrual periods, they could bring bad luck to the mines and the miners. In addition, there are also certain religions that forbid men and women working together.

“An underlying factor maybe as a result of culture. In most of these extractive communities, they are patriarchal by nature, thinking women must not have a say in some issues. If you take religion, for instance, some religions forbid men and women working together or functioning together. And it is so difficult to find a mine where it is all exclusively female. You need the support of men to be able to work together. For some, it is cultural, in the sense that the belief is that when women go to the mines, especially during their period, they bring bad luck to the mines. While some believe that is not fashionable or decent for one’s wives to go to the mines.”³³

Furthermore, there is the issue of the harshness of the work environment to women. In the mines visited in Ibodi, Ifewara, Mbayion, Magama, Enyigba, etc., the researchers found that the work involved very low technology and manually-induced artisanal mining practices in work environments considered as harsh and unconducive for women. None of these facilities made provisions for accessibility for persons with disability. The sanitation facilities are so poor that many women would find it difficult to cope with in this kind of environment and it would be worse for women with disability to survive in these work conditions. According to a respondent,³⁴

“Who would you leave your children with when you go to site? The sites are not conducive to come with children. All these things are some of the factors. You also check bathroom facilities. Some women cannot just cope and adapt. For you to be in that sector, you have to be aggressively a tomboy.”

Related to the cultural factors that hinder the inclusion of women with disability in extractive activities in the communities is the belief that persons with disability are weak and need to be taken care of by their relatives. This point is highlighted by many respondents in both key informant interviews (KIIs) and focus group discussions (FGDs). According to some of the respondents:

³³ KII with respondent from women in mining (WIM).

³⁴ KII with women in mining (WIM).

“Women can’t work with miners. Women who are not challenged cannot even do the jobs talk less of those that are physically challenged. This is because mining is hectic.”³⁵

“They are not involved in mining/exploration in our community. They do not do it simply because they do not have the strength for such activities.”³⁶

These notions of disability as weakness is prevalent in Nigeria where stigma and discrimination remain widespread phenomena affecting all facets of the lives of persons with disability. These phenomena manifest themselves at the personal home and family life, work and even at the societal level, extending to challenges of meeting the basic standard of living. People with disability often describe the stigma and discrimination as worse than their disability. Family members of persons with disability are also subject to limited understanding of the implications of these prejudiced attitudes and discriminatory behaviours. Stigmatisation could also lead to self-stigma, especially where persons with disability and their family members internalise society’s negative attitudes towards them.³⁷

For some respondents, certain discriminatory actions may not be specifically targeted at women with disability, but they apply to them nonetheless. For example, an investor may already have a particular set of persons that they would like to work with rather than work with locals from the host community. This preference could be as a result of an existing working relationship with the persons involved or as a result of a certain level of trust that exists between the investor and the preferred workers. Unfortunately, this action could also alienate locals in the host communities, including women with disability. As noted by a respondent,

“This issue does not fall just on the women, but on men as well. But we carry out advocacy to let these investors know that to have industrial harmony, you need to engage the workforce of the host mining community. This workforce turns out to be your security.”³⁸

Security Considerations

Studies have shown that in times of violent conflicts, women and girls with disability find it difficult to escape violence and usually express a sense of abandonment. Difficulty in mobility in a world constructed for the able-bodied often leave them reliant on others.³⁹

³⁵ KII with women leader at Ifewara, Osun State.

³⁶ KII with traditional leader in Yargalma, Zamfara State.

³⁷ Ibrahim, Imam & M.A. Abdulraheem-Mustapha (2016). Rights of people with disability in Nigeria: Attitude and commitment.

³⁸ Interview with Ministry of Mines and Steel Development.

³⁹ Nigeria Stability and Reconciliation Program (NSRP) 2015. What violence means to Us: Women with disabilities speak.

Thus, women and girls with disability continue to be more vulnerable to violence, exploitation and abuse. They are less able to access justice and are excluded from decision-making.

Some mines, particularly in the North-West region, such as in Zamfara State, are located in volatile and insecure areas. In April 2019, the federal government of Nigeria banned all forms of gold mining in Zamfara State and deployed the military to enforce the ban.⁴⁰ This ban followed persistent cases of banditry that security analysts said were connected to the spate of illegal mining activities for gold in the state. Since 2011, violent local conflicts and rural banditry associated with illegal mining have been on the increase in the North-West, especially in Kaduna, Katsina, Kebbi, Sokoto and Zamfara states.⁴¹ Over 3,600 people were reportedly kidnapped between 2011 and 2019. In Zamfara State alone, it was reported that 6,319 people, including women and children, were killed between June 2011 and May 2019.⁴²

These cases of volatility and insecurity make it almost impossible for women with disability to be involved in mining activities in extractive communities. For example, Anka LGA in Zamfara State is one of the LGAs in the North-West that was hard hit by persistent kidnapping and banditry activities.⁴³ It also plays host to a lot mining activities, particularly in Yargalma which is one of the communities in Zamfara States where this research was carried out. In the focus group discussions with respondents in these communities, they mention that besides religious and cultural barriers, one of the reasons why women with disability are not involved in the extractive activities in the communities is insecurity.

Legal and Statutory Restrictions

According to section 56, subsection (2) of the Labour Act, no woman shall be employed in underground work in any mine.⁴⁴ This section of the law prohibits women from working underground in a mine though with a few exceptions, none of which applies to women with disability. For some of the respondents, this provision of the law directly discriminates against women with disability who would wish to work in the extractive sector.

⁴⁰ <https://www.reuters.com/article/us-nigeria-security-idUSKCN1RJ0IS>

⁴¹ Enhancing Africa's Response to Transnational Organised Crime (ENACT) 2020. Illegal mining and rural banditry in North West Nigeria: Responses, successes and challenges.

⁴² West Africa Network for Peacebuilding (WANEP). Addressing armed banditry in the North-West Region of Nigeria: <https://wanep.org/wanep/policy-brief-addressing-armed-banditry-in-the-north-west-region-of-nigeria-exploring-the-potentials-of-a-multi-dimensional-conflict-management-approach-2/>

⁴³ <https://www.amnesty.org/en/latest/news/2018/07/nigeria-thousands-living-in-fear-as-zamfara-armed-bandits-ramp-up-attacks/>

⁴⁴ <https://www.lawhub.com.ng/section-54-58-of-the-nigerian-labour-act-2004/>

As observed by one of the respondents,

“I am yet to see laws that have disability components added into it. The way the laws are grafted, it is crafted in such a way that they didn’t use the disability sense in grafting of the law. The laws are discriminatory.”⁴⁵

Similarly, the Labour Act also prohibits women from working on night shifts in any public or private establishment. While the Act does not expressly mention the extractive industry, it is not difficult to see how such openly discriminatory law can hinder the advancement of women generally, and women with disability in the extractive sector. Such laws openly reinforce stereotypes and cultural beliefs about the inability of women and women with disability to engage in certain types of jobs.

Beyond the provisions of the law, there is a sense that the government needs to do more in instituting policies that specifically promote the inclusion of women and women in disability in the extractive sector. It has been previously mentioned how most of the mining done in many Nigerian communities are artisanal in nature, make use of low technology and involve a lot of manual input. The continuous encouragement of these obsolete means of mining is a deliberate barrier to the inclusion of women with disability in the sector.

Also, the absence of deliberate policies and programmes aimed at addressing the issues of gender disability and inclusion in resource producing communities, creates opportunities for the continued exclusion of this minority group in the sector. So, while there are few legislations (such as the Labour Act) that promote discrimination in the sector, having regard to cultural norms that raise the barrier to entry for women with disability in the sector, the government can lower this barrier by advocating for policies and laws that specifically target the inclusion of women with disability in the sector.

According to one of the respondents,

“Government should enact clear policies/legislation prohibiting any form of discrimination against women living with disability. It should enact laws that promote massive social justice education; equal opportunities in access to education, employment and participation in decision making on resource extraction as well as exploitation of those minerals resources; special consideration and attention for inclusion in the conception, design and provision of infrastructure, basic amenities and development projects.”⁴⁶

Some of the women with disability who were interviewed re-echoed the issue of the lack of employment in the extractive sector in their communities and lamented that they are

⁴⁵ KII with Joint National Association for Persons with Disabilities (JONAPWD).

⁴⁶ KII with NEITI.

continuously seen as weak and without the necessary skill-sets required for doing the work. As observed by some of them:

“I know that my community is rich in gold that are been mined by extractives companies. Despite this, we haven’t benefitted from these companies and there is no assistance for women and people with disability. Because of the level of their poverty, most of them have become beggars on the streets just to make a living while others who are widows are left at the mercy of sympathisers. Women who are willing to work are discriminated against and told that it’s a man’s job. Despite their willingness, women, girls and persons living with disability, have remained unemployed.”⁴⁷

“...we are not gainfully employed by operational companies like Conoil, Chevron and Texaco operating within the community. We are in need of education, skill acquisition trainings, etc.”⁴⁸

In the mining sector in other countries, the government puts in place economic policies that deliberately create inclusion and participation and institute affirmative action for the benefit of women with disability who are interested in the business. In South Africa, for example, the mining charter sets up quotas for women employment and participation in mining. The key aim of the charter is to transform the mining sector so as to truly reflect the demographic profile of the country and benefit all citizens without any discrimination. Similarly, the Mining Act in Kenya also makes provisions for gender inclusion in the mining sector. One of the key provisions of the Act is to provide for entry points for the participation of women in the mining corporations’ boardroom and in the mining field, mineral production and throughout the entire value chain.⁴⁹

In Nigeria, deliberate policies can be in the form of credit support to acquire equipment, training for women with disability, quota employment for women in artisanal and large scale mining, both at the operational and at the boardroom levels, etc. The practice and history of discrimination targeted at persons with disability in Nigeria and the deliberate creation of policies such as suggested, can lower the barriers for entry of women with disability into the sector. If these deliberate actions are not taken and implemented, there would continue to be practices that reinforce imbalance against women with disability in the sector.

The inclusion of women in the mining sector is not just a question of fairness, but of economics as a recent analysis estimates that Nigeria’s gross domestic product could grow by 23 percent by 2025 if women are to participate in the labour force at the same

⁴⁷ KII with WWD 2, Ibodi, Osun State.

⁴⁸ KII with WWD 2, Sangana, Bayelsa State.

⁴⁹ Monica Gichuchi and Clarice Wambua (2017). Mining law, commentaries on Kenya’s framework legislation.

rate as men. And the International Monetary Fund suggests that Nigeria could make its vulnerable economy more stable by improving its low levels of gender equality.⁵⁰

Exclusion of WWD in the Social, Political and Commercial Life in Resource-Producing Communities

Social exclusion is understood as a process where individuals are unable to fully participate in economic, social, political and cultural life in the community. While anyone is potentially at risk of social exclusion, certain characteristics or attributes increase the risks. In Nigeria, the literature suggests that groups particularly at risk of social exclusion include women and girls, people with disability, ethnic and religious minorities, migrants and internally displaced persons.⁵¹

Women and girls face a range of formal and informal barriers to social inclusion. These barriers arise from a combination of restricted access to employment, education, health services, legal rights, public participation and gender social norms that position women and girls as wives and caretakers while men and boys are breadwinners and decision makers. And people with disability in Nigeria face a range of attitudinal, environmental and institutional barriers to social inclusion. This includes a combination of formal barriers which mean that adjustments are not made and services and opportunities are not accessible, and informal barriers arise from discriminatory attitudes and exclusionary practices.⁵²

Women with disability face the double jeopardy of being part of two groups that are vulnerable to exclusion in Nigeria by virtue of the fact that they are women who are also living with one form of disability or the other. According to Holden *et. al*,⁵³ stigma, discrimination and negative attitudes toward people with disability are a major cause of social exclusion in Nigeria. Intersecting with religious and cultural beliefs and superstitions, such negative attitudes lead to people with disability being seen as a burden or even a punishment or curse.⁵⁴

Leadership Positions

Responses given during the research shows that women with disability are excluded from leadership positions in resource producing communities. For example, in some

⁵⁰ <https://deeply.thenewhumanitarian.org/womensadvancement/community/2018/09/26/nigerias-discriminatory-laws-hurt-women-and-corporations-alike>

⁵¹ Jenny Birchall (2019). Overview of social exclusion in Nigeria.

⁵² Jenny Birchall (2019). Overview of social exclusion in Nigeria.

⁵³ Holden, A., Clark, C. and Abualghaib, O. (2019). Situational analysis of disability in Nigeria. Disability Inclusion Helpdesk Report 8.

⁵⁴ Holden, *et al*.

communities where oil is the main extractive resource, the multi-national companies designed particular community engagement models called the global memorandum of understanding (GMOU) to address most of the developmental needs of the communities that are hosts to assets and facilities of the companies. It is meant to be a bottom-up approach where the communities are given the opportunity to determine the projects to be located in their communities based on the needs of the people.⁵⁵

Through the GMOU initiative, the companies established regional development committees (RDCs) which are community-based governance structures to administer the GMOU in the host communities. The RDCs in oil host communities in some of the Niger Delta states are made up of elected representatives from the communities that are hosts to the multinational oil companies and would serve for a specific term. They wielded a lot of power and influence, both in the amounts of money they control and in their abilities to determine development priorities for their communities. For instance, since 2005, Chevron Nigeria Limited has spent more than ~~N~~26 billion under NNPC-Chevron Joint Venture to the Egbema-Gbaramatu Communities Development Foundation (EGCDF).⁵⁶ The RDCs have oversight on spending decisions and manage health, education, jobs and infrastructure projects determined through a community planning process for each RDC. Annual community funding is provided by the Chevron-NNPC joint venture based on a number of factors, including operational success.⁵⁷

In interviews with some of the leaders of the EGCDF, they state that although their communities do not discriminate against persons with disability, they could not recall a time that a woman with disability was elected as a member of the EGCDF. According to them,

“The foundation has operated for 15 years but I’m not aware of any woman in disability that has held a position in the leadership of this organisation. But if there are women in disability around, perhaps they would have been given a position.”⁵⁸

“EGCDF does not make specific financial provisions for women living in disability.”⁵⁹

The community trust (CT) is the equivalent of the RDC in some host communities operated by Shell Petroleum Development Company of Nigeria, an international oil company. Just as the RDC, the CT is the community governance body selected to administer community projects

⁵⁵ Olayinka Ajala (2016). Human security in the Niger Delta: Exploring the interplay of resource governance, community structure and conflicts.

⁵⁶ <https://dailynigerian.com/chevron-spent-ijaw/>

⁵⁷ Chevron (2017). Roots of change: Chevron’s model community empowerment program in the Niger Delta.

⁵⁸ KII with EGCDF member 1.

⁵⁹ KII with EGCDF member 2

under the memorandum of understanding (MOU) between the community and the international oil companies. According to one of the leaders of the CT:

“... to my knowledge and experience over the years, I am not aware of any woman with disability playing active roles in the Community Trust (CT). Also, the Community Trust has no budgetary provisions for women with disability. So far, the Community Trust has not made specific effort to address the challenges of women with disability. Usually, the community collectively decides in a town hall meeting on what to do with the fund received by the Community Trust. But we have not paid attention to women with disability. If women with disability become educated, it will help them become recognised and become financially independent in the society.”⁶⁰

“I have been a member of Community Trust (CT) for about five months now and I am not aware of women living in disability that hold any key position in the CT. The major issue playing out now is that the CT has become politicised such that the process of selection of membership is no longer based on merits but rather based on partiality and compromise.”⁶¹

For one of the leading members of the Host Communities of Nigeria Producing Oil and Gas (HOSTCOM) in Bayelsa State, a strong pressure group purportedly representing all oil and gas host communities, “I’m not aware of women in disability that hold leadership position in HOSTCOM.”⁶² His colleague re-echoed this thought by stating that “some kind of disabilities put physical limitations on the ability of the person, especially where a lady is unable to walk or go out of her house. There is no way she can participate in leadership except she is provided with a wheelchair.”⁶³

Some of these thoughts are re-echoed by some of the respondents who are women living with disability. According this respondent from Sangana Community in Brass LGA of Bayelsa State,

“We are not giving any opportunities to leadership positions because we are perceived as weak and powerless. Also, we are not gainfully employed by operational companiesoperating within the community.”⁶⁴

Another respondent is of the opinion that women with disability cannot hold leadership positions because of their disability.

“I am a teacher and yes there are women with various disabilities in the community from blind, crippled, deaf and dumb and other forms of disabilities. But the community does not discriminate

⁶⁰ KII with CT member, Yenagoa LGA, Bayelsa State.

⁶¹ KII with CT member 1, Ogbia LGA, Bayelsa State.

⁶² KII with HOSTCOM 1.

⁶³ KII with HOSTCOM 2.

⁶⁴ KII with WWD 1, Sangana, Bayelsa State.

against them but they are not allowed to operate in any leadership positions because of their disability.”

An important finding from the research is that in most of the resource-producing communities in all of the target states, many of the respondents indicate that while women play some roles in leadership positions in their communities, women with disability do not play any role. While many did not state why this was so, it could be assumed that the reason is in the way they perceive women with disability as people that are weak, helpless and dependent on their families for survival.

A particular CT member observes that one reason why women with disability are not included in the leadership positions in the CT is because of adherence to a provision in the constitution that bars persons with disability from holding leadership positions of any kind. According to him,

“There are levels of disability. Some of them that can gradually work to where community is gathered do participate in town hall meetings. But due to the constitution of Nigeria that says once you have disability, there are certain political offices you cannot hold, hence we are following the Nigerian constitutions.”⁶⁵

However, the said participant is unable to quote the particular section of the constitution that made that provision or remember the section.

Socio-Cultural and Commercial Life

According to another respondent,

“I do not know if women in disability play economic, social or political roles in my community or not. Politically, we are a local community and host to CNL, SPDC and Chevron. But in my area women in disability might not have equal opportunity with women who have no disability because disability puts some limitations on the physical ability of the person that has disability.”⁶⁶

There are mixed responses regarding whether women with disability are discriminated against in socio-cultural and commercial activities in the resource producing communities. Many of the respondents, when asked whether women with disability are discriminated against in socio-cultural and commercial activities in the communities, responded that this is not the case. However, when the researchers probed further, they discovered that there are no specific concessions or opportunities made available for women with disability to be integrated in socio-cultural and commercial activities in the communities. This situation mirrors the practice at the level of legislation where even

⁶⁵ KII with CT member 3, Yenagoa LGA, Bayelsa State.

⁶⁶ KII with Executive member, EGCDF, Delta State.

though there are no specific laws discriminating against women with disability from working in the extractive sector, there are also no laws or policies actively promoting the inclusion of women with disability in the sector. In the communities, the prevailing sentiment is that women with disability should seek the same opportunities just as others that are not without disability.

“Presently, the programme we have here is for both people in disability and no disability. For instance, we have a scholarship scheme which both women in disability and no disability benefits equally provided they are qualified for it. Also, we have skills acquisition programme from which 108 people graduated last year and empowered them with various starter packs. Our programmes are designed to target both people who have disability and those that have no disability. This is why I said earlier that our programmes are all inclusive. For instance, our infrastructural projects like town halls and concrete work ways can be used by both people living in disability and those who do not have disability.”⁶⁷

According to Ibrahim Imam and M.A. Abdulraheem-Mustapha,⁶⁸ the best protection against persons with disability lies in instituting laws that protect against discrimination and which can form the basis for the state to enforce the rights of PWDs.

These discriminatory practices manifest in the forms of unequal opportunities in access to education, employment and participation in decision-making processes on resource extraction as well as exploitation of those mineral resources. It also includes access to mobility, consideration and inclusion when plans are being made or conceived towards the provision of infrastructure or basic amenities, e.g., access to buildings, road usage, etc. The underlying causes are social injustice and lack of clear policy/legal framework on social/economic inclusion for women with disability, particularly in the extractive and mining industry.

For some other respondents, there is a clear case of discrimination against women with disability in their communities. According to these respondents, lack of political participation and lack of access to opportunities for WWDs are examples of ways they are not included in socio-cultural activities in resource producing communities. To them, the reason for non-inclusion is because of the physical disability suffered by these women. According to them:

“Yes, it is a clear case of discrimination and marginalisation. The implications are huge to the communities. They range from social and economic injustice, unfair and unequal distribution/access to benefits from their God-given wealth. It is also a denial of opportunity to contribute their own quotas to the development of their communities. We have most importantly

⁶⁷ KII with Executive member, EGCDF, Delta State.

⁶⁸ Ibrahim Imam and M.A. Abdulraheem-Mustapha (2016). Rights of people with disability in Nigeria: Attitude and commitment.

robbed ourselves of the opportunity to harness the huge human capital potentials and capabilities incubated in these individuals, thereby plunging them further into poverty and excluding their contribution to the nation's GDP."

*"Women in disability are not playing economic and social roles in my community because of their physical condition. Women in disability are excluded from participating in certain community activities but they do take part in selected activities like festivals."*⁶⁹

*"I believe that women in disability are being discriminated against in so many ways and also being excluded from participating in political and social activities because they are not fit to participate given that some are unable to walk while others depend on using wheelchairs for mobility. So, in such situations, women in disability are not allowed to participate in social and political gathering."*⁷⁰

*"The women in disability do not play any role in economic, social, commercial and political life in the community due to their state of health. Their roles differ from the roles of other women without disability who they see as more active and more physically capable than those with disability."*⁷¹

Also, one of the prevalent complaints of respondents (both WWDs and persons without disability) is that the women with disability are often poor, unemployed and in need of assistance from the government, or resource extracting companies operating within their communities. Many respondents in the northern part of Nigeria, e.g., Benue, Kogi, Niger and Zamfara states, indicate that begging is one of the ways that women with disability survive. This confirms Birchall's thesis⁷² that people with disability are disproportionately affected by poverty in Nigeria, with nine out of ten living below poverty level. For the states in the southern part, such as Ebonyi, Bayelsa, Delta and Osun, the responses also show that women with disability are without regular income, unemployed or underemployed, and depend on petty trading and farming for survival. According to them:

*"Yes, there is unemployment among women with disability. They are seen as physically handicapped and also the government has not provided any opportunity for them."*⁷³

*"Some do barra (begging)...."*⁷⁴

"...most of them have become beggars on the streets just to make a living while others who are widows are left at the mercy of sympathizers. Women who are willing to work are discriminated

⁶⁹ KII with CT member 2, Yenagoa LGA, Bayelsa State.

⁷⁰ KII with Staff of Bayelsa State Ministry of Mineral Resources.

⁷¹ FGD with women group Magama, Niger State.

⁷² Jenny Birchall (2019). Overview of social exclusion in Nigeria.

⁷³ FGD with women group, Magama, Niger State.

⁷⁴ FGD with women group, Bagega, Zamfara State.

*against and told that it's a man's job. Despite their wiliness, women, girls and persons living with disability have remained unemployed."*⁷⁵

*"I and my mother are crippled. We are unable to work because of the severity of the disability. We are mainly dependent on fishing for livelihood. But recently, oil spillage has contaminated the entire water body in the community as a result of the activities of these oil extraction companies which led to the death of fishes and economic trees...."*⁷⁶

*"Over the years I have been dependent on my children and people for survival. As a result of this, people take me for granted as they think that am not capable of working or doing anything profiting."*⁷⁷

Unemployment

Many of the respondents, including both those living with disability and without, state that most women with disability in their communities are unemployed. This finding reiterates the general findings about the level of employment for PWDs in Nigeria. The rate of youth unemployment for people with disability is 77.3 percent, compared with 49.2 percent for people without disability. The adult unemployment rate is 62.5 percent for people with disability compared to 21.5 percent for those without disability. Women with disability are more likely to be unemployed than their male counterparts.⁷⁸ Closely related to this rate of unemployment for PWDs in Nigeria is the poor state of education. According to a separate study, the participation rate in education is 12 percent for children with disability, compared to 57 percent for those without disability. While those children with disability who are in school have good primary completion rates, the Joint National Association of Persons with Disabilities (JONAPWD) estimates that 90 percent of children with disability in Nigeria are out of school.⁷⁹

Community Engagement Processes

Women with disability are often left out of the community engagement process conducted by mining and extraction companies before beginning their operations. This is a common practice in deeply patriarchal societies that consider womanhood and disability as limiting factors to involvement in decision making at the community level. The non-involvement of women with disability in these engagement processes has particular consequences. It excludes them from taking part in whatever benefits the

⁷⁵ KII with WWD 2, Ibodi Community-Atakunmosa West LGA.

⁷⁶ KII with WWD, Owukpa, Benue State.

⁷⁷ KII with WWD, Benikrukru, Delta State.

⁷⁸ Thompson, S. (2019a). Nigeria situational analysis. Disability inclusive development.

⁷⁹ Thompson, S. (2019a).

companies bring, e.g., allocation of jobs, etc. Also, their non-inclusion in these processes prevents their perspectives and needs from being brought to the fore.

“During community engagement process, at times women are not carried along. There is no inclusivity in trying to let them know about certain events that happen in the community. An underlying factor may be as a result of culture. In most of these extractive communities, they are patriarchal by nature, thinking women must not have a say in some major issues. So, mostly, it is like culture. When you talk about being disabled, it is still boils down to culture. So, it is more of culture and mind-set that causes marginalisation.”⁸⁰

⁸⁰ KII with CSR-in-Action.

Conclusion and Recommendations

Conclusion

The extractive industry has the potential to positively contribute to the economic development of Nigeria. Mining activities can create significant economic benefits for persons of all sex, organisation and state. This may be impossible to realise due to the unfair practices within the Nigerian society in general and the sector in particular, leading to the poor treatment of women, most especially disabled women.

The study, therefore, concludes that men are usually described as the head of patriarchal society, while the women are described as the neck. The head cannot stay on the body or effectively performs its functions without the neck. The contribution of every woman, whether disabled or otherwise, is important if any society is to achieve sustainable development. The government and other stakeholders must, therefore, institute policies to specifically promote the inclusion of women, most especially WWD in the extractive sector of the economy. This will help make the prediction of Nigeria's GDP growing by 23 percent by 2025 it a reality.

Recommendations

Government

The government at the federal, state and local levels should:

- Create the enabling environment and a level playing field for the inclusion of women with disability in the sector and in commercial, social and political activities in resource-producing communities. This can be done through policy/legal frameworks to enable women living with disability participate in decision making, resource extraction, exploitation, as well as provide equal opportunities in employment in the sector.
- Put in place a quota system for all mining companies to employ a certain number of women with disability not only at the community level, but also at in their corporate offices.
- Promote the inclusion of women with disability in the extractive sector by creating incentives for their involvement at all levels of the value chain. These incentives can be in the form of grants, micro credits, etc.

- Create policies to move investments from artisanal mining and the labour intensive practice of mining to a more technology-based process. This should also involve improving the mining value chain. By doing this, more women with disability can become involved in the sector and can become more involved in the socio-political and commercial life in their communities.
- Enact legislation prohibiting any form of discrimination against women living with disability. It should follow this with education on equal opportunities in access to education, employment and participation in decision making on resource extraction as well as exploitation of those minerals resources.

Private Sector

The private sector is expected to:

- Ensure the inclusion of women with disability in all community engagement processes that it carries out at the community level. It can specifically request for a certain percentage of WWD representation in all community engagement processes.
- Adopt policies that promote inclusion of women living with disability in resource producing communities in the form of equal opportunities in employment, access to other social and economic benefits in the sector as well as design and provide work places that are conducive for persons with disability.
- Emphasise the use of the gender and social inclusion (GESI) impact assessment for existing projects and before the beginning of all projects. The GESI impact assessment show how projects could impact women with disability at the community level and what can be done to mitigate the negative impacts.
- Build the capacity of women with disability to understand the operations of the extractive industry. They also need to have good understanding of global principles guiding the extractive sector as well as government policies on the sector in their countries.

Civil Society Organisations

The civil society organisations should:

- Prioritise evidence-based advocacy to influence government and companies to adopt policies that promote inclusion of women living with disability in the business of resource extraction, exploitation and other benefits that accrue from the sector.
- Promote campaigns on the need to change perspectives regarding how communities view persons with disability in general and women with disability in particular. Disability should not even be seen as a major challenge or an obstacle to development.

- Ensure that programming includes a GESI lens, from planning, design, up to implementation and evaluation.
- Deliberately invite women with disability to programmes and partner with disability rights organisations to ensure that the needs of women with disability are often brought to the fore.
- Invest in building the capacity of women living with disability at the community level to understand their rights and push for inclusion in all aspect of life.

Nigeria Extractive Industries and Transparency Initiative (NEITI)

The Nigeria Extractive Industries and Transparency Initiative is expected to:

- Design special programmes and aids that will support and improve the comfort and inclusion of persons living with disability in the NEITI process, for example, e.g., translation of the reports in braille language, deliberate inclusion of persons with disability in all NEITI events and programmes, inclusion of a person with disability on the NEITI board, etc.

Communities

The communities are expected to:

- Recognise that women with disability are part of the society and entitled to equal treatment and rights just like everybody else. Communities should work to improve the inclusion of women with disability in all facets of communal life, e.g., leadership, politics, social and cultural
- Eradicate negative stereotypes about women with disability and provide a space for them to contribute to the development of their communities.